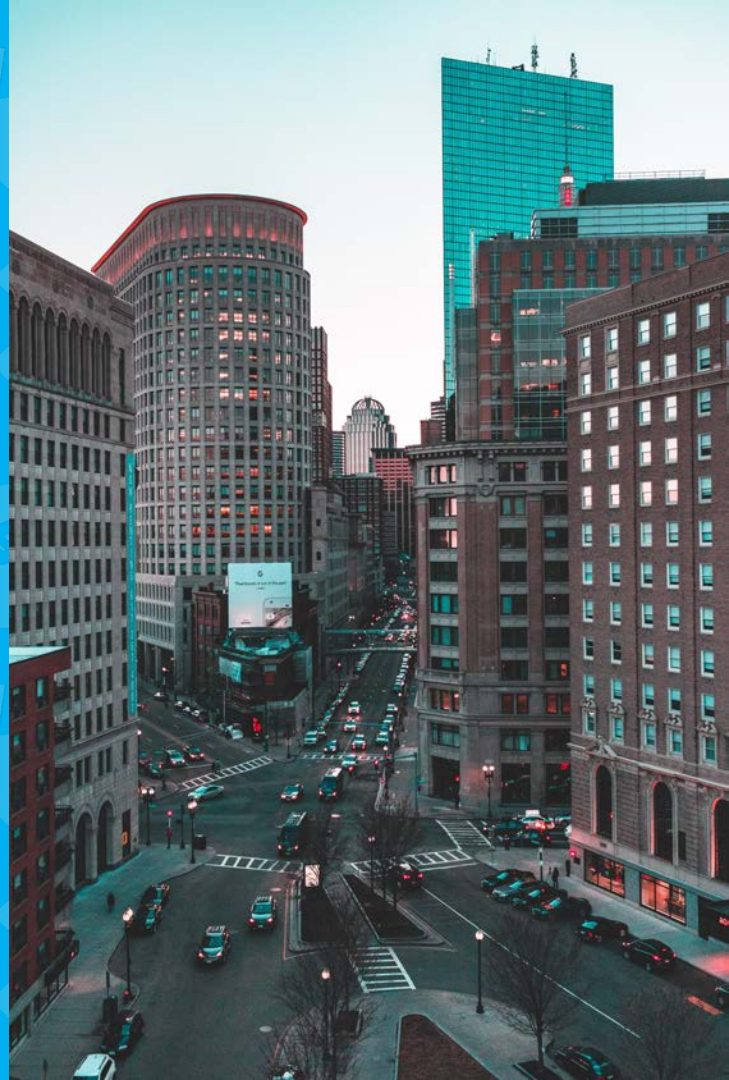


The background of the left half of the slide is a solid blue color. It is covered with a repeating pattern of white, semi-transparent icons. These icons include medical symbols like a stethoscope, a heart, a pill bottle, a syringe, and a first aid kit, as well as business symbols like a calculator, a bar chart, a pie chart, a lightbulb, and a handshake.

# 2019 Benefits Benchmark

— POWERED BY PLANSOURCE —

*Host: Nancy Sansom  
Chief Commercial Officer, PlanSource  
5/8/2019*



## AGENDA

Report Results  
Top Takeaways  
Q&A



About The PlanSource  
**Benefits Benchmark  
Report**

## COMPANIES ARE EXPANDING THEIR BENEFITS PACKAGES

**15**

Average number of total  
benefits offered by  
PlanSource customers

**23**

Average number of  
Total benefits offered by  
PlanSource customers  
with 1,000+ employees

## EMPLOYERS PAY 74-81% OF THE COST OF HEALTH INSURANCE



Average total cost of single  
coverage in 2018



Average total cost of family  
coverage in 2018

## EMPLOYEES SPEND MINIMAL TIME CHOOSING BENEFITS

**18 minutes**

The total amount of time  
employees take to shop  
and enroll in their benefits  
during open enrollment

**~1 minute per  
benefit**

That's only ~1 minute per  
benefit, despite the fact that  
health care alone is one of the  
top 4 expenditures for families

# WHY AREN'T EMPLOYEES PAYING MORE ATTENTION TO THEIR BENEFITS?



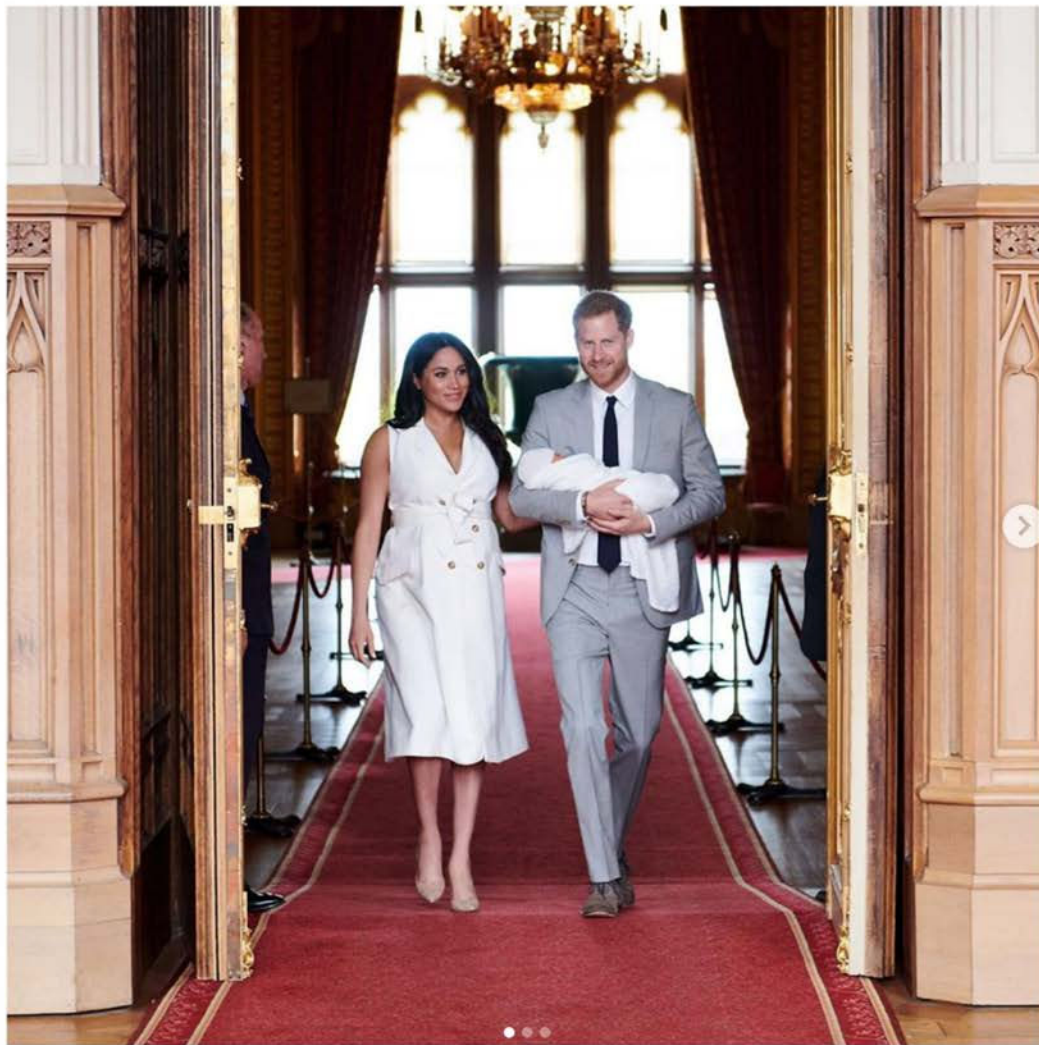


# APEX

— LEGENDS™ —







sussexroyal  • [Follow](#)

sussexroyal Today The Duke and Duchess of Sussex are delighted to share their first public moment as a family.

They are so incredibly grateful for the warm wishes and support they've received from everyone around the world, since welcoming their son two days ago.

Photo cred: Chris Allerton @Sussex royal

[Load more comments](#)

asann1223 @usc4pamnyc that was aggressive. She's just excited to know the name. There's nothing wrong with that?

jaimd929 @bethers2009 🍷

adson\_5\_ Wishing your family the best 🍷

patriceovejero\_ Hermoso día para vosotros, felicidades, y que Dios bendiga al pequeño,



431,131 likes

25 MINUTES AGO

[Log in](#) to like or comment.





# Medical Plans & Benefit Offerings

Medical plans and dental plans and vision plans—oh my! These core benefit plans are offered by most employers. How do plans and programs differ by employer size? We've got the answer.

Are your benefits on par with these averages?

## AVERAGE NUMBER OF BENEFITS OFFERED

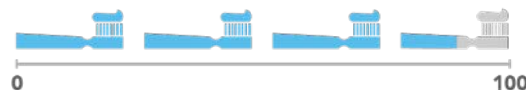


## AVERAGE NUMBER OF MEDICAL PLANS OFFERED



## DENTAL AND VISION PLANS OFFERED

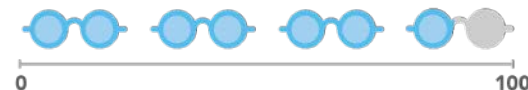
### Dental Insurance



**87%**

Companies that offer dental insurance

### Vision Insurance



**82%**

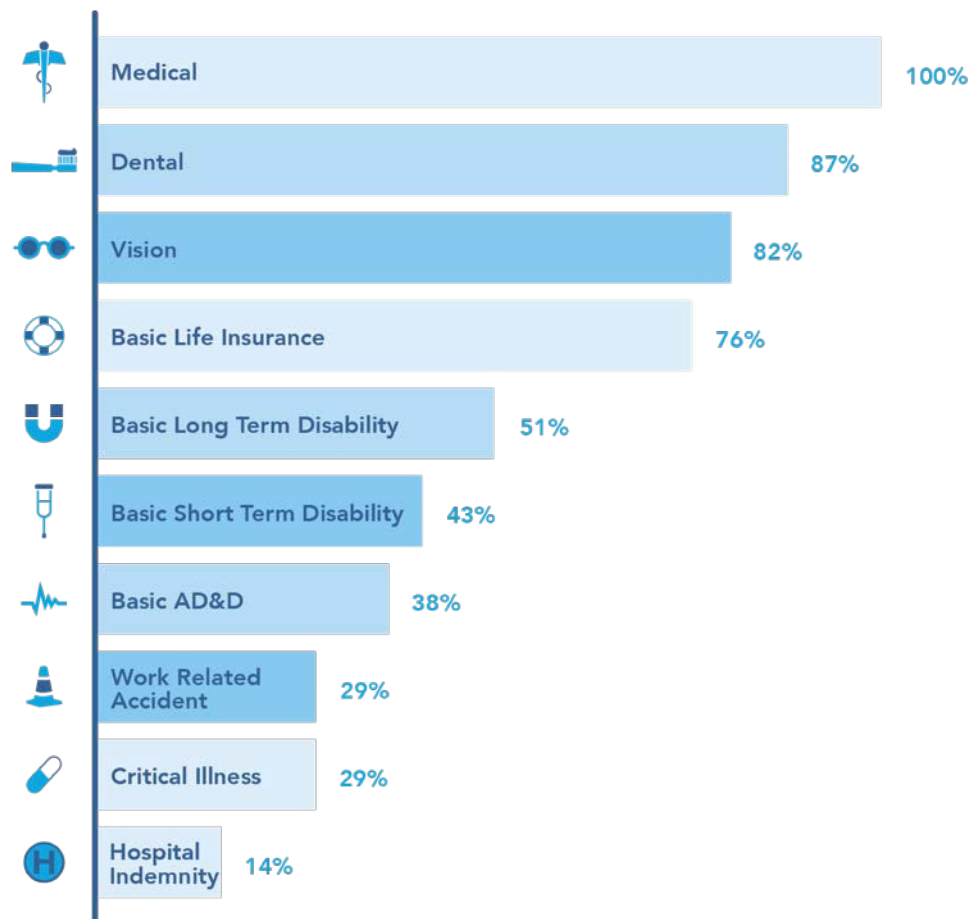
Companies that offer vision insurance

# Most Popular Employee Benefits

These represent the most commonly offered employee benefits based on employer data for the 2018-2019 enrollment season. This data represents benefits offered, not actual enrollment.

*How does your benefits portfolio stack up?*

## MOST POPULAR BENEFITS OFFERED

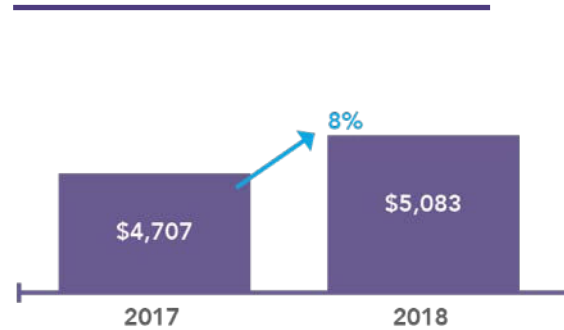


# Cost of Providing Healthcare

It's no secret that the cost of health care is on the rise—we hear about it regularly in the news and see it on our paychecks.

But just how much did the cost of health care increase in 2018?

Average cost of single coverage



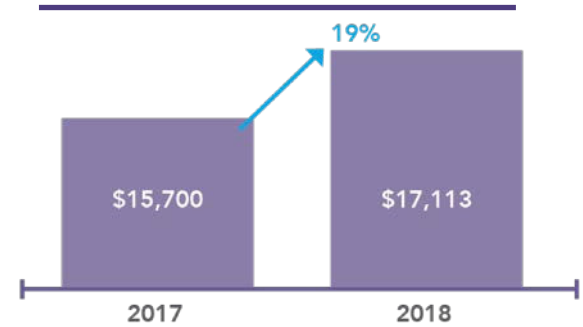
**\$5,083**

The average cost of single coverage in 2018

**8%**

Increase in single coverage cost in just one year

Average cost of family coverage



**\$17,113**

The average cost of family coverage in 2018

**19%**

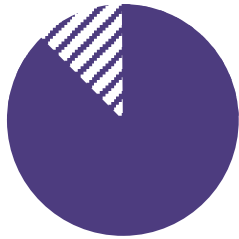
Increase in family coverage cost in just one year

# Cost of Providing Healthcare

*Employers are picking up most of the tab*

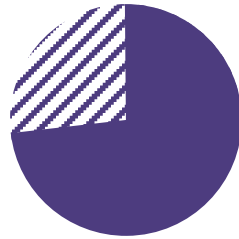
## PREMIUM BREAKDOWN

### HDHP



#### Single

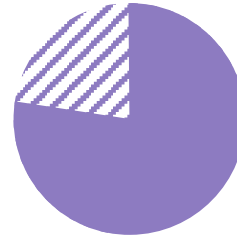
**81%** Employer  
**19%** Employee



#### Family

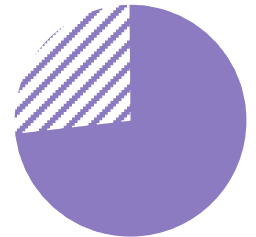
**74%** Employer  
**26%** Employee

### NON-HDHP



#### Single

**76%** Employer  
**24%** Employee



#### Family

**74%** Employer  
**26%** Employee



# HDHPs

## *Who's Paying?*

High deductible health plans launched in the early 2000s as a way to make individuals more conscious consumers of health care. But has this worked? Are employees enrolling in plans as expected, and are HSAs being used to supplement gaps in coverage?

### HDHP ADOPTION BY EMPLOYERS

---



Nearly **50%** of PlanSource customers offer an HDHP

Less than **1%** of employers offer only an HDHP for medical

# HSAs

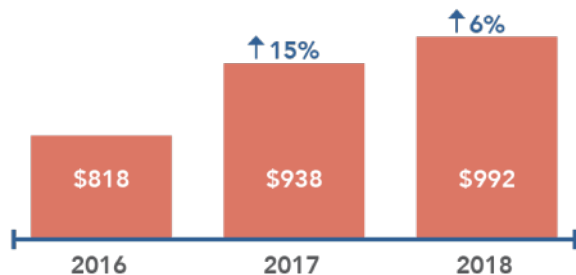
*The health savings account: a high deductible health plan's best friend*

## EMPLOYER CONTRIBUTIONS

**48%**

Employers that contributed to an HSA account for employees. This is a 42% increase of employers contributing over 2017.

Average Employer Contribution



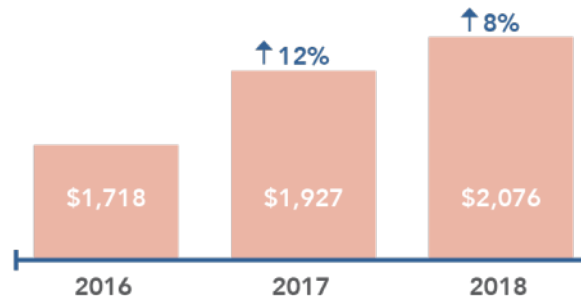
The average employer contribution rose to \$992 in 2018. This is a 6% increase over 2017 contributions (\$938) and a 21% increase over 2016 contributions (\$818).

## EMPLOYEE CONTRIBUTIONS

**76%**

Eligible employees that contributed to an HSA account. This is a 51% increase of total employees contributing over 2017.

Average Employee Contribution

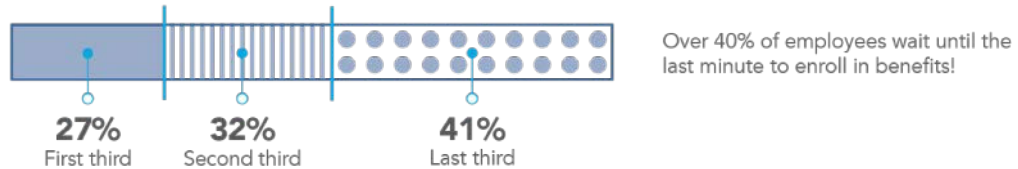


The average employee contribution rose to \$2,076 in 2018. This is an 8% increase over 2017 contributions (\$1,927) and a 21% increase over 2016 contributions (\$1,718).

# Open Enrollment

How are employees using the PlanSource system? For this segment, we looked at trends related to when and how employees are using PlanSource to enroll in benefits during open enrollment.

## ENROLLMENT BY OE PERIOD



## ENROLLMENT BY DAY AND TIME



The early bird gets the worm—er—benefits. Monday was the peak day of the week for employees completing enrollment.



Medical coverage with a side of fries? Most employees completed their open enrollment during work hours, with the highest volume reported around lunch time.



Don't discount after-work hours—more than 10% of logins happened on a weekend.

## TIME SPENT ON ENROLLMENT

**18 minutes**

The total amount of time employees take to complete open enrollment

**14 minutes**

Average session time for employees

**1.3**

Average number of employee logins during open enrollment

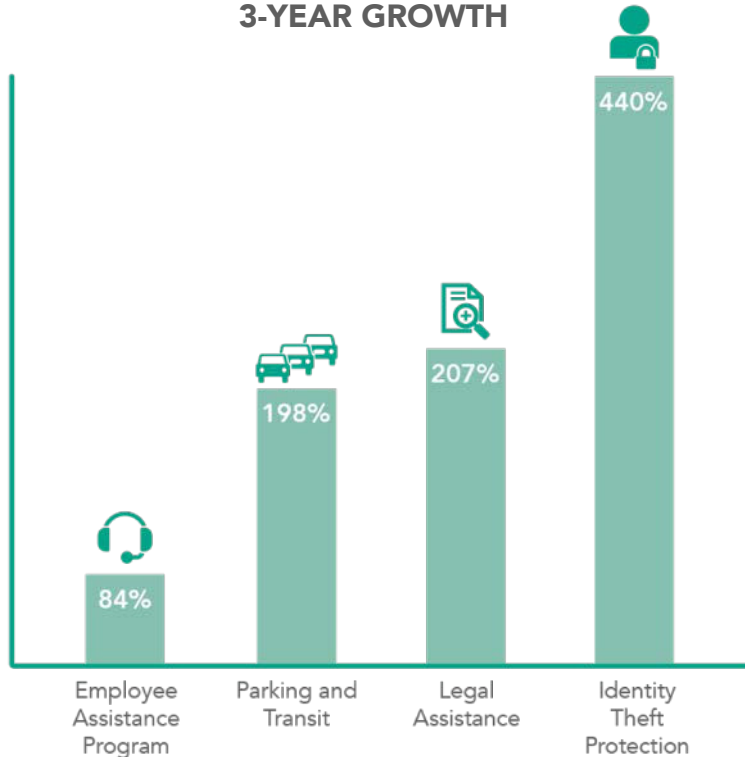
**10%**

Enrollments completed via a mobile phone or tablet

# Benefits Rising Stars

*These four ancillary benefits are small but mighty*

## 3-YEAR GROWTH



A recent report from BenefitsPro found that 62% of employees under the age of 50 would not consider a job that does not offer voluntary benefits.

Voluntary benefits are no longer just 'nice to have'. These innovative perks are now expected by employees and are a surefire way to attract and retain top talent.



# Benefits Rising Stars

*A breakdown of enrollment by benefit account type*



**FSA**  
**70%**



**HSA**  
**28%**



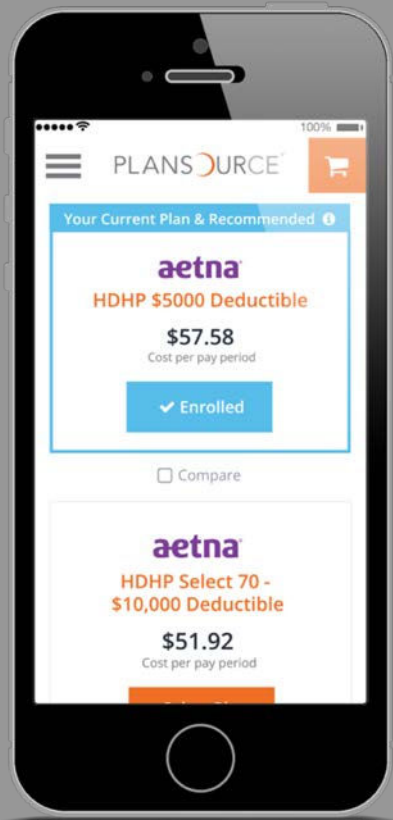
**HRA**  
**2%**

The breakdown of enrollment by benefit account type has remained consistent over the past three years. FSAs are the most popular account offered, while only 2% of PlanSource customers offered an HRA.



## **Top Takeaways**

How can we get employees more engaged?



**Engage employees**  
with an enjoyable retail  
shopping experience that  
provides great decision  
support and mobile access.

A close-up, low-angle shot of a person's hands typing on a silver laptop keyboard. The person is wearing a light-colored, long-sleeved shirt. The background is dark and out of focus. The text "Conduct an active enrollment." is overlaid in white, sans-serif font in the center of the image.

Conduct an active enrollment.





Create a year-round communications plan.

Get the kit at [plansource.com/oekit](https://plansource.com/oekit)



Use multiple communication methods,  
especially videos and text messaging.

Free educational videos at [plansource.com/videolibrary](https://plansource.com/videolibrary)



## Q&A

To reach out to us, go to  
[plansource.com/contact-us](https://plansource.com/contact-us)

A dense, repeating pattern of light gray icons on a darker gray background. The icons include medical symbols like a stethoscope, heart, syringe, and pill, as well as financial symbols like a dollar sign, pie chart, and bar graph.

# 2019 Benefits Benchmark

— POWERED BY PLANSOURCE —

