



# Employee Benefits Satisfaction Survey Template

We are committed to providing benefits that support your health, financial security, and overall well-being. Your feedback is critical to understanding what's working and where we can improve. **This survey is confidential and takes approximately 10 minutes to complete.** Your input helps shape future benefit offerings, vendor relationships, and company policies.

## SECTION 1: BENEFIT PRIORITIZATION

Which three benefits do you currently value the most? Please include both existing and desired options.

Which three benefits are least important or least relevant to your needs?

## SECTION 2: UNDERSTANDING & SATISFACTION

Please rate the following on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree):

|  |   |   |   |   |   |
|--|---|---|---|---|---|
| I clearly understand the benefits provided to me.                        | 1 | 2 | 3 | 4 | 5 |
| The health insurance options meet my needs.                              | 1 | 2 | 3 | 4 | 5 |
| The cost of health insurance is reasonable (premiums, deductibles, etc.) | 1 | 2 | 3 | 4 | 5 |
| The benefits package meets the needs of my family.                       | 1 | 2 | 3 | 4 | 5 |

## SECTION 3: RETIREMENT, PTO, AND FLEXIBILITY

|                              |   |   |   |   |   |
|------------------------------|---|---|---|---|---|
| Retirement Plan Satisfaction | 1 | 2 | 3 | 4 | 5 |
|------------------------------|---|---|---|---|---|

What features or changes would improve this plan?

|                                  |   |   |   |   |   |
|----------------------------------|---|---|---|---|---|
| Paid Time Off (PTO) Satisfaction | 1 | 2 | 3 | 4 | 5 |
|----------------------------------|---|---|---|---|---|

Any feedback on PTO usage, accrual, or flexibility?

|  |   |   |   |   |   |
|--|---|---|---|---|---|
| How important are flexible work options (remote, hybrid, flexible hours) | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|

## SECTION 4: COMMUNICATION & CULTURE

Which of the following contribute to a positive workplace culture? (Select all that apply):

- Recognition programs
- Wellness initiatives
- Team-building events
- Work-life balance support
- Flexible scheduling
- Career growth opportunities
- Other \_\_\_\_\_

On a scale of 1-5, how satisfied are you with our communication about benefits?

- 1  2  3  4  5

How could communication be improved?

Were your benefits clearly explained during onboarding?

- Yes  No

Do you know who to contact with questions about your benefits?

- Yes  No

## SECTION 5: OPEN ENROLLMENT EXPERIENCE

On a scale of 1-5, how would you rate your last open enrollment experience?

- 1  2  3  4  5

What worked well?

What could be improved for next year?

Were there any issues with the technology or tools used during enrollment?

- Yes  No

## SECTION 6: COMPETITIVENESS & OVERALL PERCEPTION

Do you feel our benefits are competitive with similar organizations?

- Yes  No

On a scale of 1-10, how likely are you to recommend our benefits package to a friend or colleague?

- 1  2  3  4  5  6  7  8  9  10

Are there any additional benefits or improvements you'd like us to consider offering?

Any final comments or concerns about your employee benefits?