

VOLUNTARY BENEFITS: THE MISSING PIECE OF THE PUZZLE

These optional benefits allow employees to select and pay for additional perks to meet their individual needs.

TRENDING VOLUNTARY BENEFITS FOR 2025

1

Supplemental Health Insurance

Employees want affordable ways to manage costs. Accident, critical illness, & hospital indemnity insurance provide coverage for unexpected expenses, without the restrictions of major medical plans.



Student Loan Repayment Assistance

This benefit, which allows up to \$5,250 in tax-free student loan repayment annually, can now also cover principal and interest on qualified education loans, with payments made directly to the lender or the employee.

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3

Term Life Insurance

Many organizations offer base-level group term life insurance, partially or fully funded by the employer, with the option for employees to purchase additional coverage.



Cybersecurity & Identity Theft Protection

With the shift to remote and hybrid work where personal devices and home networks are often less secure than corporate systems, these protective plans are highly sought after by employees.

4

5

Legal Plans & Services

Legal plan voluntary benefits are highly relevant because employees often require legal assistance for personal matters; this benefit relieves stress and leads to a more productive work environment.



Voluntary benefits provide employees with the flexibility to choose the perks that matter most to them, creating a more customized and engaging compensation package.
