



2019 **SURVEY RESULTS**
EMPLOYEE BENEFITS



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INTRODUCTION

The 2019 Employee Benefits Benchmark Survey was made available to individuals through their client portal websites. Over 500 respondents completed the survey.

This benchmark survey demonstrates how employers across the nation are responding to continually rising health care costs. Survey results indicate that enrollment in a high deductible health plan (HDHP) with a health savings account (HSA) increased, while enrollment in a preferred provider organization (PPO) remained the most popular of plans in terms of employee enrollment.

Similar to 2017, the majority of respondents offer defined contribution pension plans. Eighty percent of employers also offer matching contributions for their defined contribution pension plans, with the most common match rate falling between 1 and 10 percent.

These trends seem to indicate that employers continue to use benefits as a tool to attract top talent and to improve the lives of their employees, but that employers are handing off the active management of benefits to employees themselves, delegating the decisions and risk that come with determining their futures.

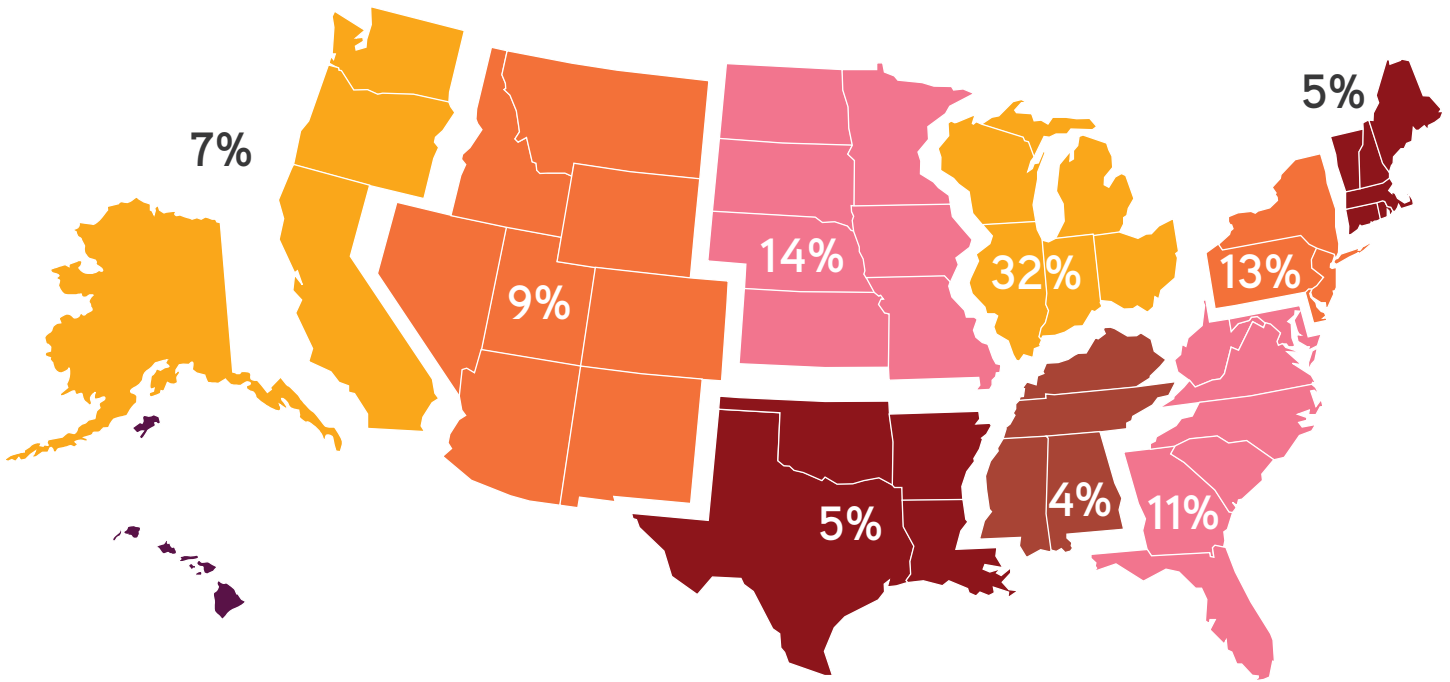
By using the data in this survey, you can view what other businesses in your area and industry are offering, and identify your plan’s strengths and weaknesses in order to fortify your recruitment and retention efforts.

DEMOGRAPHICS

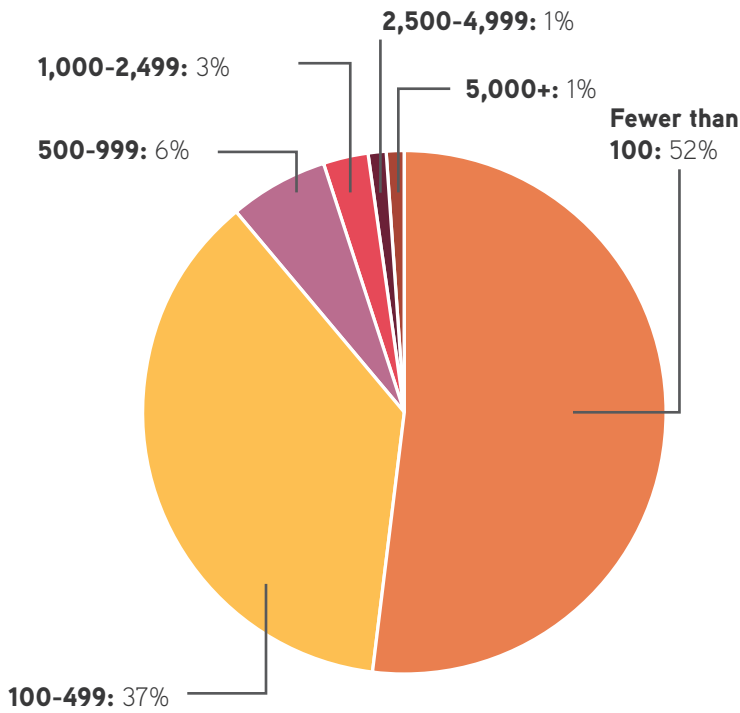
This survey was taken by employers from across the country. The overwhelming majority of survey respondents were from organizations employing fewer than 500 employees, and over half employ fewer than 100.

DEMOGRAPHICS

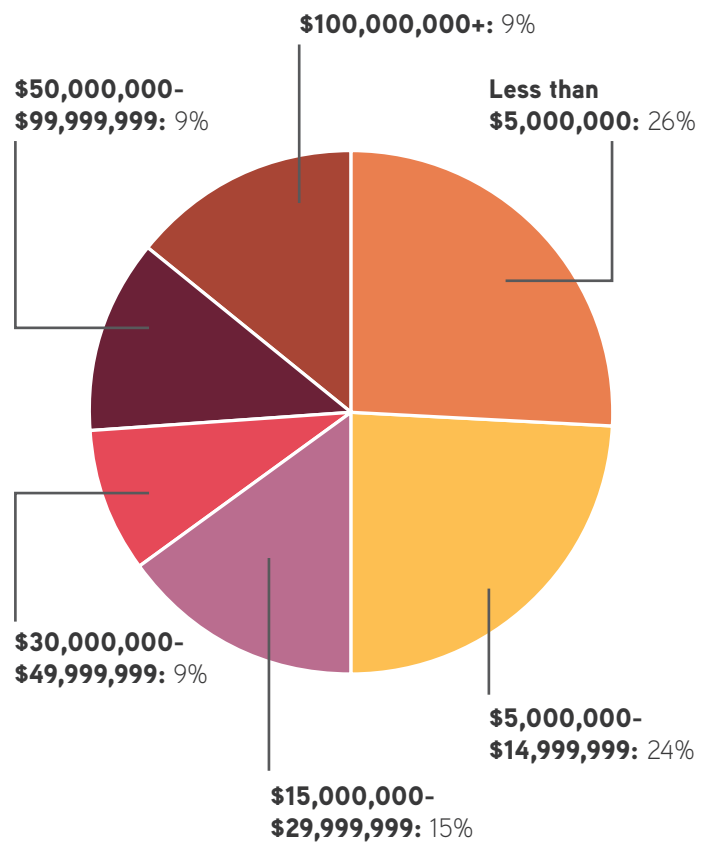
In which region is your organization based?



How many employees does your organization employ?

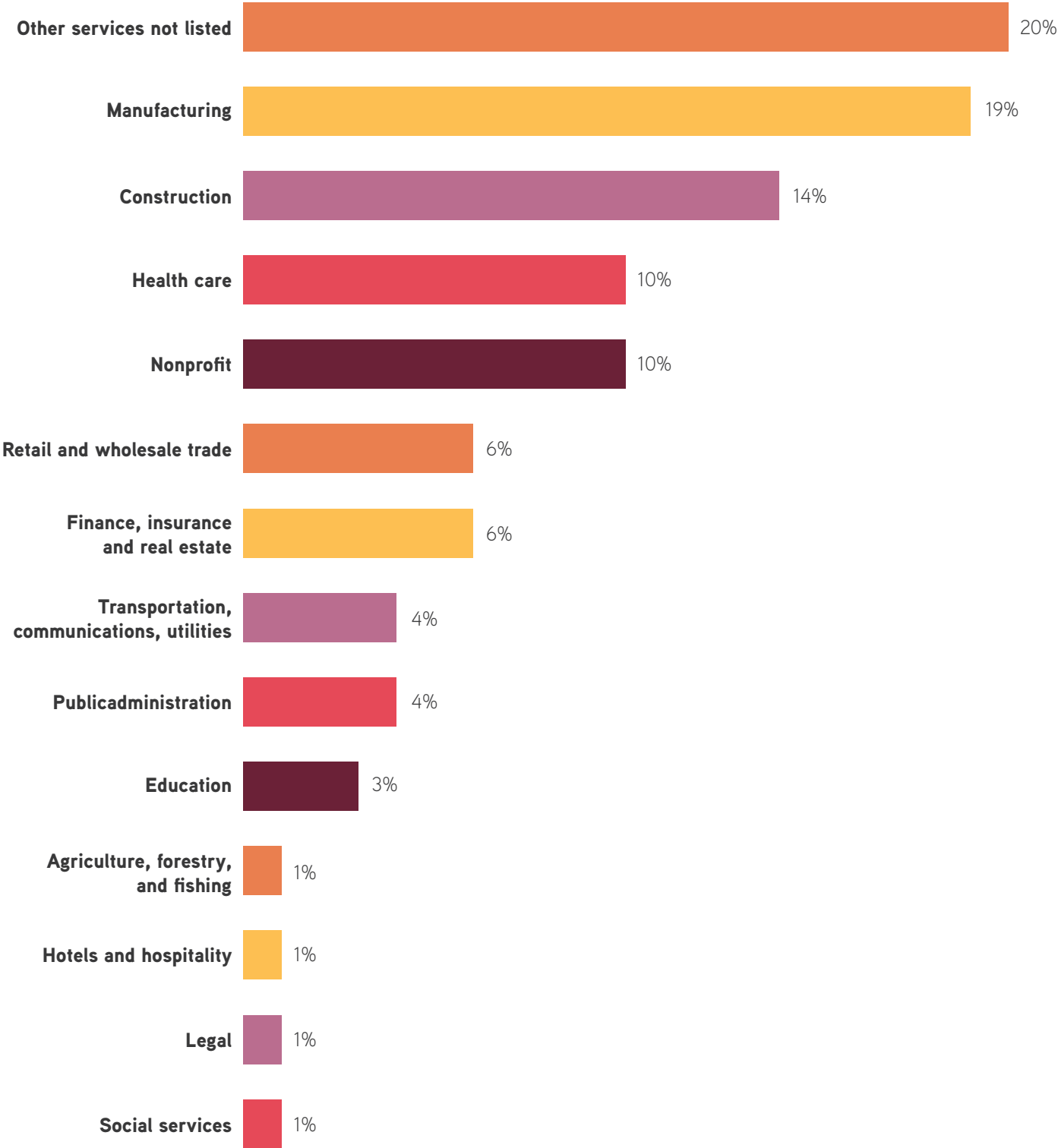


What is your organization's annual revenue?



DEMOGRAPHICS

In which industry or sector does your organization operate?



HEALTH CARE BENEFITS

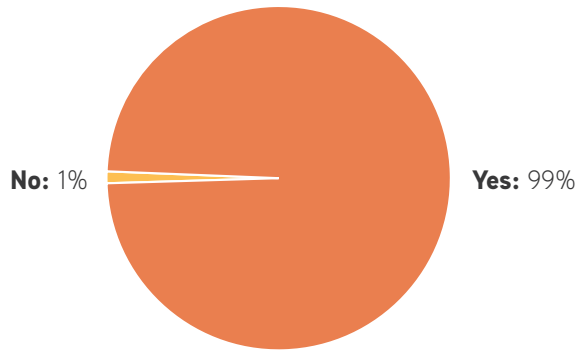
Historically, health care benefits have been a near-universal offering among employers. In 2019, only 1 percent of polled employers declined to offer health care benefits.

Of the 99 percent of respondents that offer health care coverage, 62 percent chose to offer a PPO plan, which is a 7 percent decrease from 2017. Despite this decrease, PPO plans are the plans most frequently offered, a figure that has remained largely unchanged over the past few years.

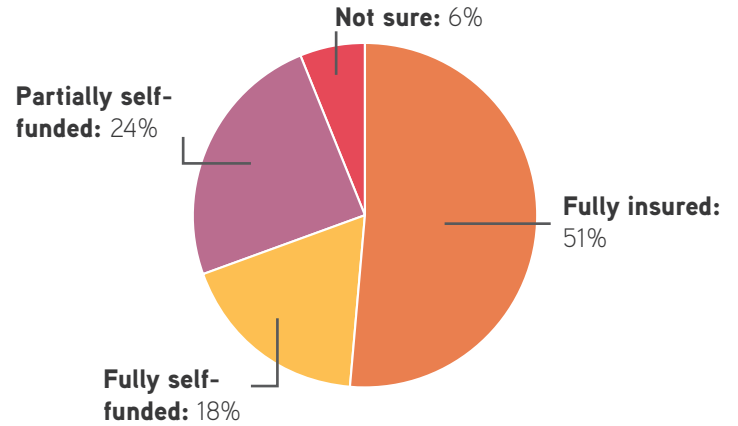
Annual worker and employer contributions for individual and family coverage also remained similar to 2017. The results show that more than half of respondents contribute \$5,000 or less for worker individual premiums annually and \$10,000 or less for worker family premiums annually.

HEALTH CARE BENEFITS

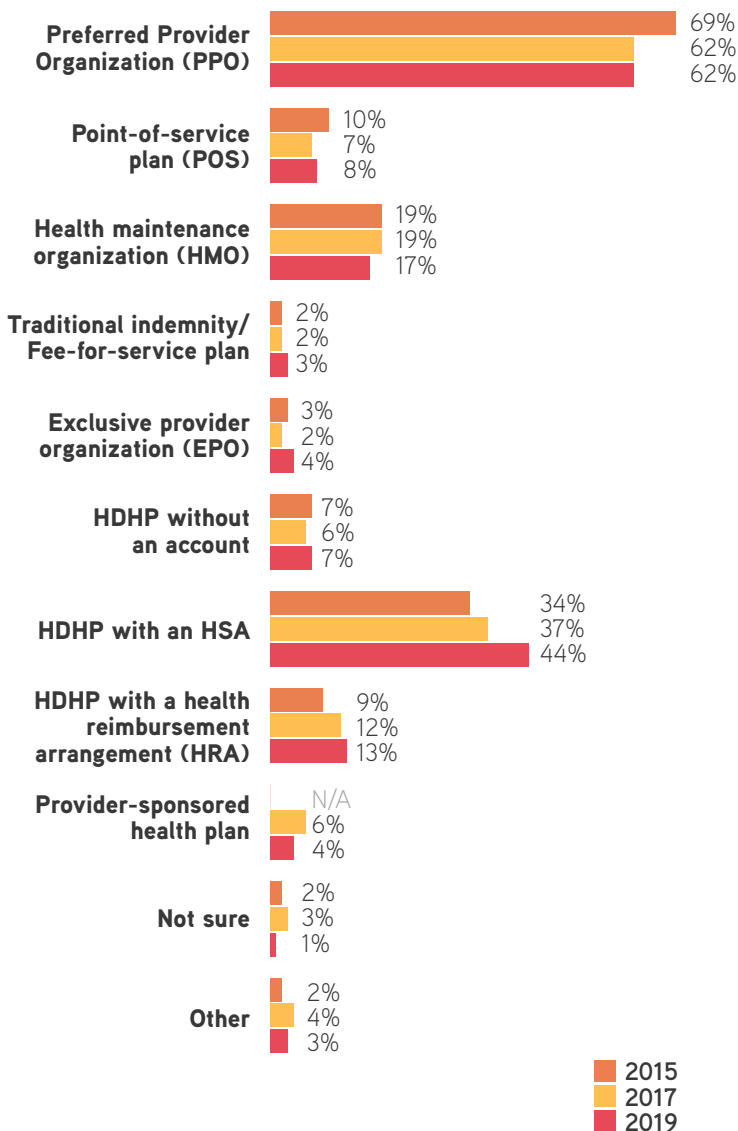
Does your organization offer health care benefits to your employees?



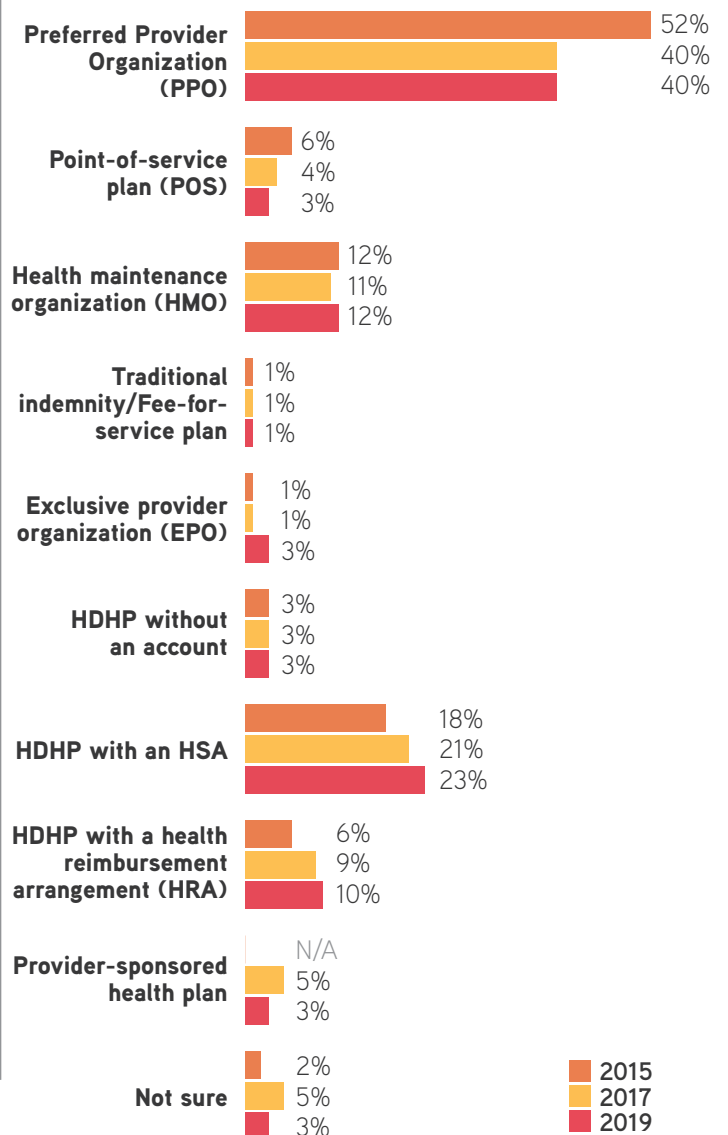
How is your organization's health plan funded?



What type of health care plans do you offer to employees?

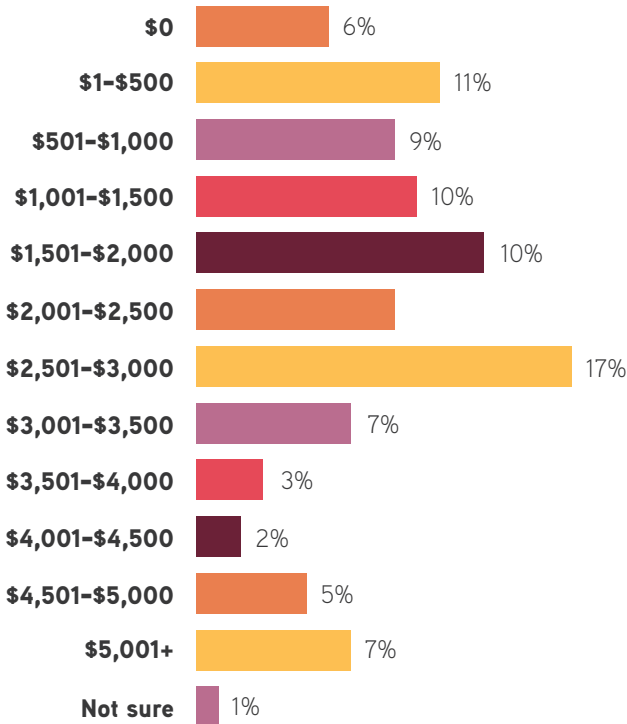


Indicate the health plan in which the majority of your participants are enrolled.

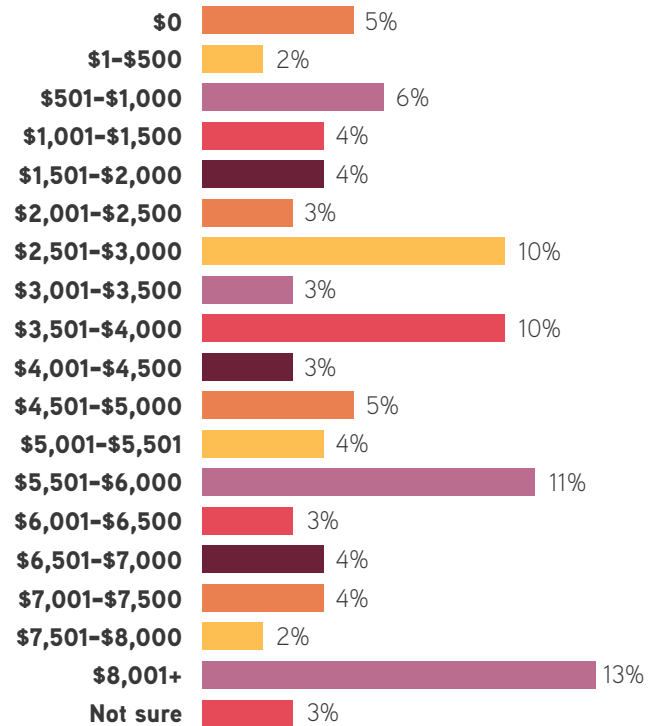


HEALTH CARE BENEFITS

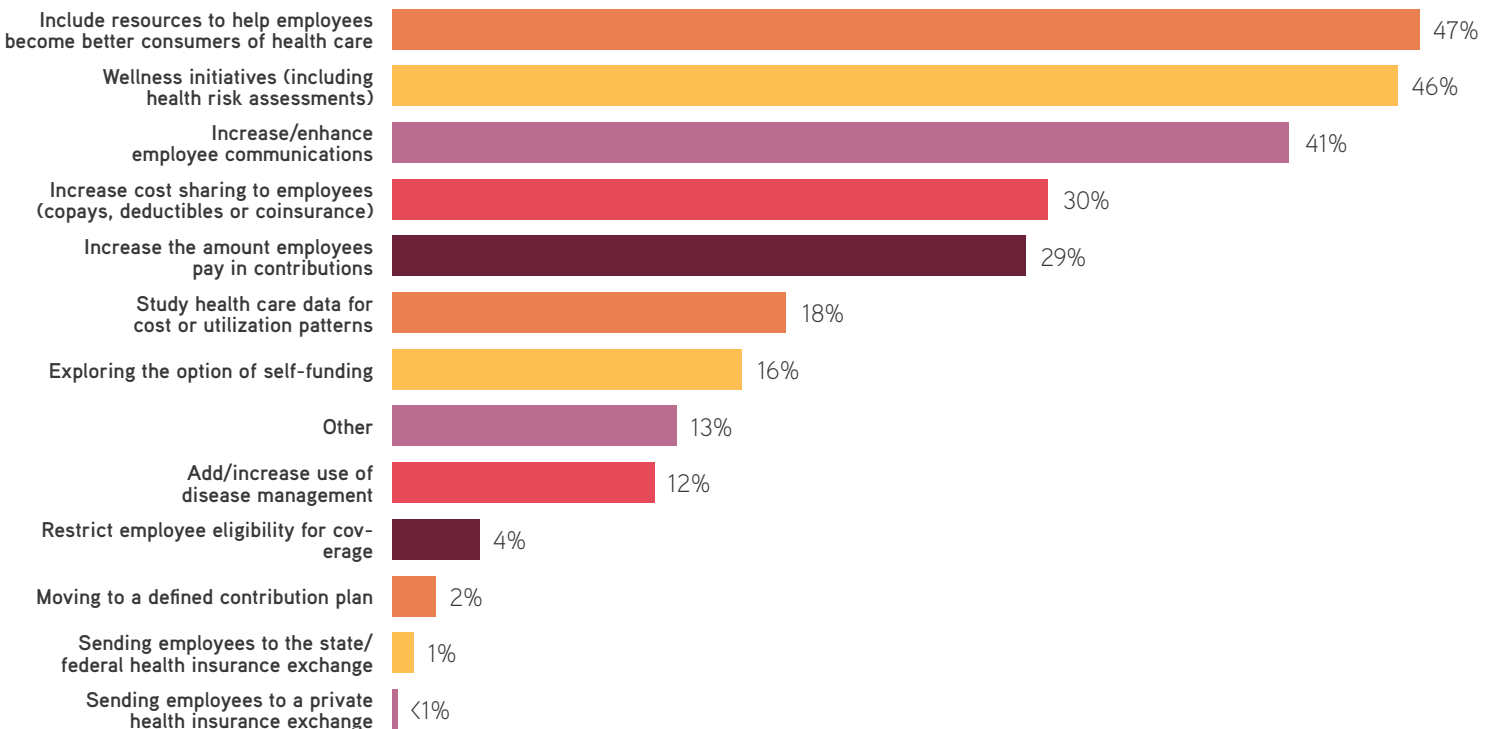
For the health plan with the majority of participants enrolled, what is the single in-network deductible amount?



For the health plan with the majority of participants enrolled, what is the annual in-network deductible for family coverage?

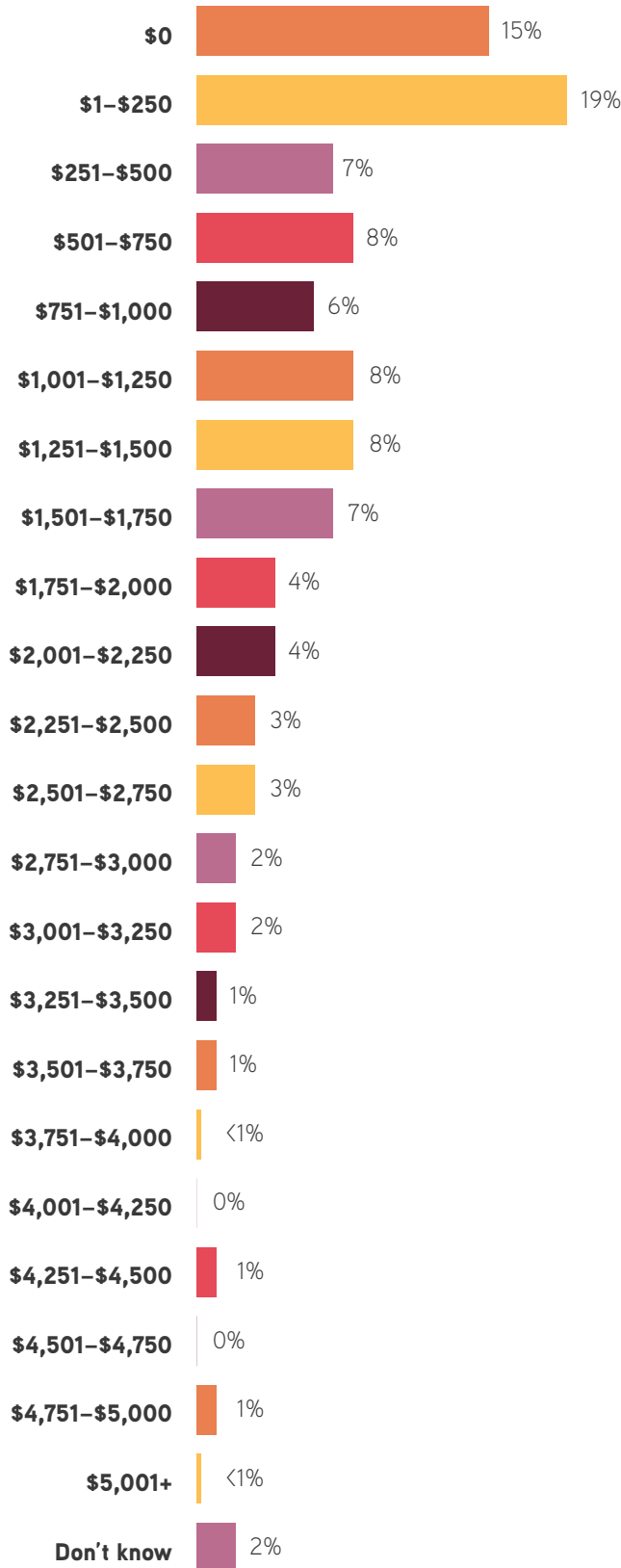


Which of the following cost-management measures does your organization currently employ or plan to employ for your medical plan? (Select all that apply.)

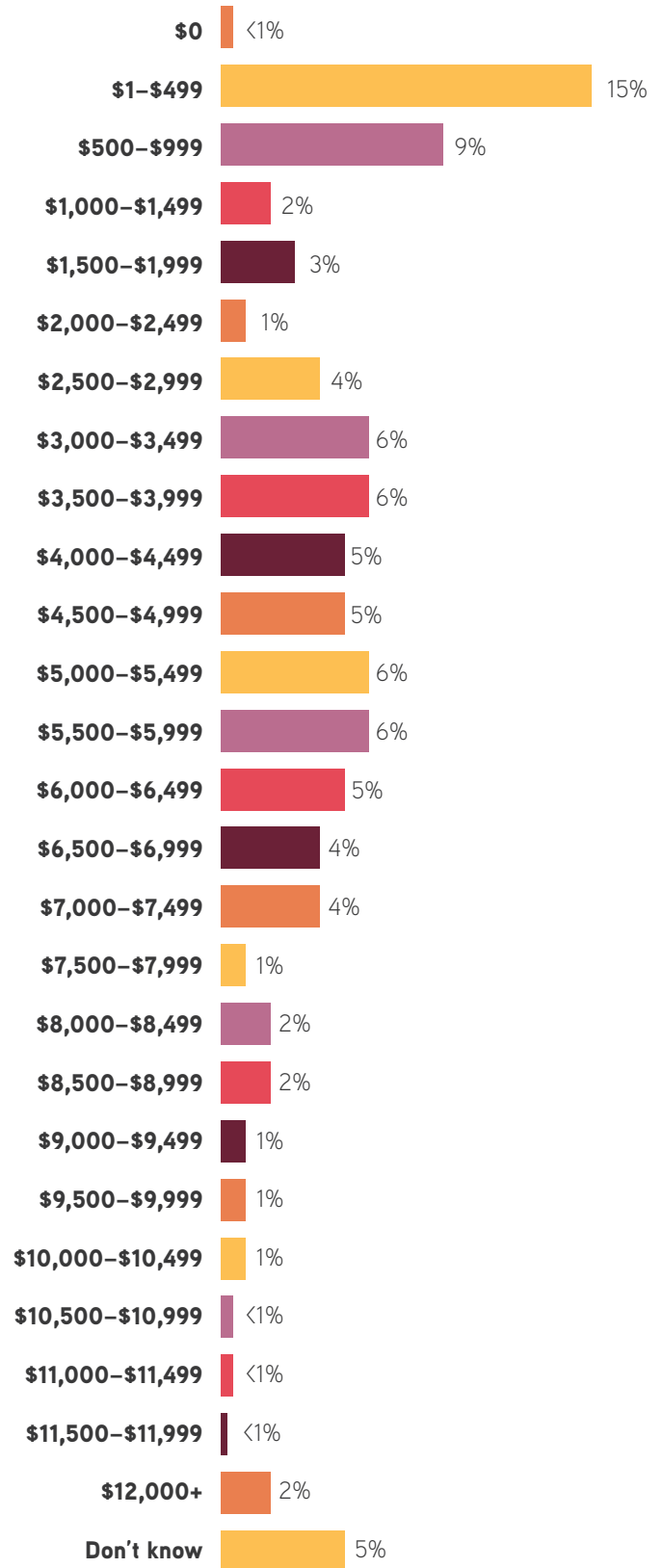


HEALTH CARE BENEFITS

For the plan in which the majority of your participants are enrolled, what is the average annual worker contribution toward the premium for single coverage?

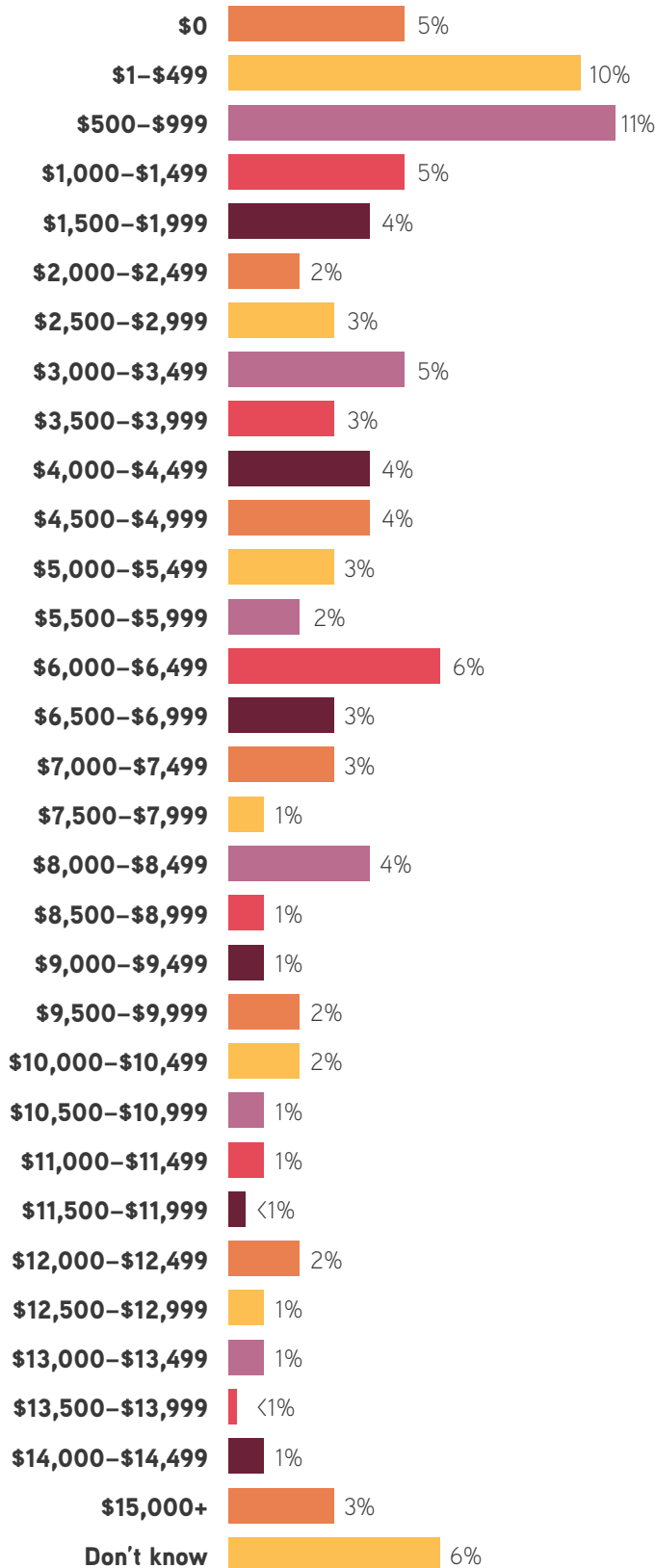


For the plan in which the majority of your participants are enrolled, what is the average annual employer contribution toward the premium for single coverage?

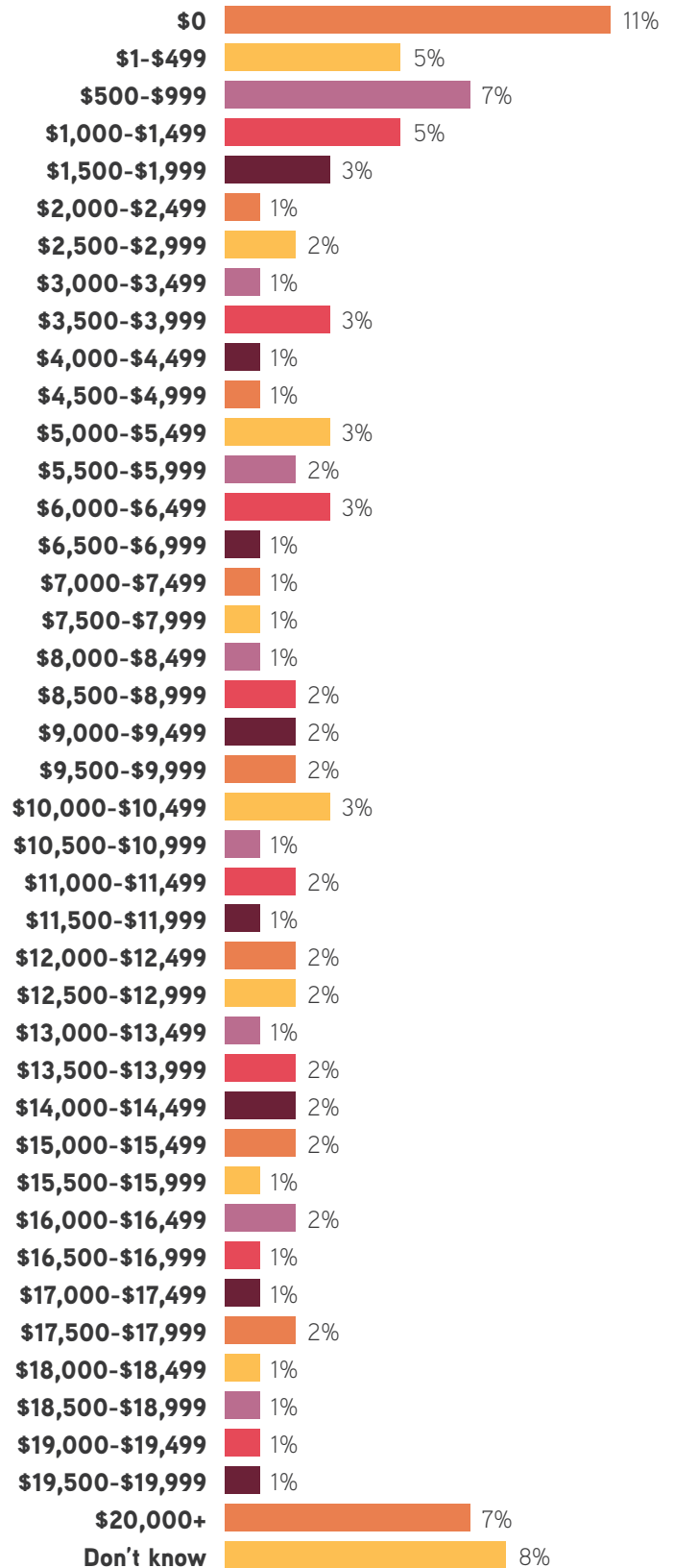


HEALTH CARE BENEFITS

For the plan in which the majority of your participants are enrolled, what is the average annual worker contribution toward the premium for family coverage?



For the plan in which the majority of your participants are enrolled, what is the average annual employer contribution toward the premium for family coverage?



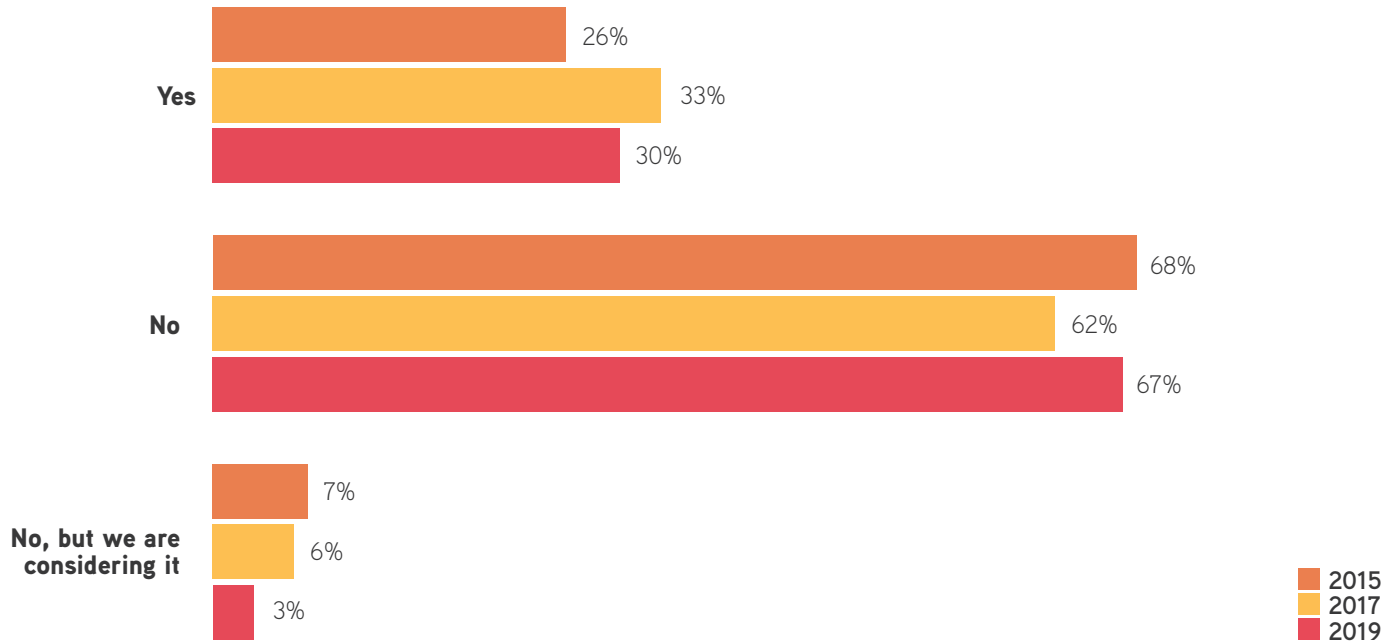


DOMESTIC PARTNER BENEFITS

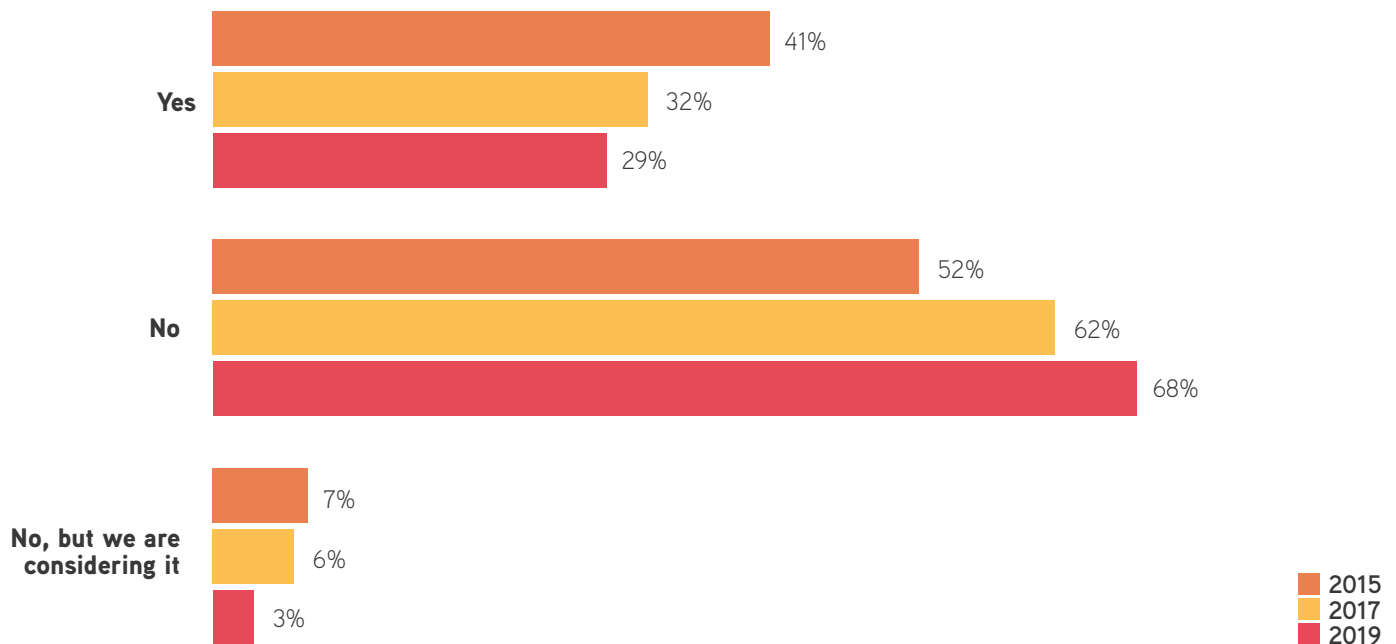
To make benefits offerings more attractive, some employers are offering health care benefits to unmarried same-sex and opposite-sex domestic partners.

DOMESTIC PARTNER BENEFITS

Do you offer health benefits to unmarried opposite-sex domestic partners?



Do you offer health benefits to unmarried same-sex domestic partners?



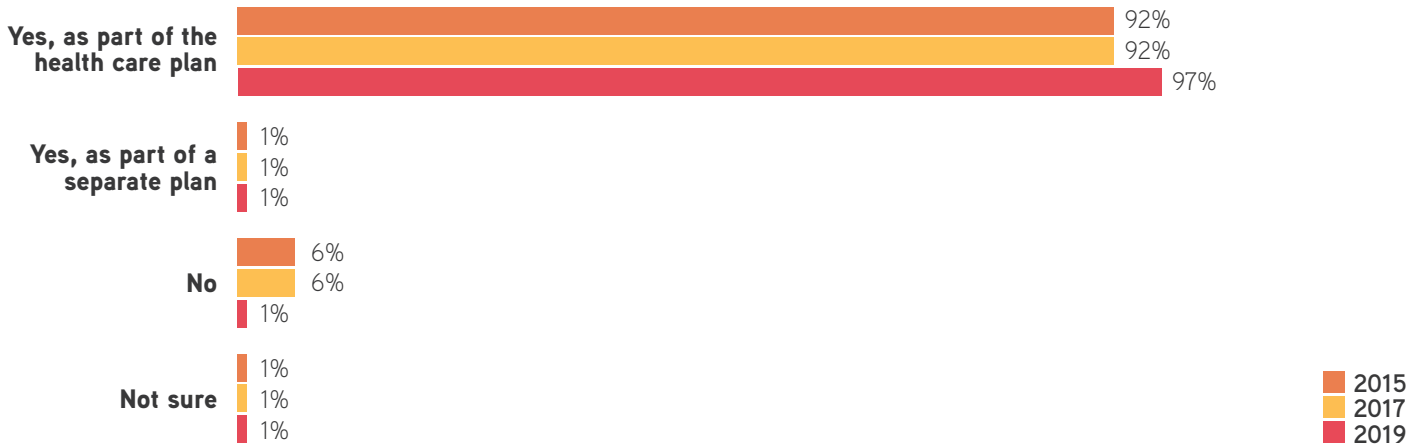


PRESCRIPTION DRUG PLANS

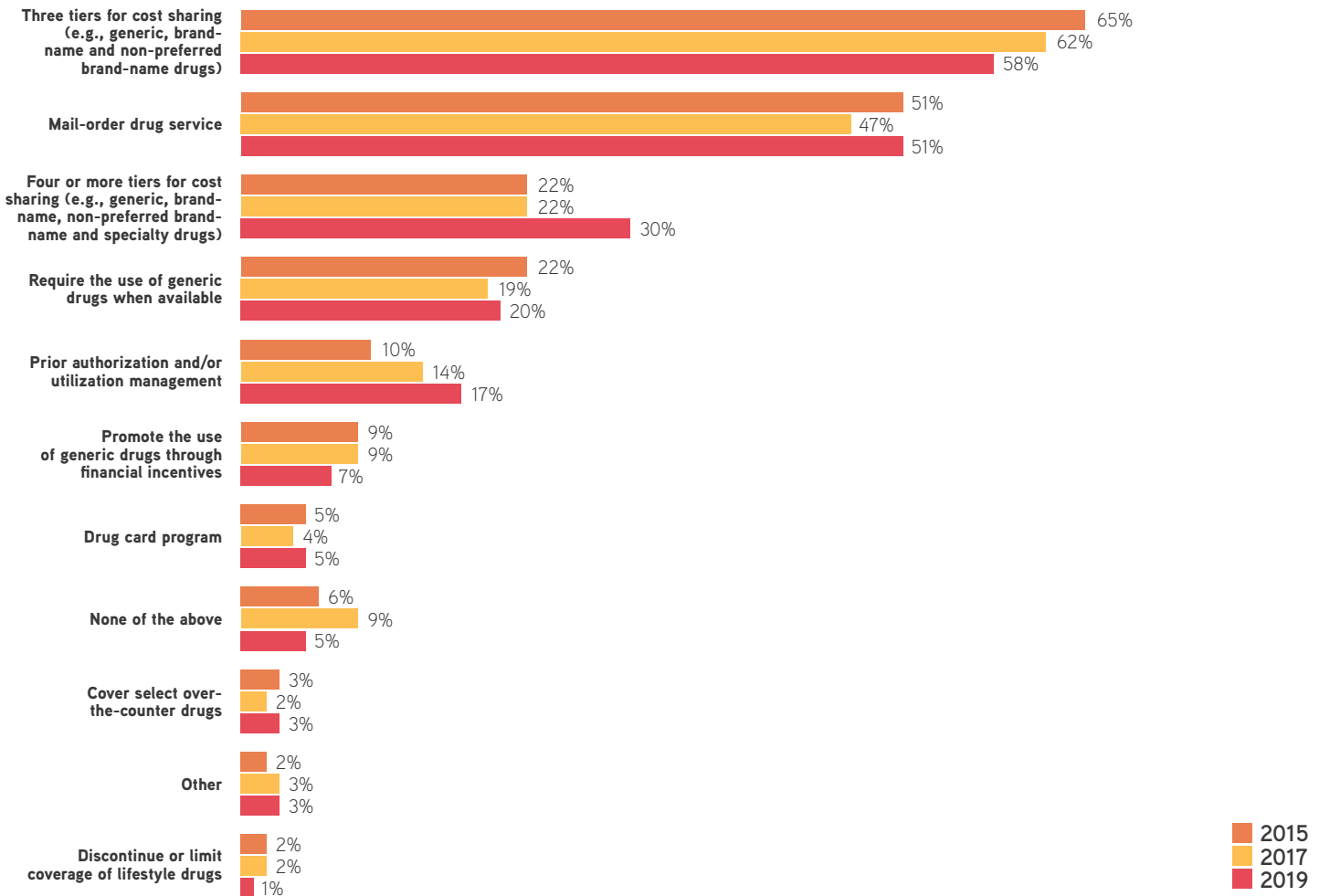
The high cost of prescription drugs has been a concern to many employers in recent years. To help manage prescription drug costs, the majority of employers are using three tiers for cost sharing and a mail-order drug service. Other cost-management strategies and their prevalence are outlined below.

PRESCRIPTION DRUG PLANS

Does your organization provide coverage for prescription drugs?



Which of the following cost-management techniques does your organization use for your prescription drug plan?



DENTAL BENEFITS

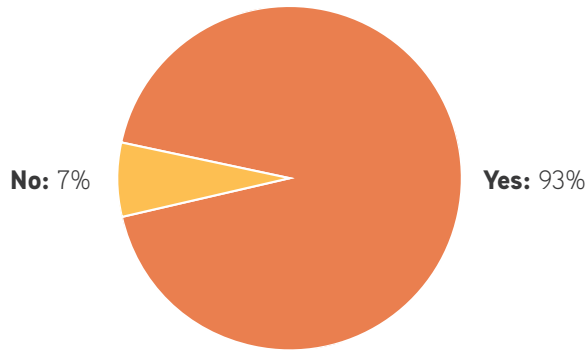
Dental plans remain a common benefit offering among employers—with 93 percent of surveyed organizations offering dental benefits, a 10 percent increase from 2017.

Deductible amounts remain similar for single employees as in past years, with the most common deductible falling into the \$40 to \$59 range. The percentage of employees who have this deductible decreased by nearly 9 percent for in-network care and by 7 percent for out-of-network since 2017.

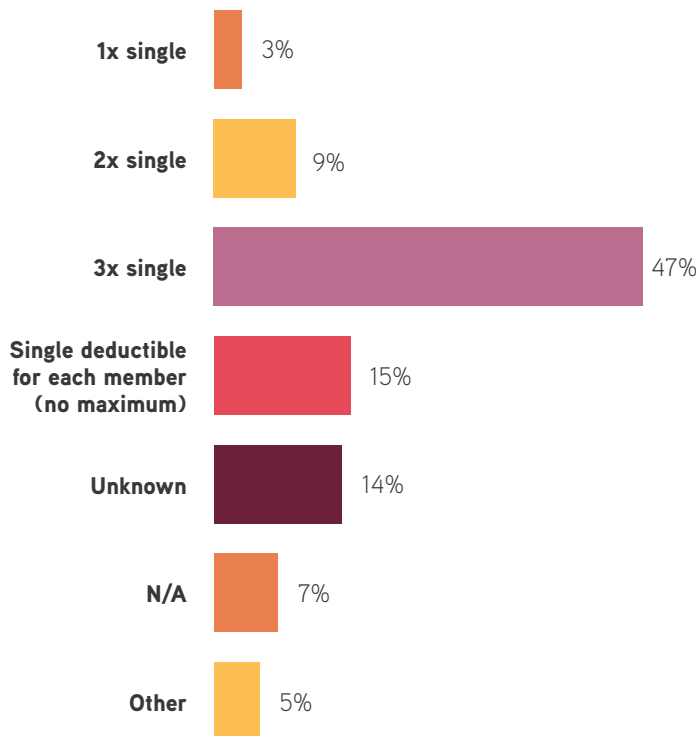
Almost 86 percent of respondents say the monthly employee contribution for single coverage is under \$40, and about 60 percent of respondents say the majority of employees pay \$80 or less per month in employee contributions for family dental coverage.

DENTAL BENEFITS

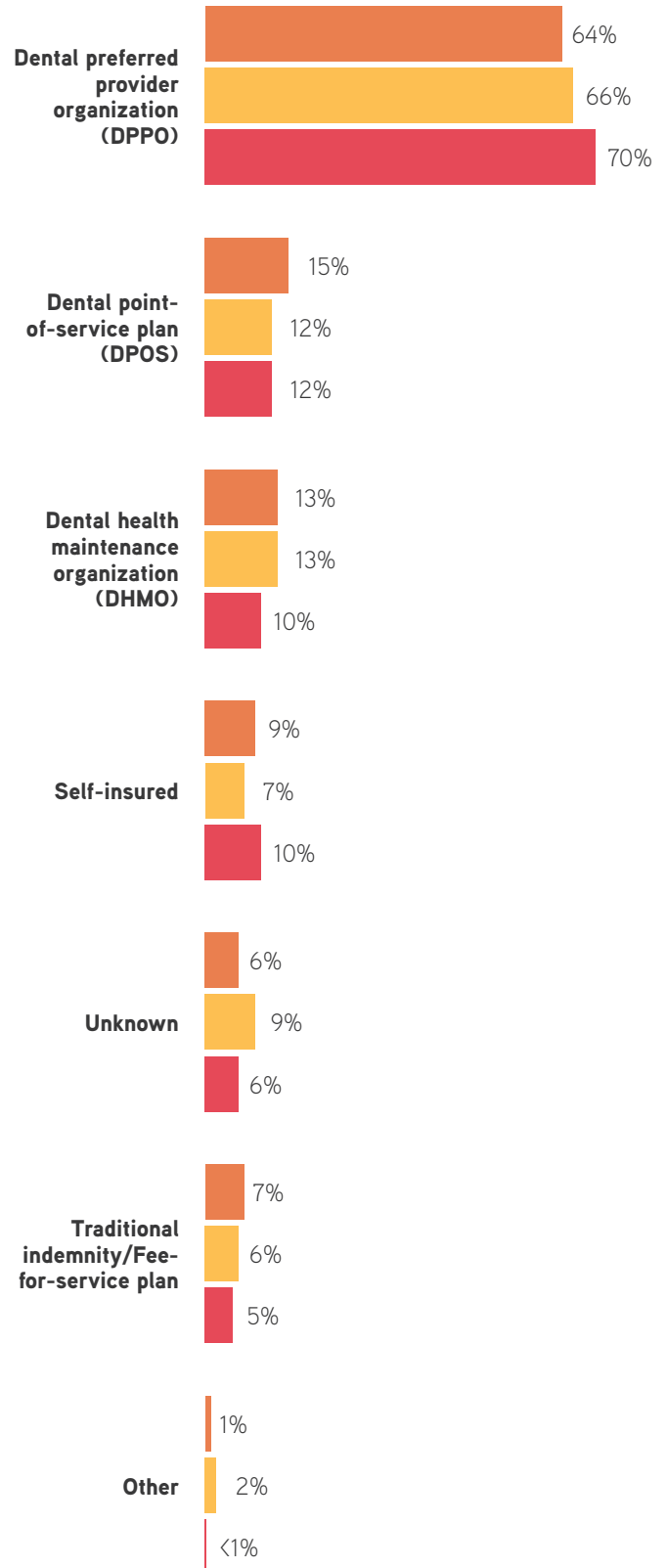
Does your organization offer dental benefits?



For the dental plan with the majority of participants enrolled, what is the family deductible?

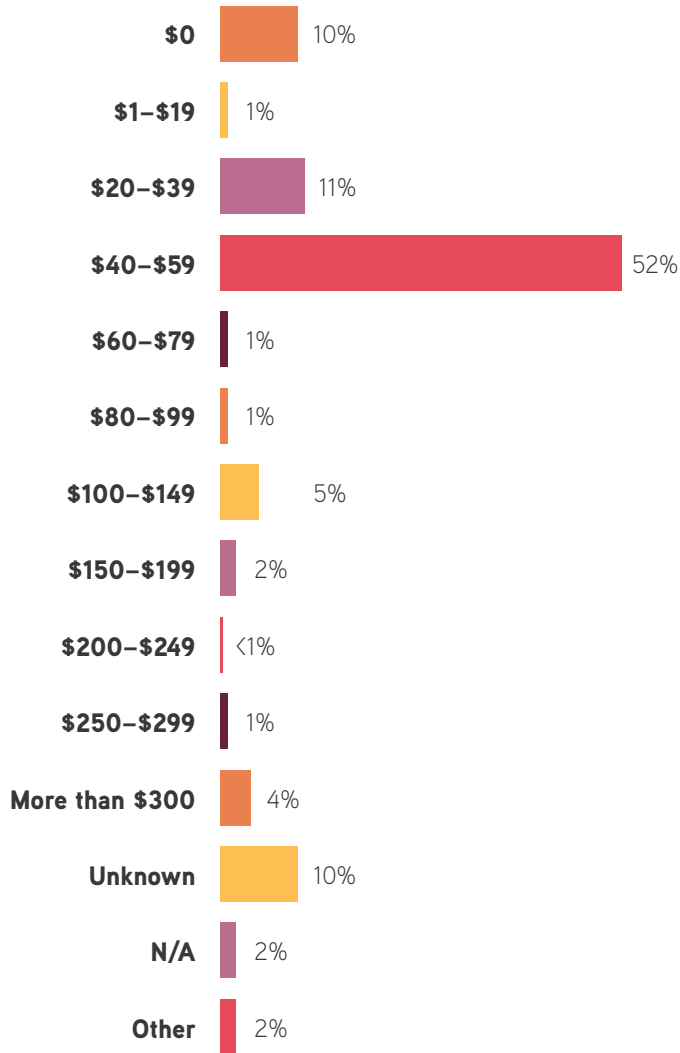


Which of the following types of dental benefits does your organization offer?

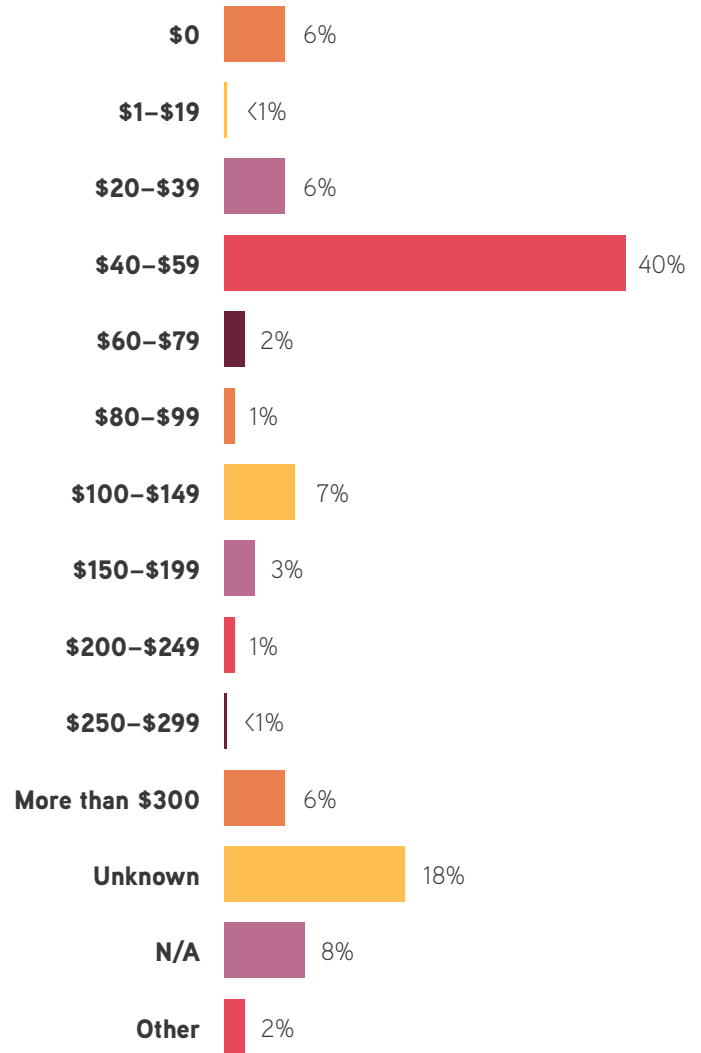


DENTAL BENEFITS

For the dental plan with the majority of participants enrolled, what is the annual in-network single deductible or annual single deductible?

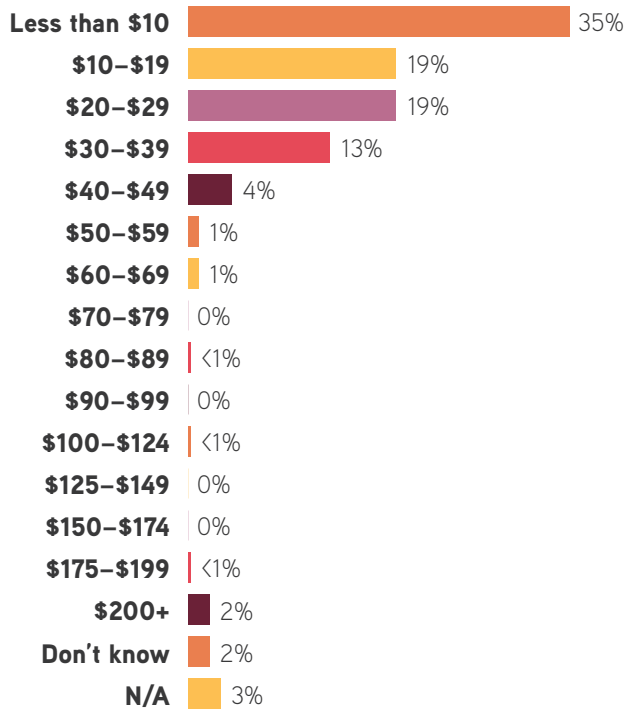


For the dental plan with the majority of participants enrolled, what is the annual out-of-network single deductible?

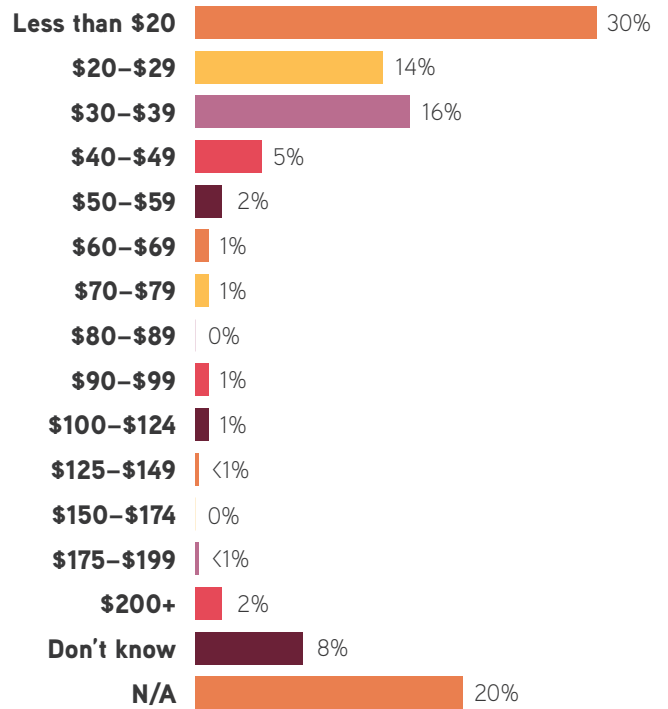


DENTAL BENEFITS

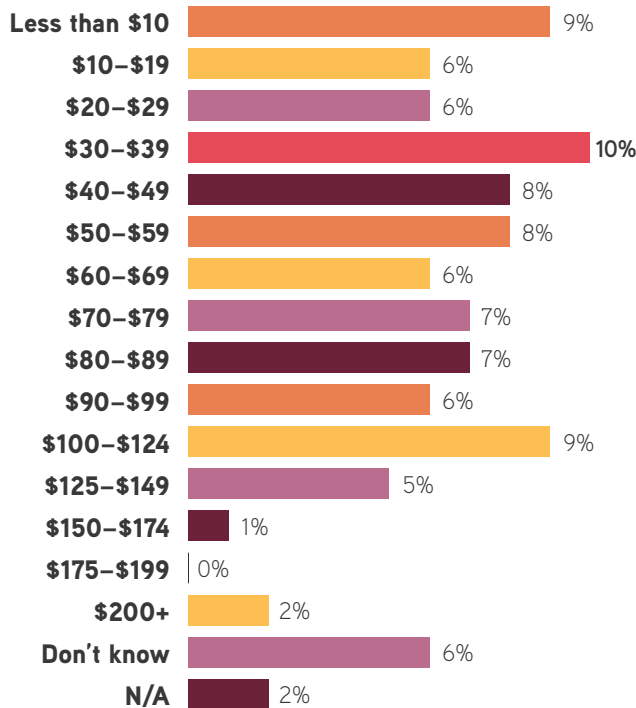
For the dental plan with the majority of participants enrolled, what is the monthly worker contribution for single coverage?



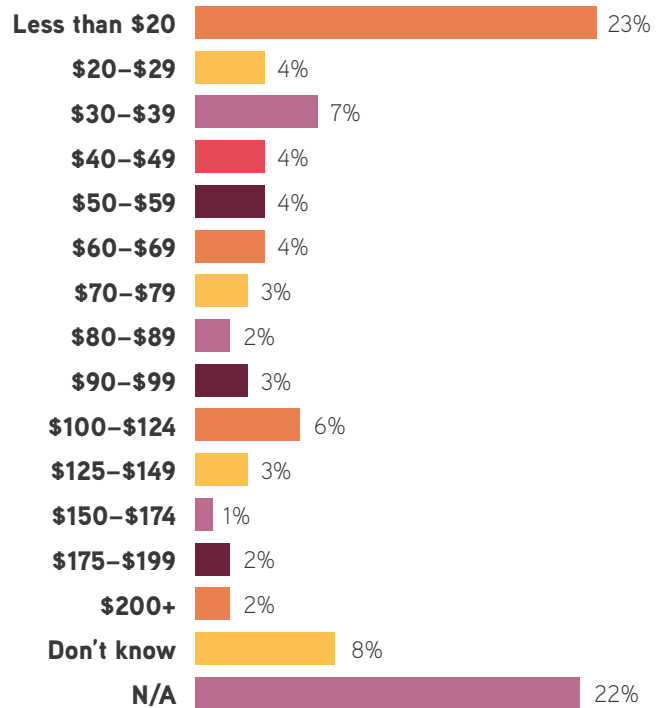
For the dental plan with the majority of participants enrolled, what is the monthly employer contribution for single coverage?



For the dental plan with the majority of participants enrolled, what is the monthly worker contribution for family coverage?



For the dental plan with the majority of participants enrolled, what is the monthly employer contribution for family coverage?

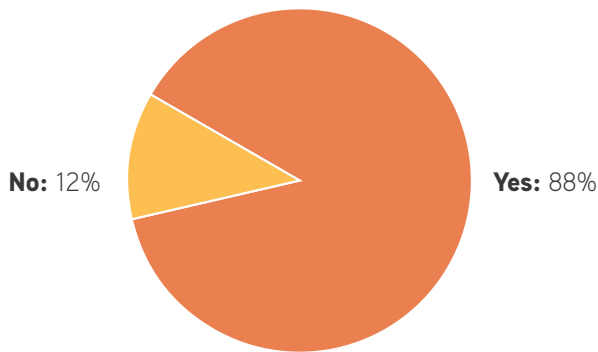


LIFE INSURANCE

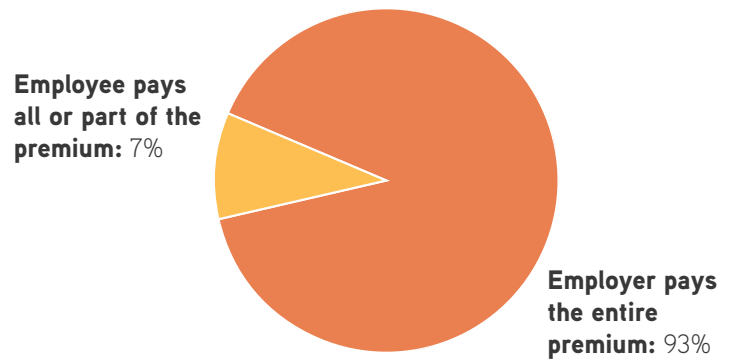
The percentage of employers offering basic life insurance increased significantly to 88 percent (up from 76 percent in 2017). About 65 percent of employers that offer life insurance provide a specific dollar amount of coverage, while about 35 percent of employers offer life insurance based on employees' salaries. The following figures examine the frequency of basic life insurance, supplemental life insurance and children's life insurance in benefits package offerings.

LIFE INSURANCE

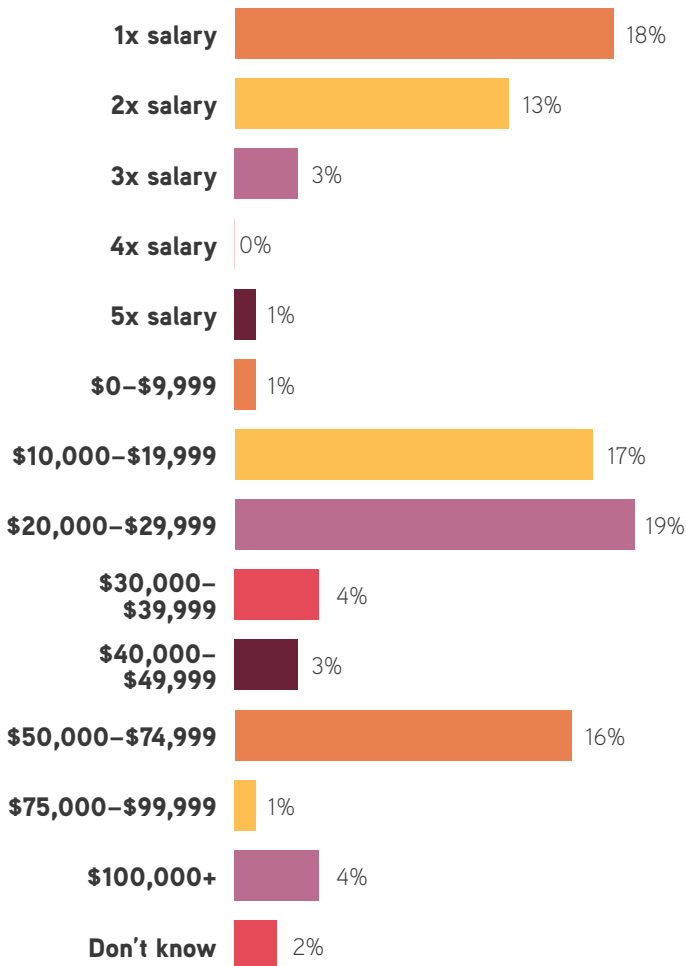
Do you offer basic life insurance?



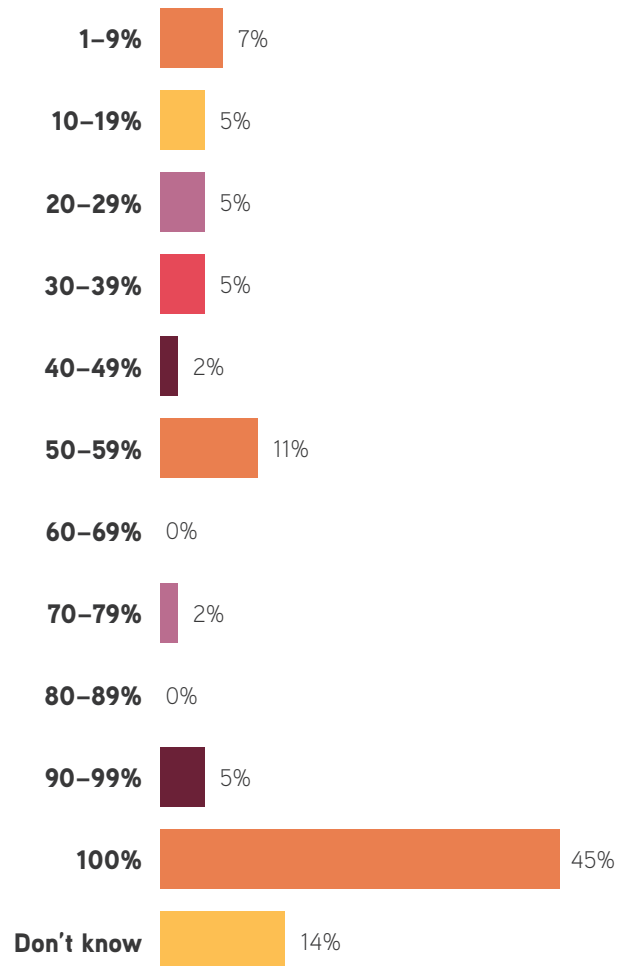
Who pays for the life insurance?



What is the level of coverage available?

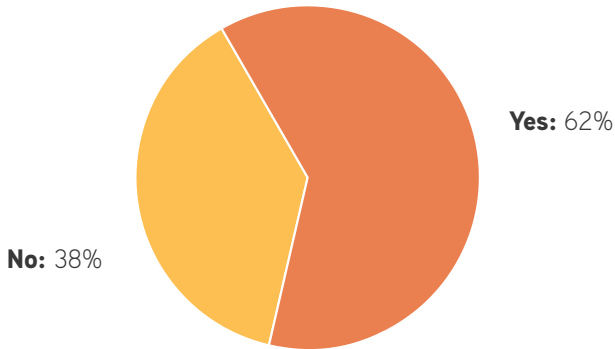


What percentage of the premium does the employee pay?

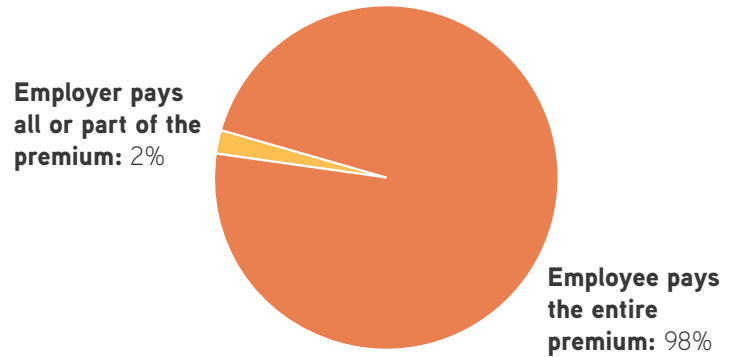


LIFE INSURANCE

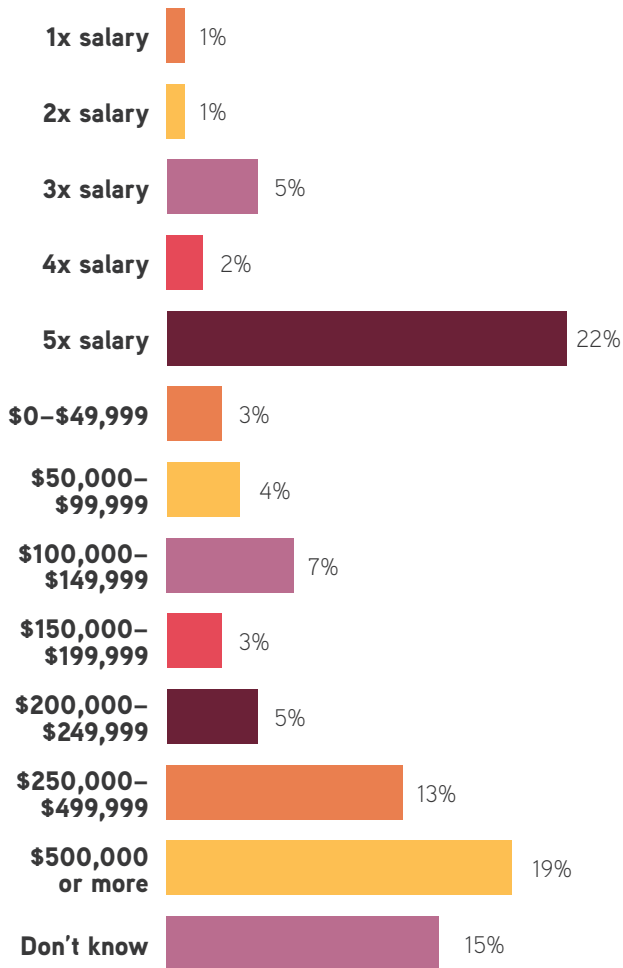
Do you offer employee supplemental life insurance (additional coverage to the core life insurance coverage)?



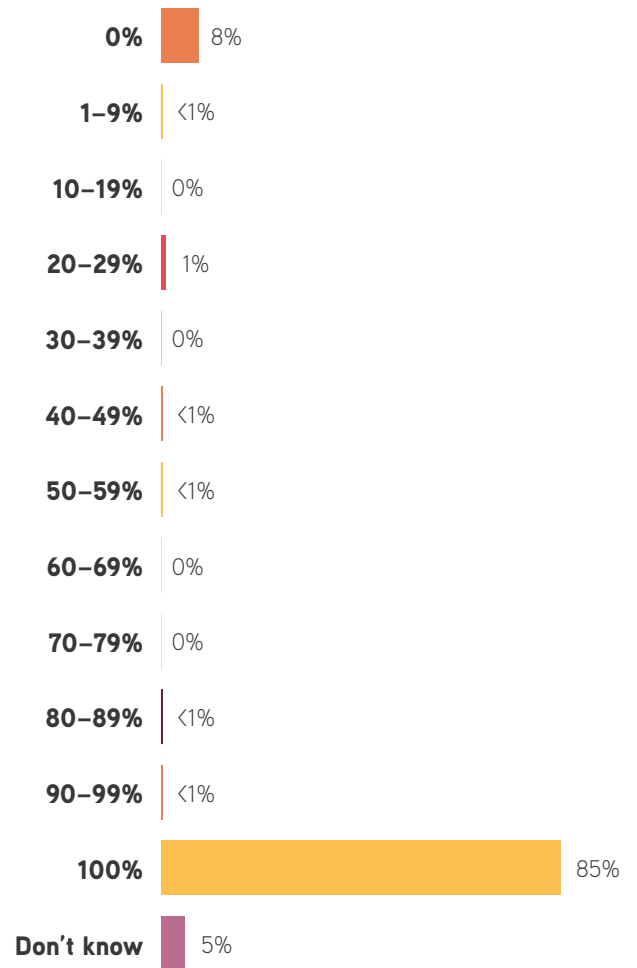
Who pays for the supplemental life insurance?



What is the maximum level of coverage available?

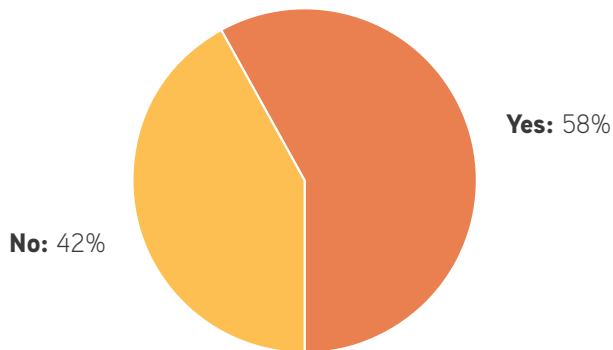


What percentage of the supplemental life insurance premium is employee paid?

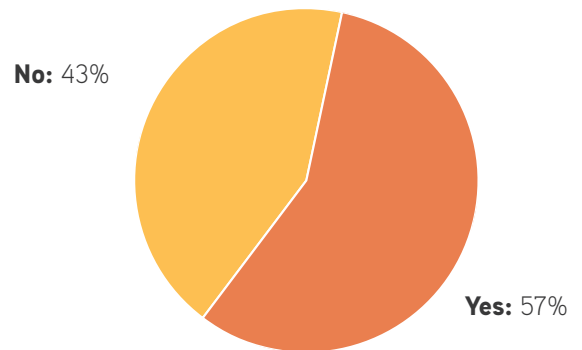


LIFE INSURANCE

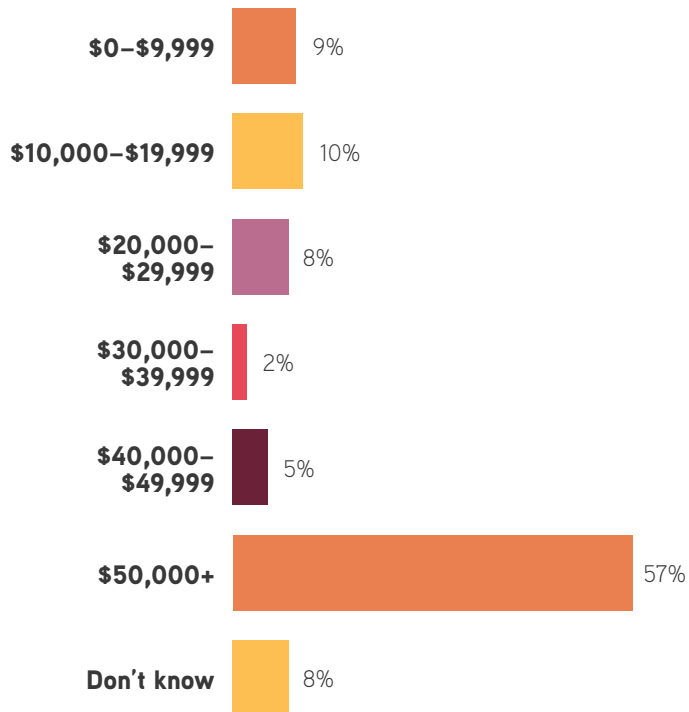
Do you offer spousal life insurance?



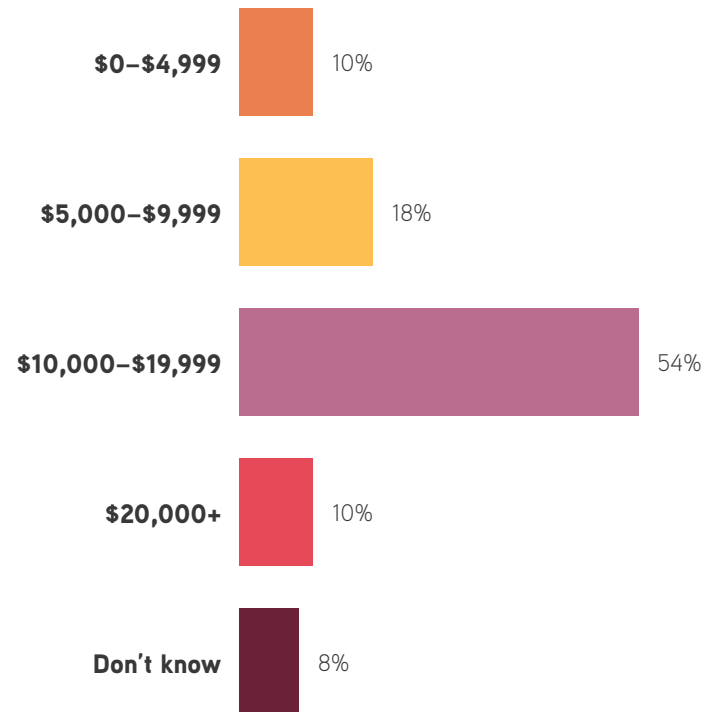
Do you offer child(ren) life insurance?



What is the level of coverage available for spousal life insurance?



What is the level of coverage available for the child(ren) life insurance?

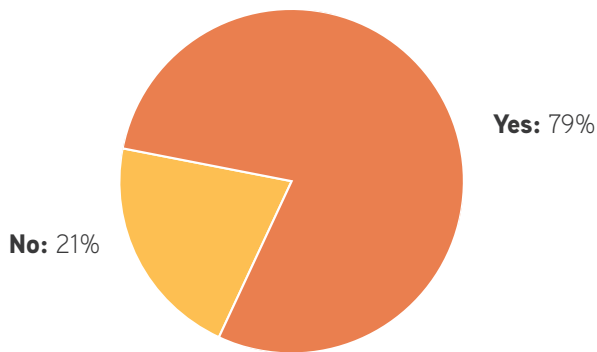


ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

The number of employers that offer accidental death and dismemberment (AD&D) coverage increased by about 11 percent from 2017 to 2019. Of the nearly 79 percent of employers that offer coverage, about 74 percent are willing to pay the entire premium, which is a 4 percent increase from 2017.

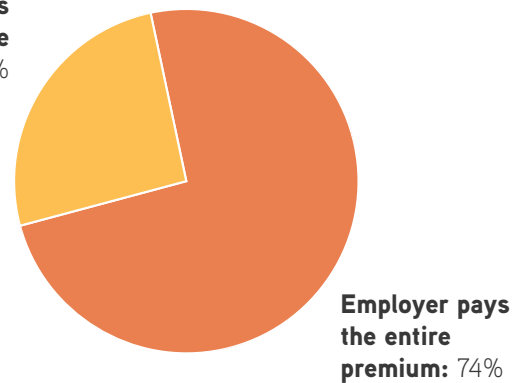
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

Do you offer AD&D coverage?

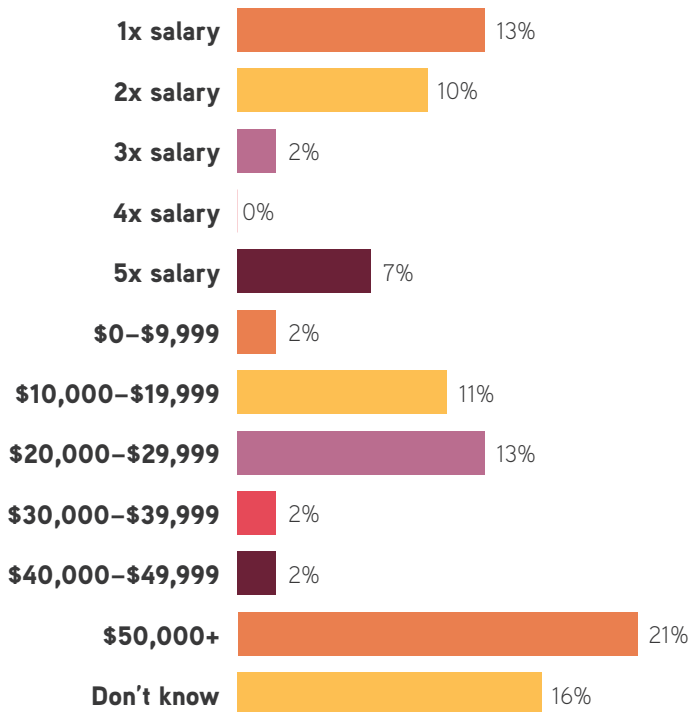


Who pays for the AD&D insurance?

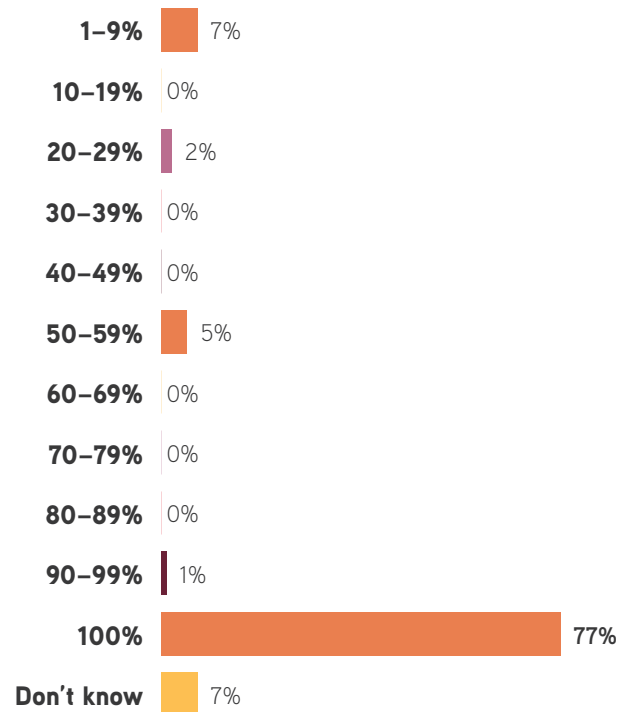
Employee pays all or part of the premium: 26%



What is the level of coverage available?



What percentage of the premium is employee paid?



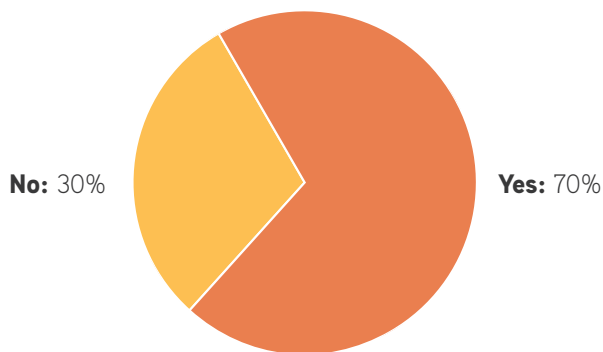


SHORT-TERM DISABILITY INSURANCE

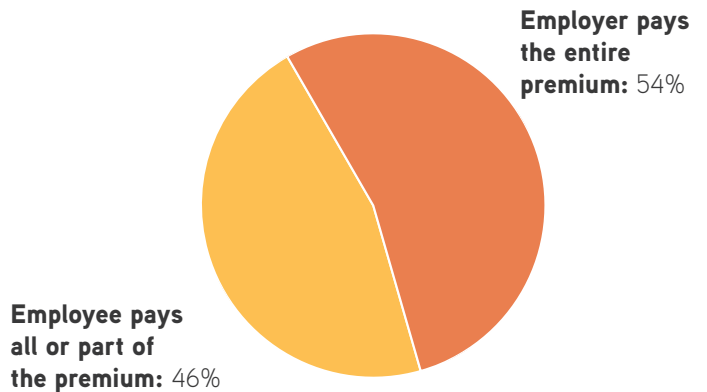
The popularity of employer-sponsored short-term disability (STD) coverage increased nearly 14 percent in 2019, with 70 percent of employers offering coverage. Of those who offer coverage, over half of employers pay the entire premium for this type of insurance.

SHORT-TERM DISABILITY INSURANCE

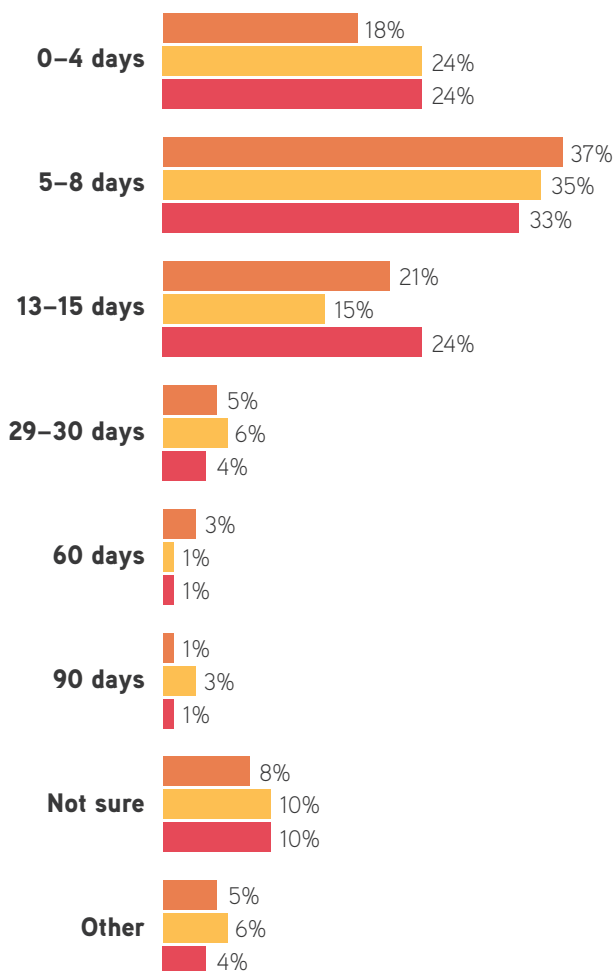
Do you offer STD coverage?



Who pays for the STD insurance?

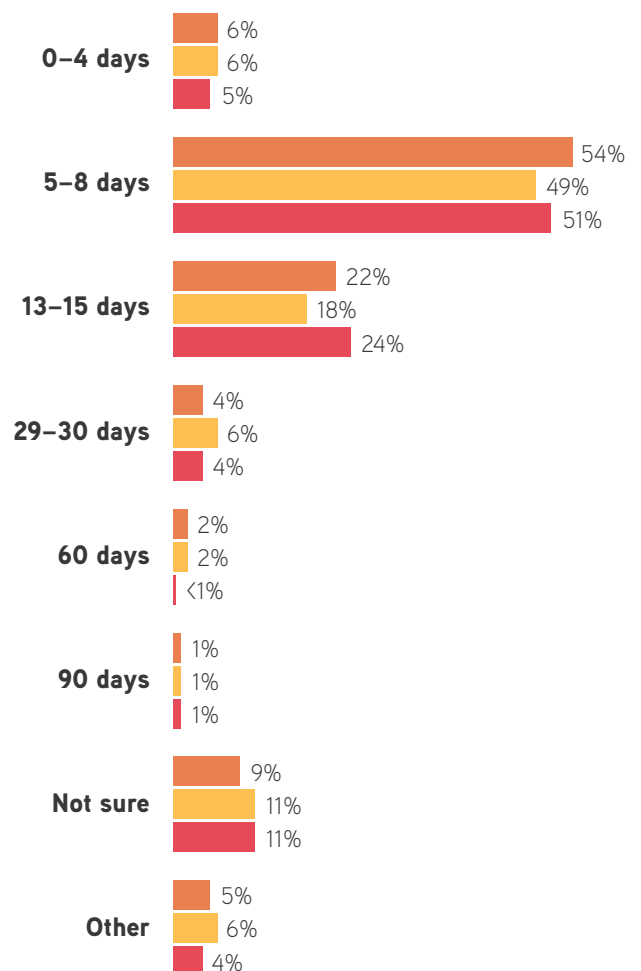


What is the number of days an employee must be absent before benefits begin after an accident?



2015
2017
2019

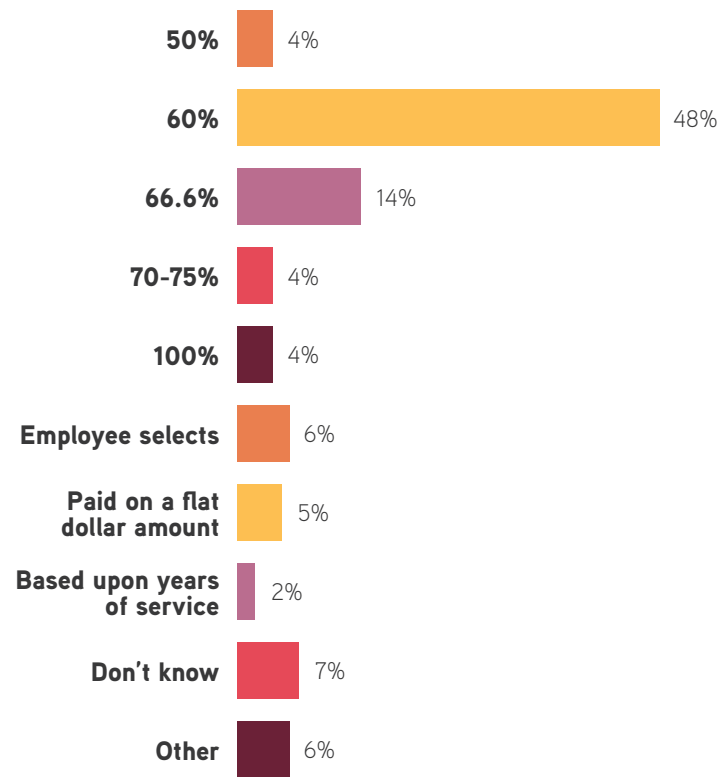
What is the number of days an employee must be absent before benefits begin for an illness?



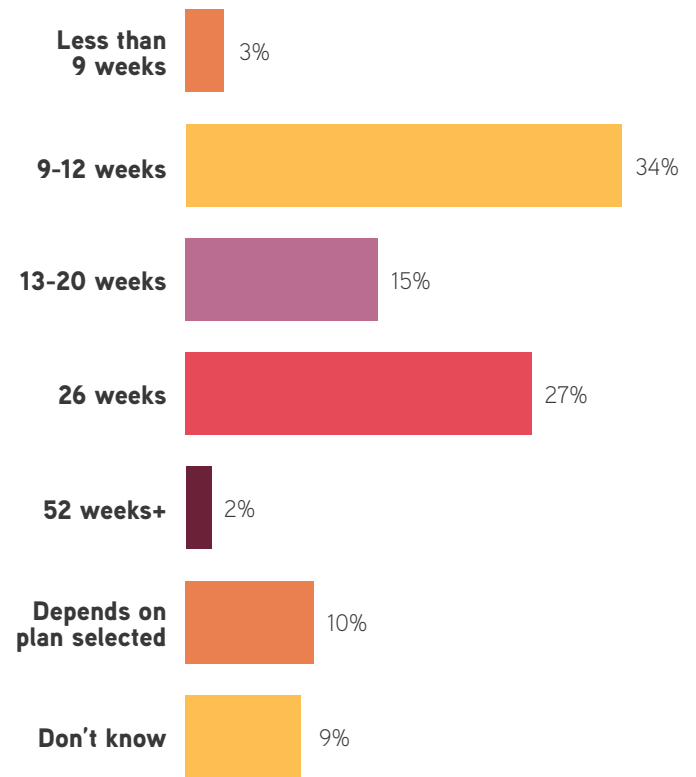
2015
2017
2019

SHORT-TERM DISABILITY INSURANCE

What percentage of salary is paid?



What is the duration?



What percentage does the employee pay?

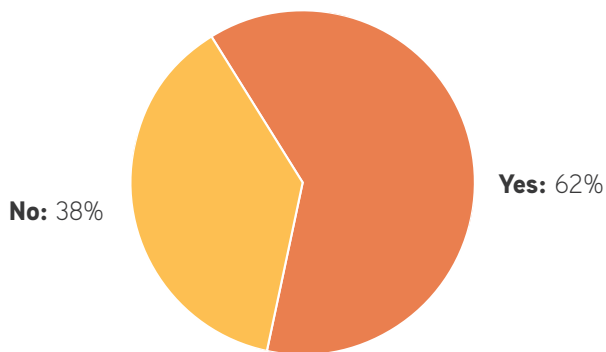


LONG-TERM DISABILITY INSURANCE

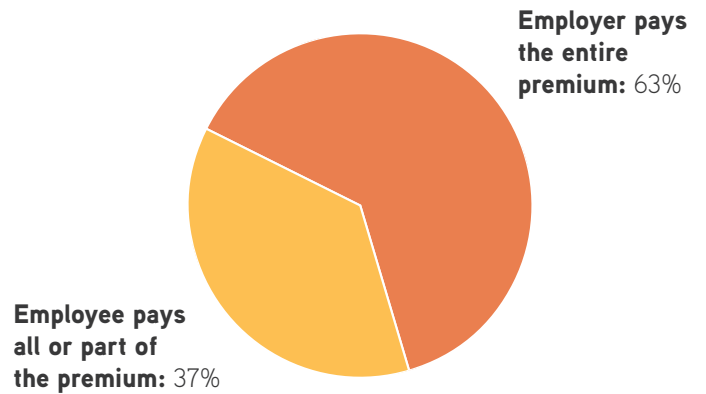
Currently, long-term disability (LTD) insurance is offered by nearly 62 percent of employers, and 63 percent of those plans are completely employer-funded. This is approximately a 6 percent increase in the percentage of employers offering LTD from 2017.

LONG-TERM DISABILITY INSURANCE

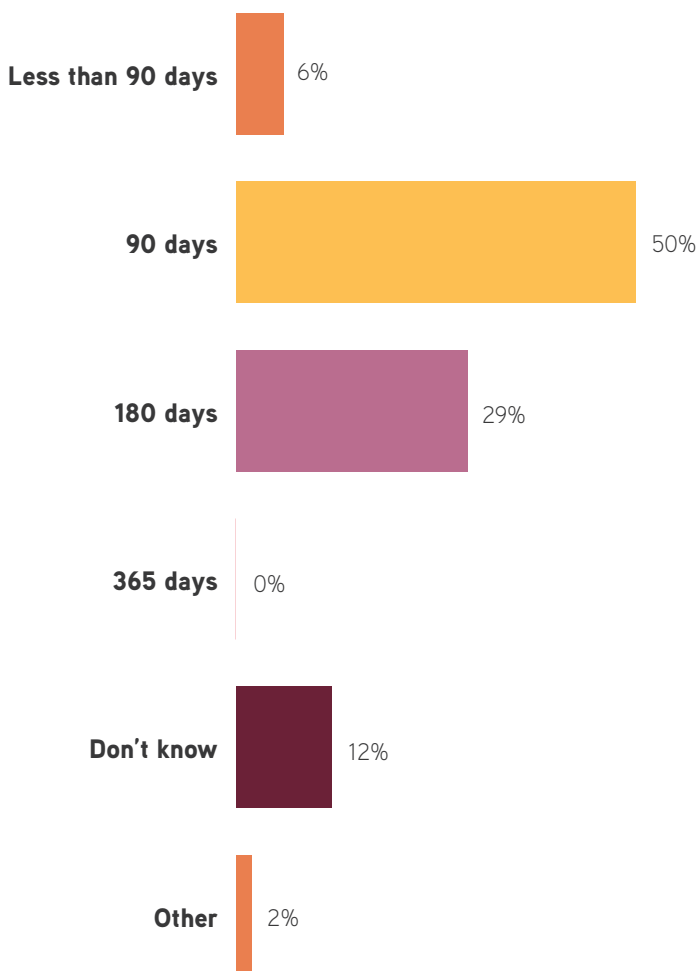
Do you offer LTD coverage?



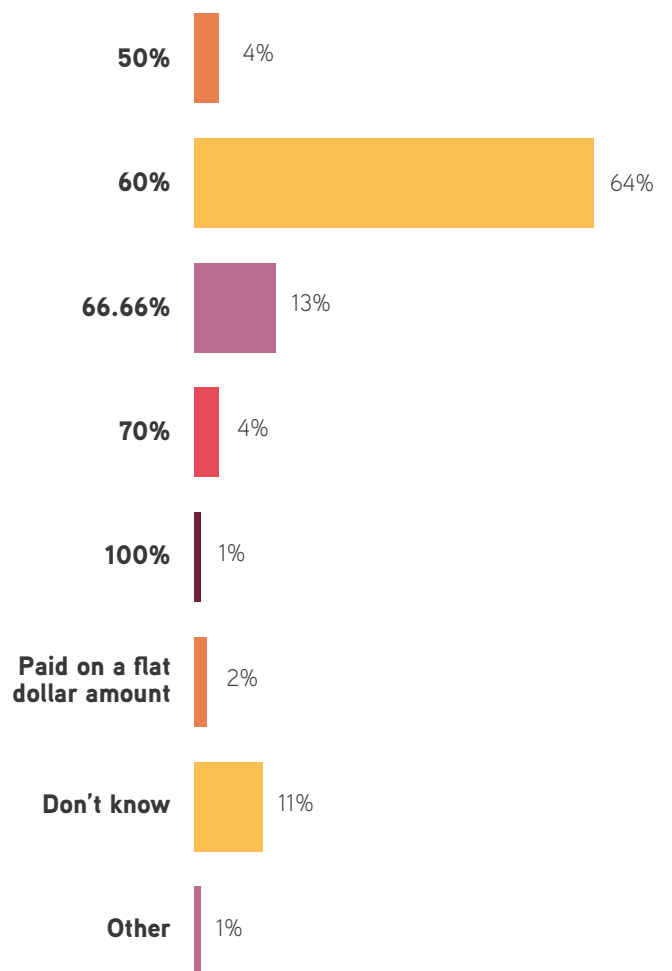
Who pays for the LTD insurance?



What is the elimination period (number of days an employee must be absent before benefits begin)?

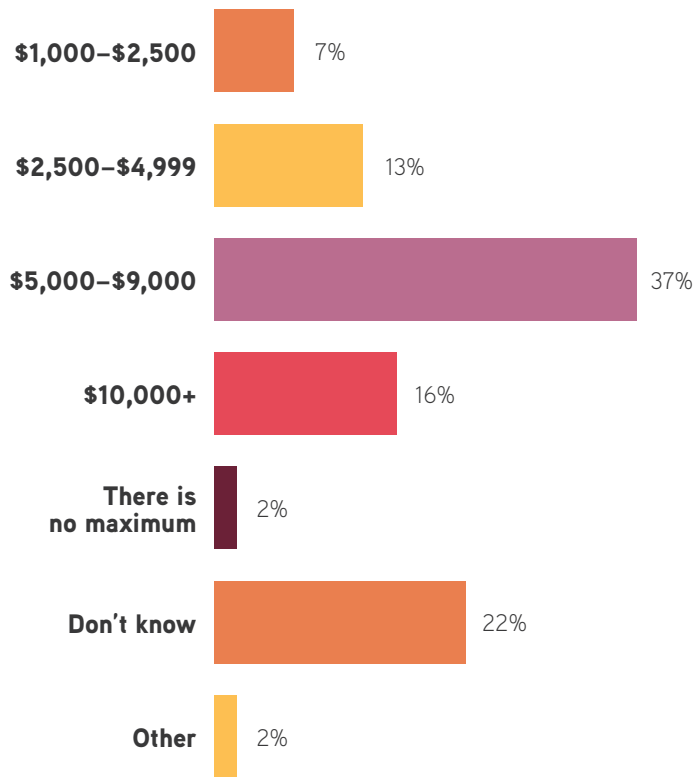


What percentage of salary is paid?

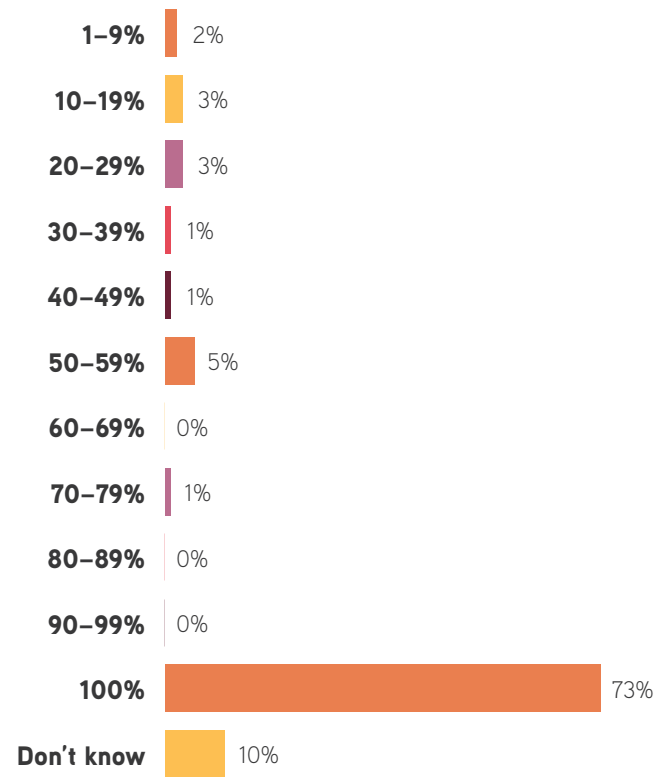


LONG-TERM DISABILITY INSURANCE

What is the maximum monthly benefit?



What percentage does the employee pay?



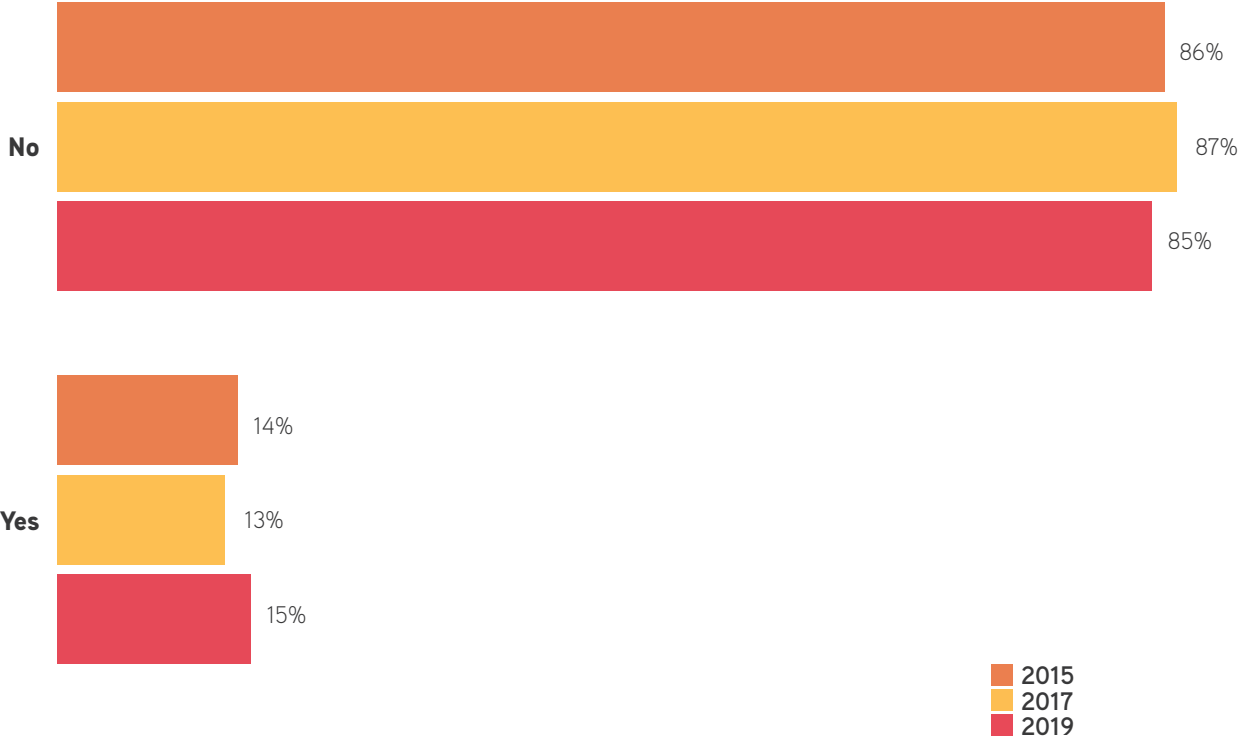


DISEASE MANAGEMENT PROGRAMS

Disease management programs help employees with chronic conditions better manage their health. The number of employers offering a disease management program increased slightly in 2019—with 15 percent of employers offering this benefit, compared to 13 percent in 2017.

DISEASE MANAGEMENT PROGRAMS

Do you have a disease management program?



VOLUNTARY BENEFITS

Voluntary benefits are benefits that employees can pick and choose, offered in addition to employees' core compensation and benefits packages. For most voluntary insurance offerings, employees pay 100 percent of the premiums.

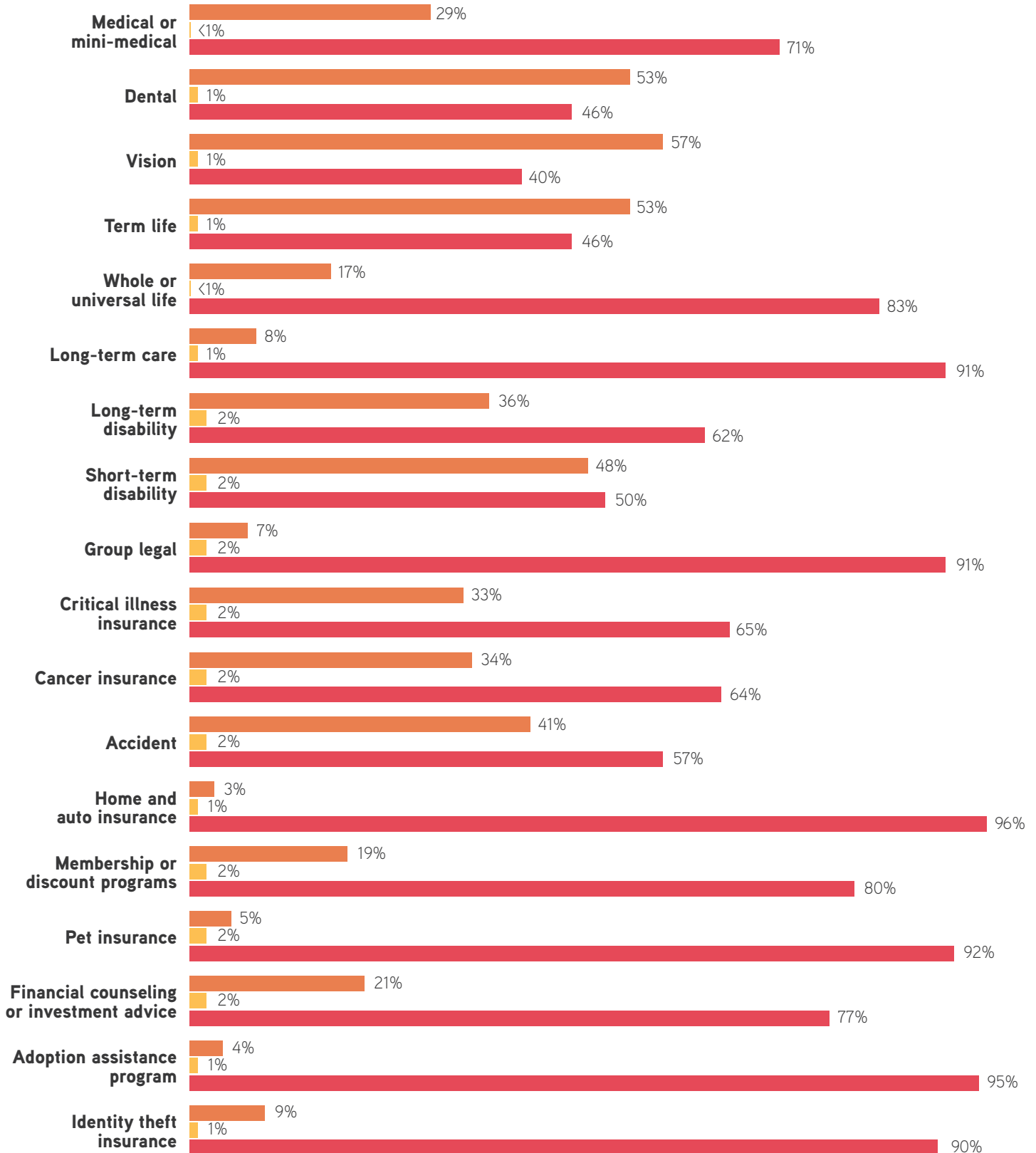
While voluntary benefits include traditional mainstays like dental insurance, disability insurance and AD&D insurance, many employers have begun to offer or are considering offering nontraditional voluntary benefits.

For 2019, the most common group voluntary benefit was vision insurance, offered by 57 percent of all respondents. Dental and term life insurance were offered by just over half of respondents, followed by short-term disability insurance, which is offered by about 48 percent of employers. The most popular nontraditional group voluntary benefits were accident insurance and cancer insurance, offered by 41 and 34 percent of employers, respectively.

The most common individual voluntary benefits were accident insurance and term life insurance, offered by 42 percent of employers. Dental, vision, short-term disability, cancer and accident insurance were all close behind with about one-third of respondents offering them in their employment packages.

VOLUNTARY BENEFITS

What type of voluntary individual benefits do you offer, or plan to offer, your employees?

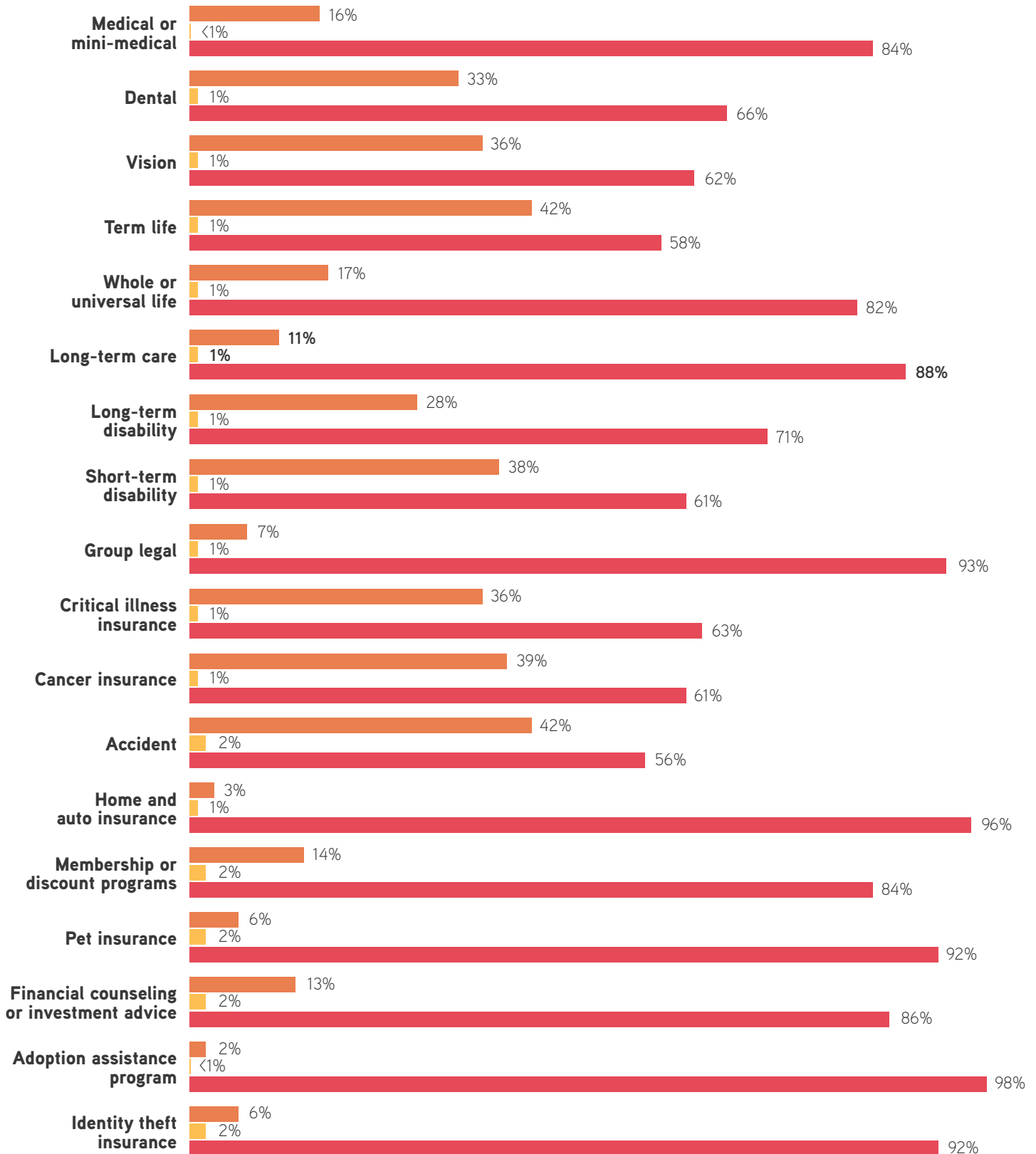


*Due to rounding conventions, percents may not add up to 100.

■ Offer now
■ Plan to add next year
■ Don't offer

VOLUNTARY BENEFITS

What type of voluntary group benefits do you offer, or plan to offer, your employees?



*Due to rounding conventions, percents may not add up to 100.

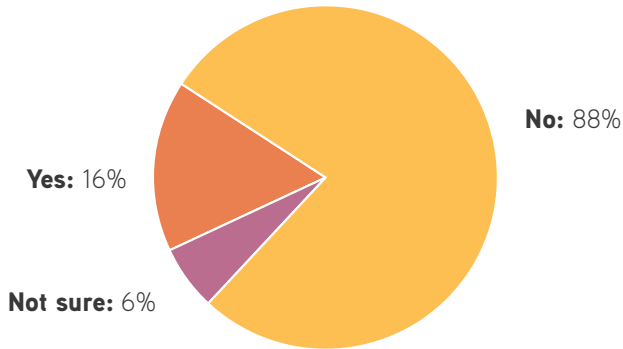
■ Offer now
■ Plan to add next year
■ Don't offer

RETIREMENT PLANS

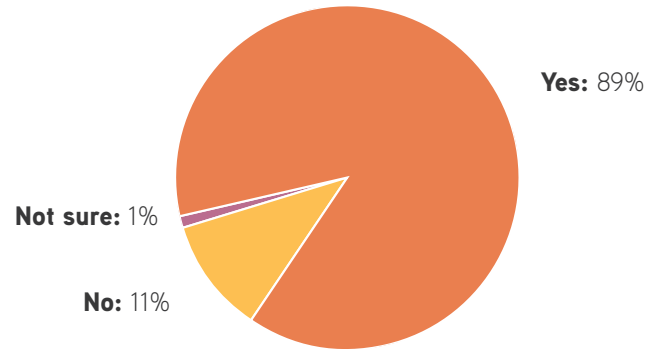
While the percentage of respondents offering defined benefit pension plans has declined, the percentage of respondents offering a defined contribution plan over the past few years has increased. Only 16 percent of respondents offer defined benefits pension plans, down 1 percentage point from 17 percent in 2017. Eighty-nine percent of employers, however, currently offer some sort of defined contribution pension plan, up nearly 12 percentage points from 2017. The 401(k) remains the most popular defined contribution plan, with 79 percent of respondents offering it to their employees.

RETIREMENT PLANS

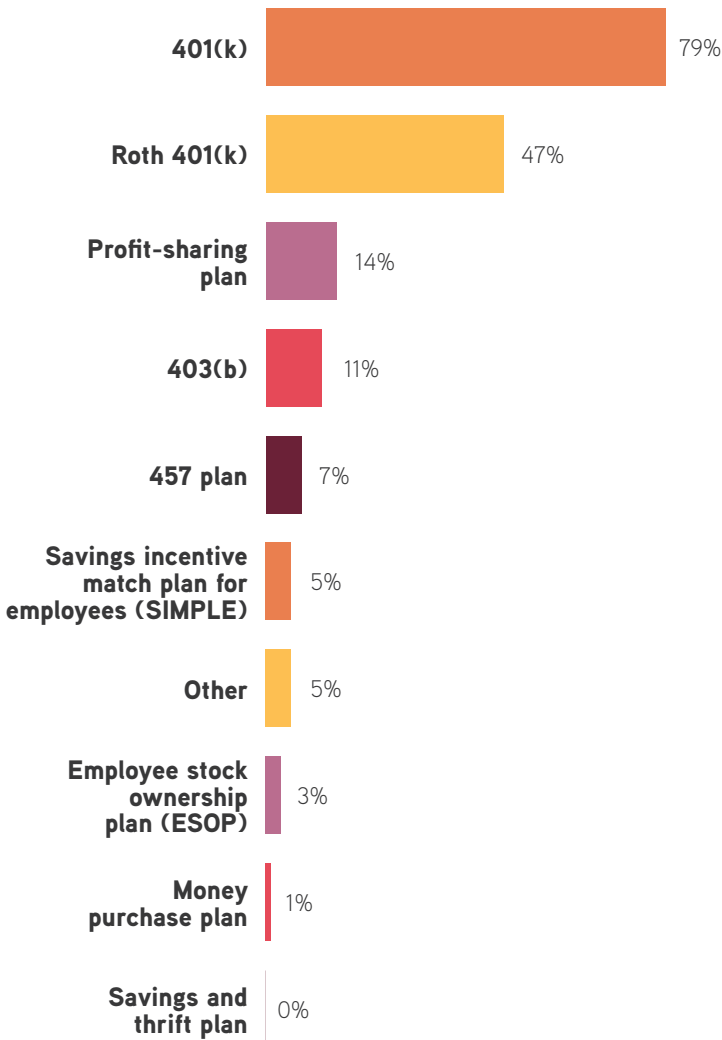
Does your organization currently offer a defined benefit pension plan?



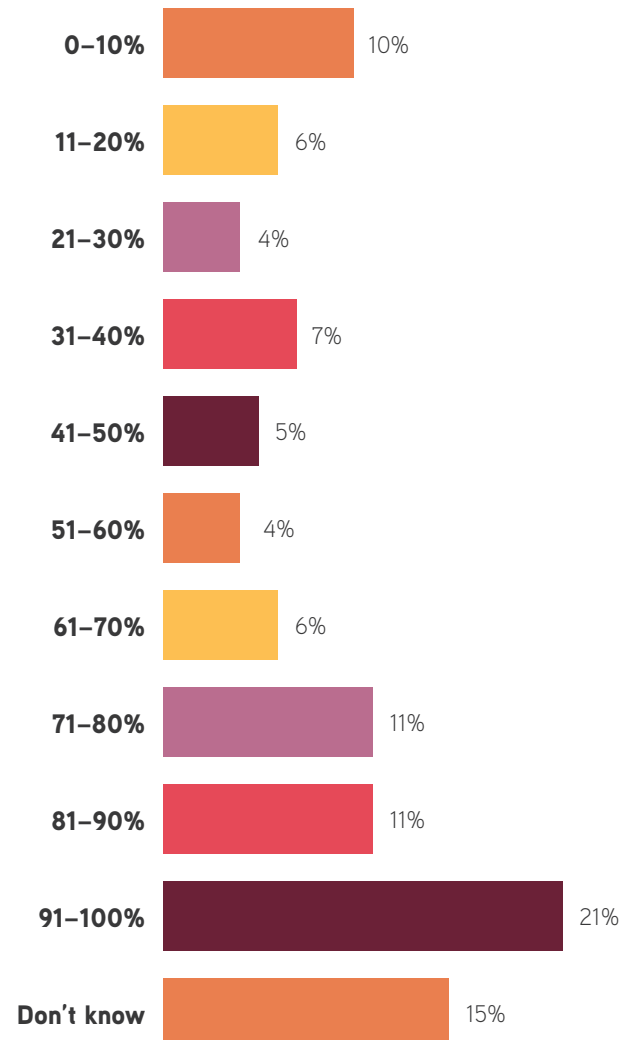
Does your organization offer a defined contribution pension plan? (e.g., 401(k) or 403(b))



Which of the following types of defined contribution plans does your organization offer? (Select all that apply.)

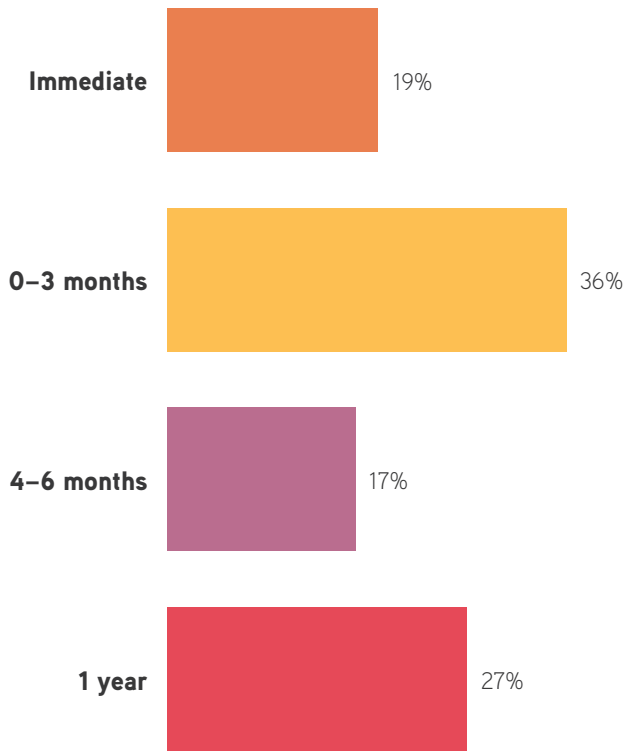


What is your 401(k) or Roth 401(k) plan's participation rate?

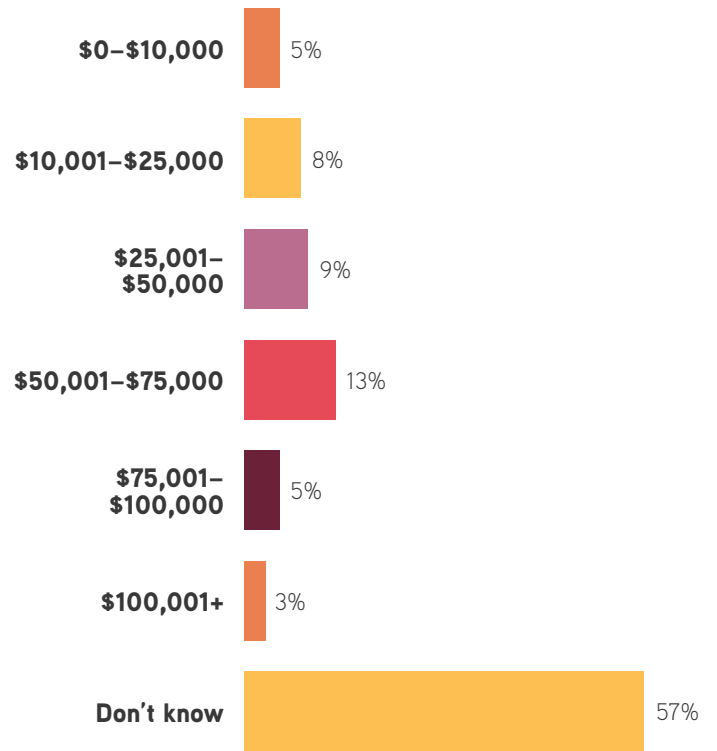


RETIREMENT PLANS

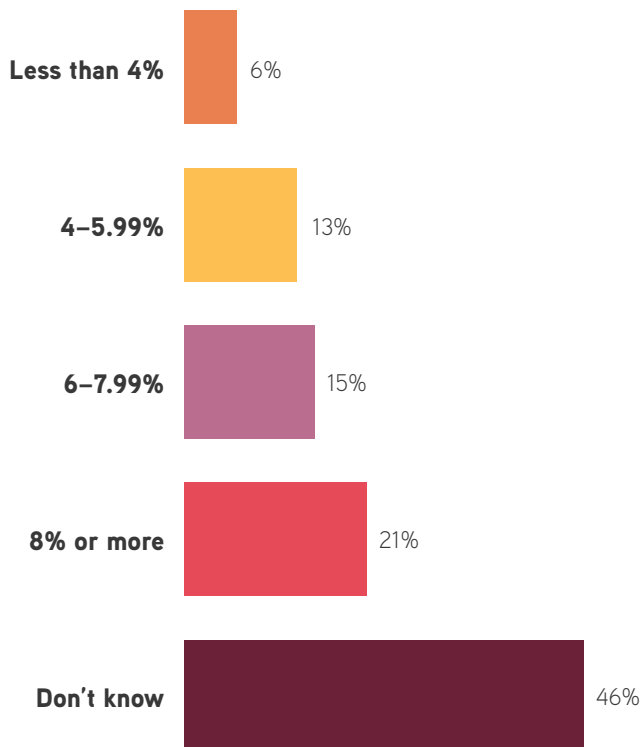
What are the service requirements for plan entry?



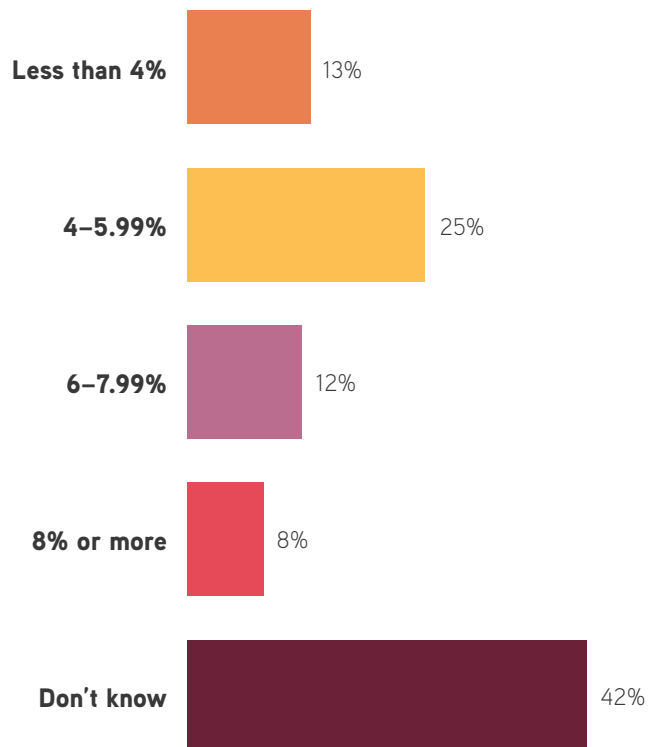
What is the average account balance per participant?



Based on your most recent nondiscrimination testing, what was the average deferral percentage for highly compensated employees?

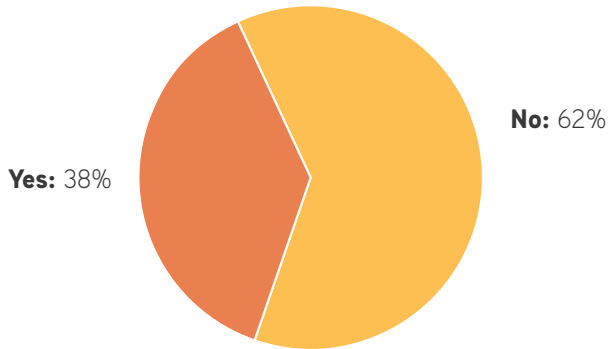


Based on your most recent nondiscrimination testing, what was the average deferral percentage for nonhighly compensated employees?

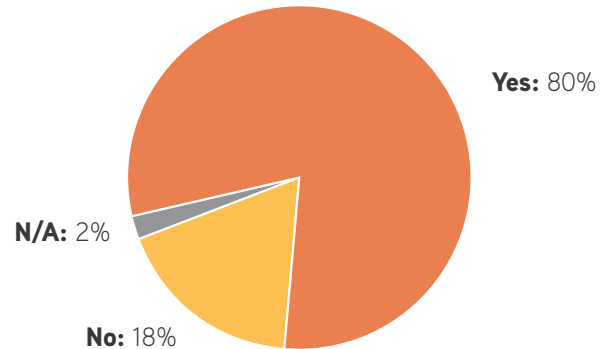


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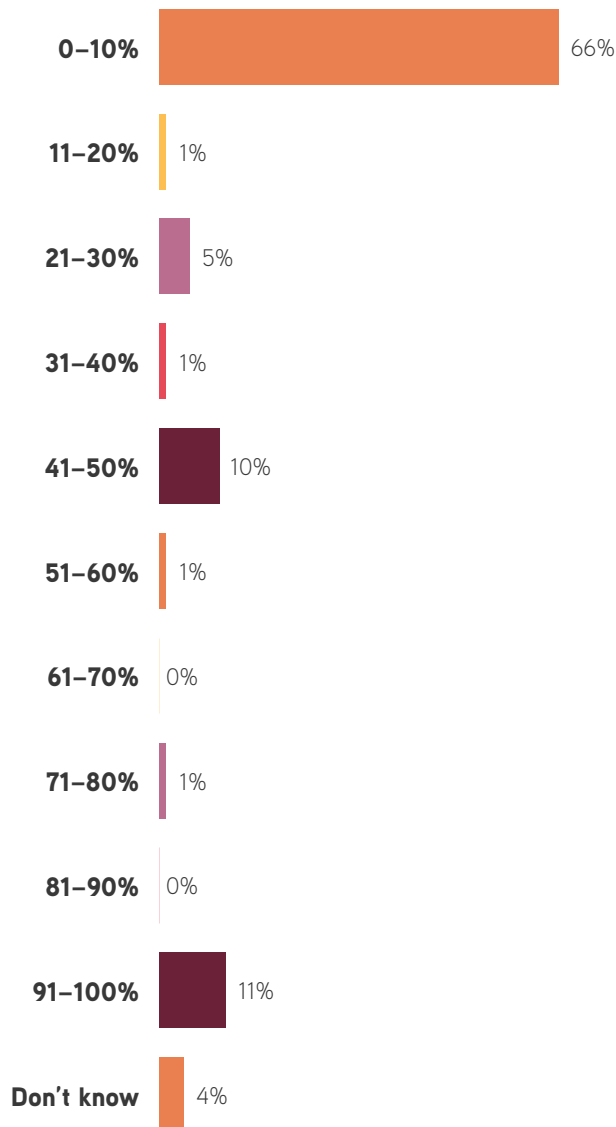
Does your plan have an automatic enrollment or negative election feature?



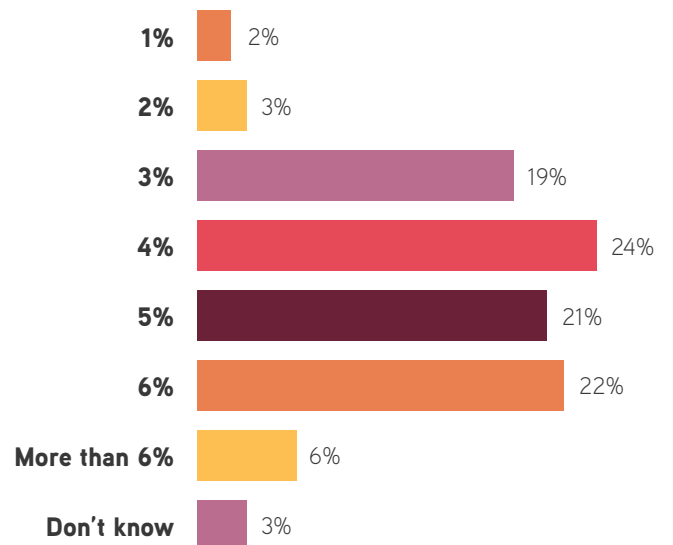
Do you offer matching contributions for your 401(k) or Roth 401(k) plan?



What is your match rate?



What percent of an employee's contribution (percent of salary) is subject to match?



What is your plan's vesting schedule for matching contributions?

