Voya Cares® proprietary research finds there is a gap in employee and employer expectations relating to caregiving or having a disability in the workplace.

79% Of caregivers say their employer could be doing more to help

90% Of caregivers feel they lack company support in areas

1 in 5 Caregivers report that management is not concerned about him or her

Effects of caregiving

**Health**
- 83% Use their own sick time or vacation time to provide care
- 81% Experience added stress or anxiety
- 72% Has trouble sleeping

**Financial**
- Average perceived cost of caregiving per month: $825
- 56% Cut back on work hours
- 31% Leave one job for another
- 69% Cut back on leisure and vacation time

**Career**
- 22% Quit work entirely

What can you do?

Let your needs be known
Self-identification in the workplace helps employers understand your needs and what benefits best meet them.

Understand your benefits
Take the time to research all of the benefits your employer offers and understand how they can help you manage your responsibilities.

Want to learn more?
Download the whitepaper at: Voyacares.com/forthebenefitofall

For educational content, helpful articles, and community resources visit: Voya.com/voycares

Findings of an online survey of 510 HR Decision Makers respondents and an online survey of 1,815 employee respondents, both conducted by Voya Cares® in partnership with Lieberman Research Worldwide (LRW) during the period of December 2, 2018 - January 14, 2019.
Employers make a difference

Voya Cares® market research assesses the complex realities and needs of caregivers in the workplace to help inform employers on the effects and how to best support them.

How the workplace is affected

<table>
<thead>
<tr>
<th>Caregivers report</th>
</tr>
</thead>
<tbody>
<tr>
<td>74% Being stressed at work</td>
</tr>
<tr>
<td>67% Distractions during the workday</td>
</tr>
<tr>
<td>65% Regularly missing work</td>
</tr>
</tbody>
</table>

Cost of caregiving to organizations

- 5 Days missed per month to provide care
- $3200 Per employee, including higher health benefit costs, loss productivity, and legal liabilities\(^1\)
- 150% of annual salary Cost to replace a valued employee\(^2\)

Importance of employee benefits

- 94% Caregivers would stay with employers that provided relevant caregiving benefits/resources
- 91% Caregivers agree benefits are an important reason to stay at company

Caregivers express heightened interest in...

- Paid Family Care Leave: 85%
- Disability/Long Term Care Insurance: 81%
- Assistance Finding Providers: 73%
- HSA/FSA: 71%
- Online Resource Centers: 67%
- Legal Benefits: 46%

Want to learn more? Voyacares.com/forthebenefitofall

Download the whitepaper for ways you can support and retain caregivers in your workplace.

Findings of an online survey of 510 HR Decision Makers respondents and an online survey of 1,815 employee respondents, both conducted by Voya Cares® in partnership with Lieberman Research Worldwide (LRW) during the period of December 2, 2018 - January 14, 2019.

1Assisting Caregiving Employees (ACE) Program one-page overview
2Brandon Rigoni and Bailey Nelson, "Many Millennials Are Job-Hoppers – But Not All," Gallup, 8/9/16