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NJBANKERS Member Employee Benefits Survey Results April 2019

Bankers Cooperative Group, Inc. (“BCG”) is pleased to provide you the results of the 2019 NJBankers Employee Benefits Survey. This is the 9th year of the survey. The results have been tabulated from the forty-seven (47) New Jersey Bankers Association member institutions listed on the following page. Results are presented in both the aggregate and by asset size. The distribution of respondents by asset size in this year’s survey is as follows:

<u>Asset Size</u>	<u>Number of Banks</u>
Less than \$200M	5
\$200M - \$500M	11
\$500M - \$1B	12
\$1B - \$3B	11
Greater than \$3B	8

We have summarized our findings in broad categories on the following pages. We have also included all responses so you may to further research a particular question/answer.

Please contact us with any questions. We would appreciate any feedback so that we may improve next year’s survey.

BCG continues to be the leading provider of employee benefit programs and administrator for New Jersey Bankers Members and Associate Members.

Thank you to all institutions who participated in the survey.

We appreciate the opportunity to be of service and look forward to addressing your future insurance needs.

Sincerely,

A handwritten signature in blue ink that reads 'Richard Siderko'.

Richard Siderko
President/CEO





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Thank you to the following NJBankers Members 2019 survey participants:

1st Bank of Sea Isle City	Lincoln 1st Bank
1st Constitution Bank	Magyar Bank
Atlantic Stewardship Bank	Manasquan Bank
Bank of New Jersey	Mariner's Bank
BCB Community Bank	Monroe Savings Bank
Bogota Savings Bank	NVE Bank
Boiling Springs Savings Bank	OceanFirst Bank
Century Savings Bank	Oritani Bank
Columbia Bank	Parke Bank
Crest Savings Bank	Peapack-Gladstone Bank
Crown Bank	Provident Bank
First Bank NJ	Regal Bank
First Commerce Bank	Roselle Bank
Freedom Bank	RSI Bank
Freehold Savings Bank	Schuyler Savings Bank
Gibraltar Bank	Somerset Savings Bank
Glen Rock Savings Bank	Spencer Savings Bank SLA
Grand Bank	Sturdy Savings Bank
GSL Savings Bank	Two River Community Bank
Haddon Savings Bank	Union County Savings Bank
Haven Savings Bank	Unity Bank
Investors Bank	United Roosevelt Savings Bank
Kearny Bank	Valley National Bank
Lakeland Bank	



NJBANKERS MEMBER EMPLOYEE BENEFITS SURVEY

FULL SURVEY RESULTS AT WWW.BANKERSCOOPGROUP.COM

2019 KEY FINDINGS

1. **Rate Increases**- The average medical increase for respondents was 9.08%. This increase is slightly higher than some of the national survey averages of around 5%.¹ Interestingly, Banks in the three middle assets categories experienced increases only slightly higher than the national average. The Banks in the smallest and largest asset categories experienced double digits increases. The difference may be partially justified by the fact that all respondents are New Jersey based and New Jersey has substantial costs associated with state mandated benefits. Some experts calculate that mandated benefits are costing New Jersey companies 4%-8% more than similarly situated companies in other states. These mandated benefits often result in higher trend rates. While the mandated benefits only apply to traditional insurance policies, 77% of respondents have these types of policies.
2. **Funding Arrangements**- There continues to be a trend towards non-traditional insurance funding arrangements. In 2017, 90% of respondents had traditional insurance arrangements versus the aforementioned 2019 figure of 77%. This trend is fueled by rising costs as well as the opportunity to receive meaningful claims information. Most insured plans with less than 100 employees provide no meaningful claims data which management can use to make decisions relating to the plan. While there may be some risk associated with the move away from traditional insurance, this risk can be mitigated through the purchase of various stop-loss policies. The end product of the move away from insurance is a plan sponsor's ability to see how their premium dollars are being spent. Both Aetna and Cigna have gained traction in the under 51 employee market with their level funded platforms.
3. **Employee Contributions**- While plan costs increased slightly over 9%, the employee's share of the total plan cost slightly went down. What caused this anomaly? Some experts think the answer lies with The Tax Cuts and Jobs Act, President Trump's signature legislation. This Act which slashed the corporate tax rate from 35% to 21% also came at a time when the unemployment rate stood at just below 4%- a 48-year low. As a result, companies thought long and hard about putting more of a financial burden on employees. While employee

¹ Kaiser Family Foundation, October 3, 2018, "2018 Employer Health Benefits Survey"

contributions did not necessarily decrease in absolute dollars, the employee's share did not increase at the same rate as the employer.²

4. **Employee Choice**- NJBankers members offer their employees a wide range of plans. Almost 70% of respondents offer employees a choice of 2 or more plan offerings. This contrasts markedly with data from the Kaiser Family Foundation where only 20% of respondents offered two or more plans.³
5. **Restrictive Base Plan Offerings**- In order to reduce costs employers are cutting back on their base plan offerings by not offering out of network benefits. In 2015 58.1% of employers offered a base plan with out of network benefits. This percentage plunged to 23.9% in 2019.
6. **Spousal Benefits**- All respondents offer spouses of employees health coverage. However, 9.3% of employers will charge an additional employee contribution or "surcharge" if the spouse can get coverage through their own employer. The 9.3% lags way behind one national survey figure of 20.1%.⁴
7. **Director/Retiree Benefits**- Because of the significant cost associated with these benefits, the survey results supported keeping the status quo and we did not see banks adding health benefits for these groups.
8. **Plan Cost Sharing**- While NJBankers member banks tried to preserve the take home pay of employees through little or no increases in payroll deductions, there was a trend to have users of the plan pay more at point of service. Here are a few examples of this trend based on the base healthcare offering:
 - a. **Deductibles**-The average individual deductible increased 8.3% from \$1,029 in 2018 to \$1,114 in 2019. At the same time, the average family deductible increased 10.7% from \$2,100 to \$2,251.
 - b. **Maximum Out of Pocket**- The average individual maximum out of pocket amount increased 4% from \$3,847 to \$3,999. Also, the average family out of pocket amount increased 3.7% from \$7,694 to \$7,981.
 - c. **Coinsurance**- Coinsurance is that percentage of eligible plan expenses paid by the plan after the satisfaction of the deductible. In 2018, this percentage stood at 87%. In 2019, this percentage dropped to 82%. Thus, employees absorbed an additional 5% of eligible costs after they satisfied the deductible.
9. **Wellness Programs**- The percentage of respondents offering Wellness Plans held steady at 36%. The prevalence of Wellness Programs is higher at banks in the largest asset group. The programs at the large banks are more likely to be customized and designed in house while the smaller banks often utilize insurance company packaged programs. While many banks cited improved employee health, better morale, higher productivity and lower absenteeism as byproducts of the programs, many were unsure of the results. While wellness

² Employee Benefit News, January 2, 2019, "50 Companies that Made Big Benefit Changes", Kathryn Mayer

³ Kaiser Family Foundation, October 3, 2018, "2018 Employer Health Benefits Survey"

⁴ International Foundation of Employee Benefit Plans, June 14, 2018, "Trending: Fewer Spouses Covered on Employee Benefit Plans", Lois Gleason, CEBS

programs are beneficial over the long run, it is difficult to produce empirical savings in the short term.

10. **Employee Well Being Programs**- Over the past several years, many employers have gone beyond compensation and benefits programs to define their culture. Banks are no exceptions. We included a new question in our survey to track this trend. What we found is that the industry is paying attention to activities such as flexible work arrangements, diversity and inclusion initiatives, local community events, time off to perform volunteer work, personal financial counseling, etc. This last item is garnering much attention as research has shown that the number one source of employees' stress is personal finances. One in three employees admit to being less productive at work because of their financial stress.⁵ Employer sponsored financial counseling programs are a win-win for both the employer and the employee.
11. **Worksite Benefits**- Employers have realized that the core benefits they offer may not meet all employees' needs. As a result, additional benefits offered through payroll deduction and paid for entirely by employees is a way to tailor benefits specifically for each employee. Approximately 70% of respondents offered at least one employee-pay-all-program. The most common programs are additional life insurance, hospital expense, critical illness, accident and additional disability. Some fast-growing products include identity theft and pet insurance.

⁵ MetLife, "Financial Wellness Programs Promote a Thriving Workforce", 2019

Offering Summary - All Asset Categories

Number of Respondents All Asset Categories =47

This list summarizes the number of institutions within the asset category offering a specific benefit and the eligibility for each benefit.

	FT Employees		PT Employees		Retirees		Directors
Group Health Insurance - PPO	26		4		6		10
Group Health Insurance - POS	12		2		2		2
Group Health Insurance - EPO	29		5		6		5
Group Health Insurance - HMO	1		0		0		0
Group Health Insurance - HDHP (min. \$1,350 Individual Deductible)	9		1		1		0
Medicare Advantage(for those 65+)	4		0		9		7
Prescription Plan	45		6		9		11
Vision Plan	46		8		8		11
Employee Assistance Plan	40		11		3		4
Dental Insurance	47		6		10		12
Group Term Life Insurance	47		5		5		3
Voluntary Life Insurance	36		6		1		2
Short Term Disability	34		12		1		2
Long Term Disability	44		4		1		6
Financial Planning	6		2		1		1
Student Loan Reimbursement	7		2		0		0
Page 1							

Offering Summary - Asset Category <\$200M

Number of Respondents in Category =5

This list summarizes the number of institutions within the asset category offering a specific benefit and the eligibility for each benefit.

	FT Employees		PT Employees		Retirees		Directors	
Group Health Insurance - PPO	3		0		1		2	
Group Health Insurance - POS	0		0		0		0	
Group Health Insurance - EPO	1		0		0		0	
Group Health Insurance - HMO	1		0		0		0	
Group Health Insurance - HDHP (min. \$1,350 Individual Deductible)	1		0		0		0	
Medicare Advantage(for those 65+)	2		0		1		2	
Prescription Plan	5		0		0		1	
Vision Plan	5		0		0		1	
Employee Assistance Plan	5		0		0		0	
Dental Insurance	5		0		0		1	
Group Term Life Insurance	5		0		0		0	
Voluntary Life Insurance	1		0		0		0	
Short Term Disability	1		0		0		0	
Long Term Disability	4		0		0		0	
Financial Planning	0		0		0		0	
Student Loan Reimbursement	1		0		0		0	
Page 2								

Offering Summary - Asset Category \$200M - \$500M

Number of Respondents in Category = 11

This list summarizes the number of institutions within the asset category offering a specific benefit and the eligibility for each benefit.

	FT Employees		PT Employees		Retirees		Directors	
Group Health Insurance - PPO	6		1		0		1	
Group Health Insurance - POS	3		0		0		0	
Group Health Insurance - EPO	7		1		1		0	
Group Health Insurance - HMO	0		0		0		0	
Group Health Insurance - HDHP (min. \$1,350 Individual Deductible)	1		0		0		0	
Medicare Advantage(for those 65+)	2		0		1		1	
Prescription Plan	9		1		2		2	
Vision Plan	11		1		2		2	
Employee Assistance Plan	9		3		1		1	
Dental Insurance	11		1		3		3	
Group Term Life Insurance	11		1		2		2	
Voluntary Life Insurance	10		1		1		1	
Short Term Disability	9		2		1		1	
Long Term Disability	10		0		1		1	
Financial Planning	2		1		1		1	
Student Loan Reimbursement	1		1		0		0	
Page 3								

Offering Summary - Asset Category \$500M - \$1B

Number of Respondents in Category = 12

This list summarizes the number of institutions within the asset category offering a specific benefit and the eligibility for each benefit.

	FT Employees		PT Employees		Retirees		Directors	
Group Health Insurance - PPO	7		0		2		4	
Group Health Insurance - POS	3		1		1		2	
Group Health Insurance - EPO	7		0		2		3	
Group Health Insurance - HMO	0		0		0		0	
Group Health Insurance - HDHP (min. \$1,350 Individual Deductible)	1		0		0		0	
Medicare Advantage(for those 65+)	0		0		4		2	
Prescription Plan	12		1		2		4	
Vision Plan	12		1		2		4	
Employee Assistance Plan	11		2		1		2	
Dental Insurance	12		2		3		4	
Group Term Life Insurance	12		1		2		1	
Voluntary Life Insurance	9		2		0		1	
Short Term Disability	9		3		0		1	
Long Term Disability	11		1		0		1	
Financial Planning	1		0		0		0	
Student Loan Reimbursement	4		1		0		0	
Page 4								

Offering Summary - Asset Category \$1B - \$3B

Number of Respondents in Category = 11

This list summarizes the number of institutions within the asset category offering a specific benefit and the eligibility for each benefit.

	FT Employees		PT Employees		Retirees		Directors	
Group Health Insurance - PPO	6		1		2		2	
Group Health Insurance - POS	3		0		0		0	
Group Health Insurance - EPO	7		1		1		1	
Group Health Insurance - HMO	0		0		0		0	
Group Health Insurance - HDHP (min. \$1,350 Individual Deductible)	1		0		0		0	
Medicare Advantage(for those 65+)	0		0		1		1	
Prescription Plan	11		1		1		1	
Vision Plan	10		1		2		2	
Employee Assistance Plan	7		2		0		0	
Dental Insurance	11		1		2		2	
Group Term Life Insurance	11		2		0		0	
Voluntary Life Insurance	9		2		0		0	
Short Term Disability	7		3		0		0	
Long Term Disability	11		2		0		0	
Financial Planning	2		1		0		0	
Student Loan Reimbursement	0		0		0		0	
Page 5								

Offering Summary - Asset Category \$3B+

Number of Respondents in Category = 8

This list summarizes the number of institutions within the asset category offering a specific benefit and the eligibility for each benefit.

	FT Employees		PT Employees		Retirees		Directors	
Group Health Insurance - PPO	4		2		1		1	
Group Health Insurance - POS	3		1		1		0	
Group Health Insurance - EPO	7		3		2		1	
Group Health Insurance - HMO	0		0		0		0	
Group Health Insurance - HDHP (min. \$1,350 Individual Deductible)	5		1		1		0	
Medicare Advantage(for those 65+)	0		0		2		1	
Prescription Plan	8		3		3		2	
Vision Plan	8		5		2		2	
Employee Assistance Plan	8		4		1		1	
Dental Insurance	8		2		2		2	
Group Term Life Insurance	8		1		1		0	
Voluntary Life Insurance	7		1		0		0	
Short Term Disability	8		4		0		0	
Long Term Disability	8		1		0		0	
Financial Planning	1		0		0		0	
Student Loan Reimbursement	1		0		0		0	
Page 6								

1. Please indicate type of benefit plans offered in 2019 by eligibility:

Full time employees

2019	POS	PPO	HMO/EPO	HDHP	MEDICARE ADVANTAGE
All Respondents	12	26	30	9	4
<\$200M	0	3	2	1	2
\$200M - \$500M	3	6	7	1	2
\$500M - \$1B	3	7	7	1	0
\$1B - \$3B	3	6	7	1	0
>\$3B	3	4	7	5	0

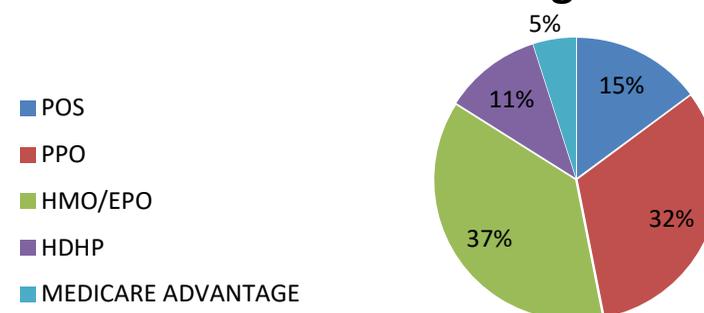
Part time employees

2019	POS	PPO	HMO/EPO	HDHP	MEDICARE ADVANTAGE
All Respondents	2	4	5	1	0
<\$200M	0	0	0	0	0
\$200M - \$500M	0	1	1	0	0
\$500M - \$1B	1	0	0	0	0
\$1B - \$3B	0	1	1	0	0
>\$3B	1	2	3	1	0

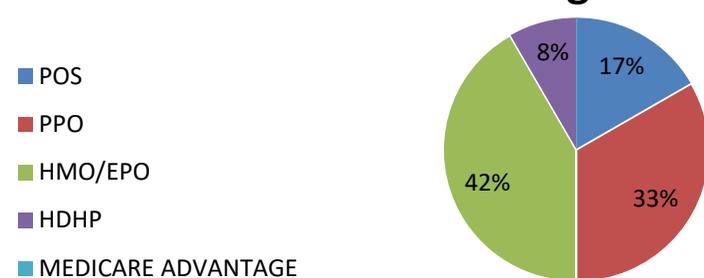
Retirees

2019	POS	PPO	HMO/EPO	HDHP	MEDICARE ADVANTAGE
All Respondents	2	6	6	1	9
<\$200M	0	1	0	0	1
\$200M - \$500M	0	0	1	0	1
\$500M - \$1B	1	2	2	0	4
\$1B - \$3B	0	2	1	0	1
>\$3B	1	1	2	1	2

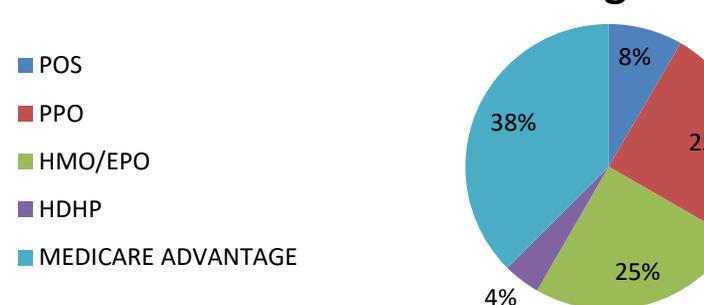
Full time Employee Offerings - 2019
All Asset Categories



Part time Employee Offerings - 2019
All Asset Categories

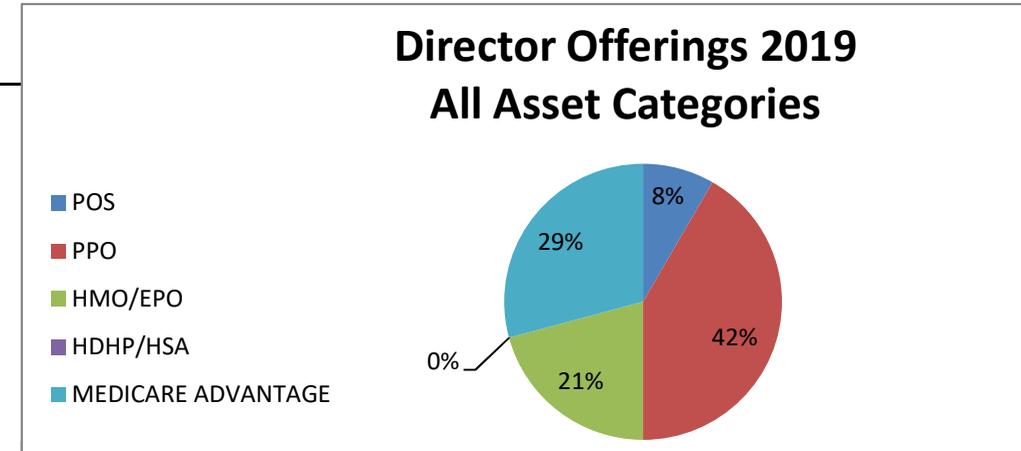


Retiree Offerings 2019
All Asset Categories



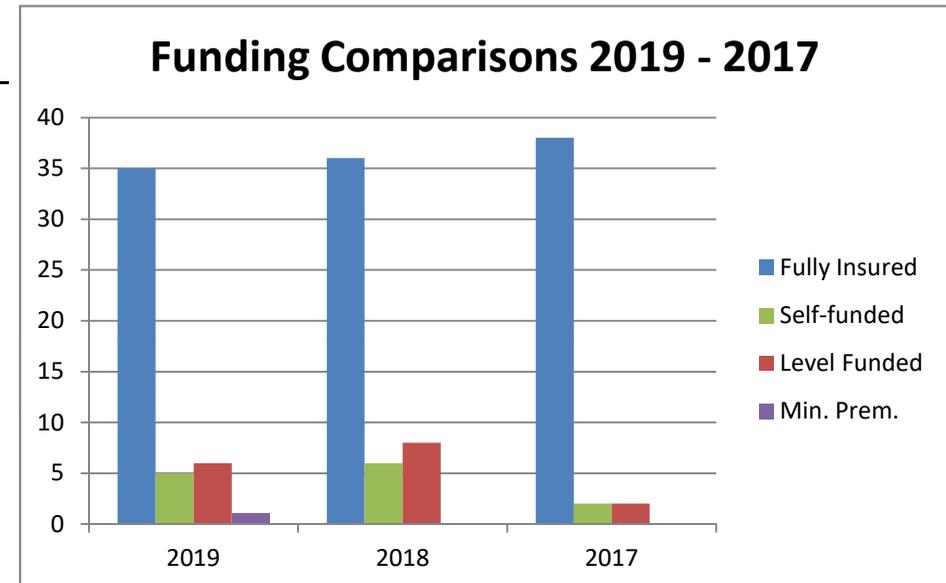
Directors

	POS	PPO	HMO/EPO	HDHP/HSA	MEDICARE ADVANTAGE
2019					
All Respondents	2	10	5	0	7
<\$200M	0	2	1	0	2
\$200M - \$500M	1	1	0	0	1
\$500M - \$1B	1	2	1	0	2
\$1B - \$3B	1	2	0	0	1
>\$3B	0	2	3	0	1



2. Please indicate the funding type for your healthcare offerings in 2019.

	Fully Insured	Self-funded	Level Funded	Min. Prem.
All Respondents				
2019	35	5	6	1
2018	36	6	8	0
2017	38	2	2	0

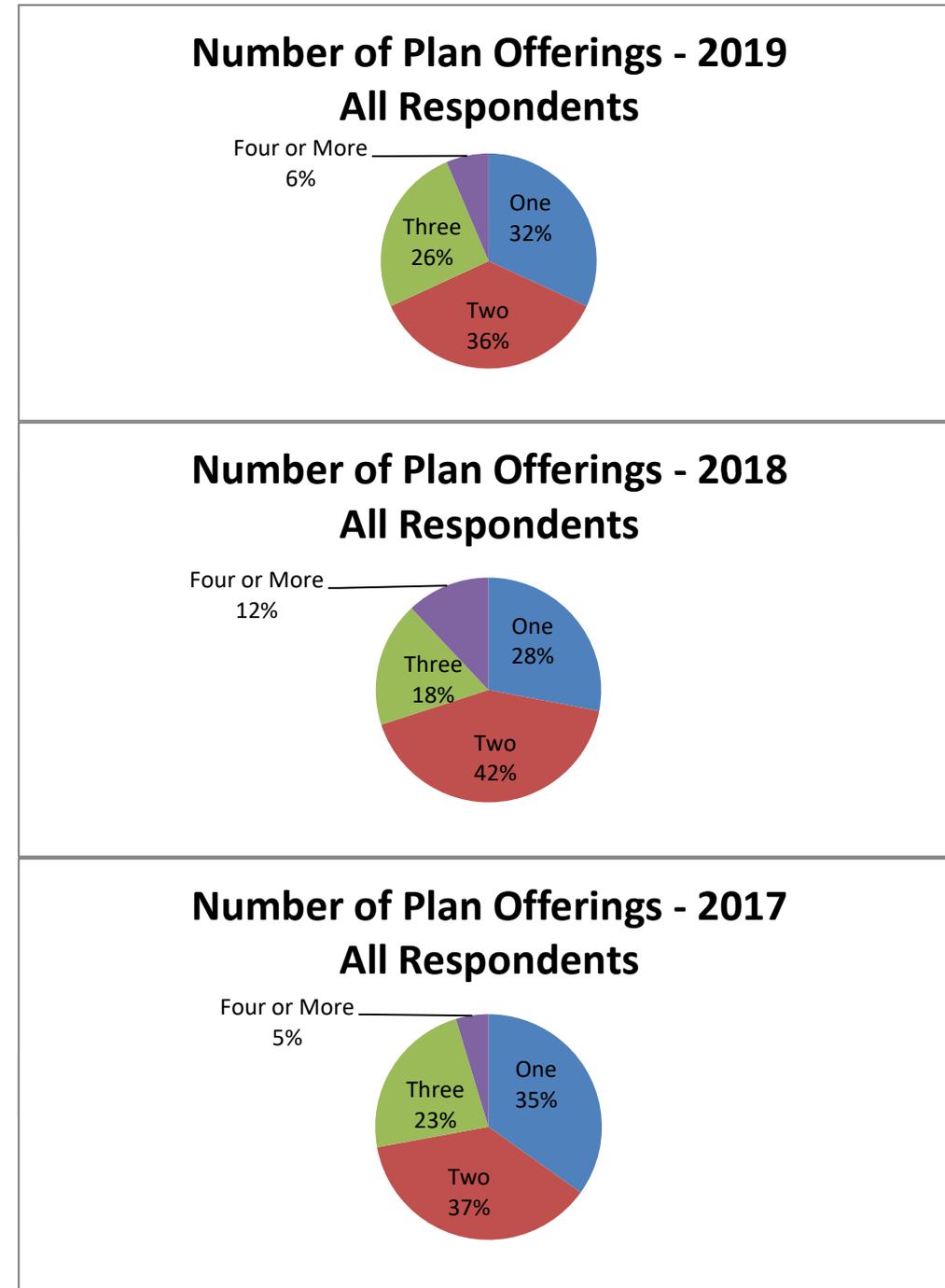


3. How many healthcare plan options do you offer?

2019	One	Two	Three	Four or More
All Respondents	15	17	12	3
<\$200M	4	1	0	0
\$200M - \$500M	5	5	0	1
\$500M - \$1B	3	4	5	0
\$1B - \$3B	3	6	2	0
>\$3B	0	1	5	2

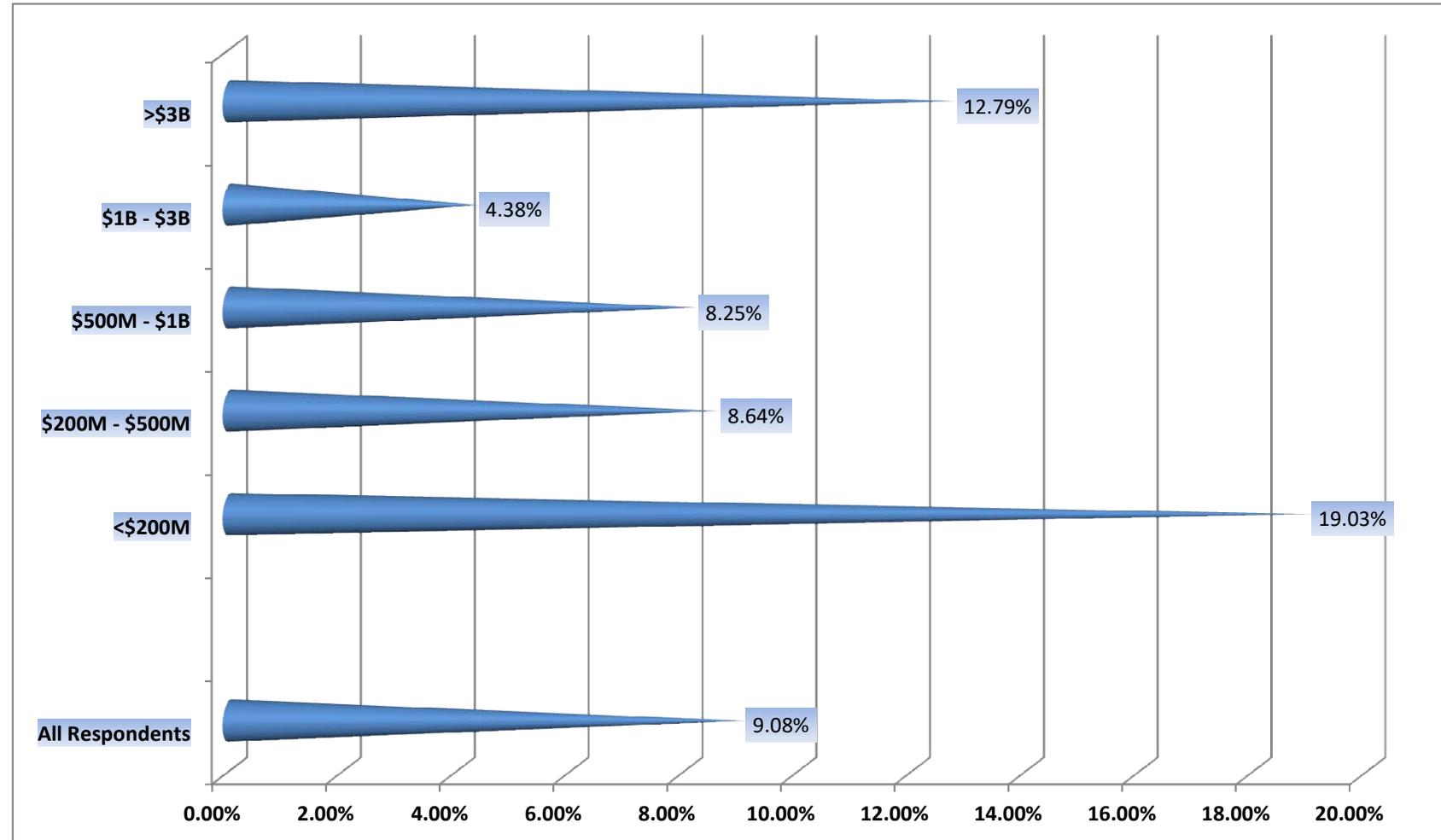
2018	One	Two	Three	Four or More
All Respondents	14	21	9	6
<\$200M	3	3	1	0
\$200M - \$500M	4	7	0	2
\$500M - \$1B	5	3	4	0
\$1B - \$3B	2	6	1	2
>\$3B	0	2	3	2

2017	One	Two	Three	Four or More
All Respondents	15	16	10	2
<\$200M	4	1	0	0
\$200M - \$500M	6	6	1	1
\$500M - \$1B	4	5	1	0
\$1B - \$3B	1	2	3	0
>\$3B	0	2	5	1



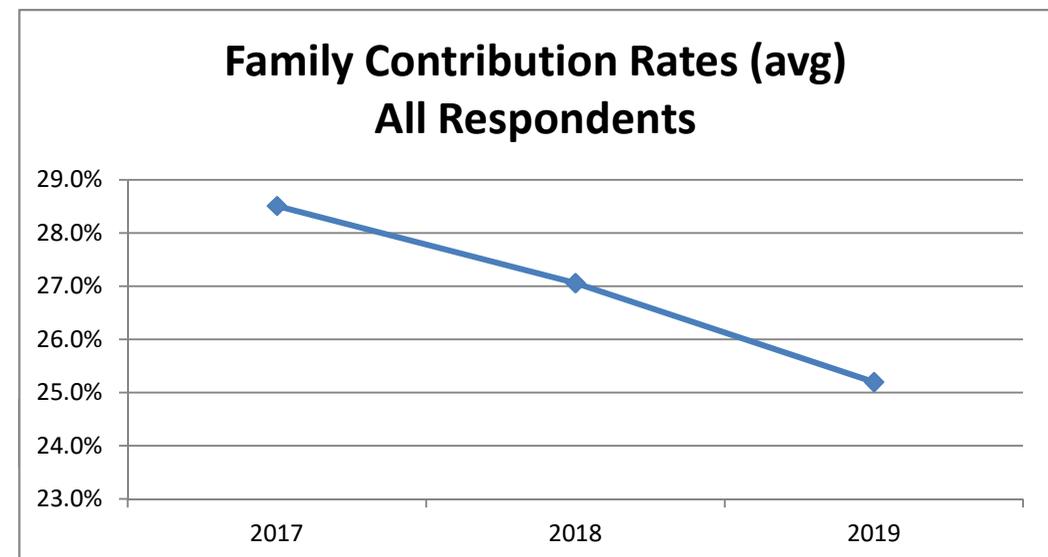
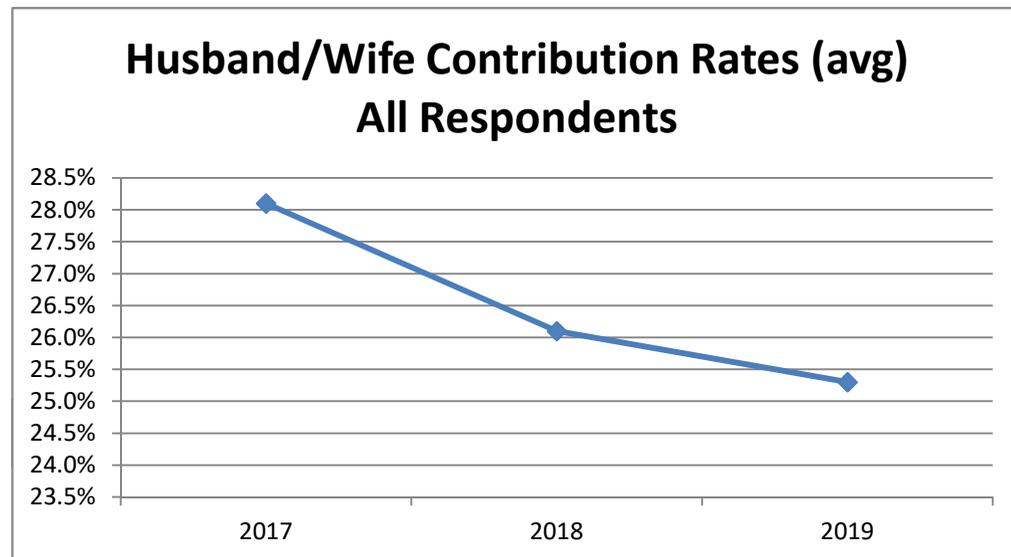
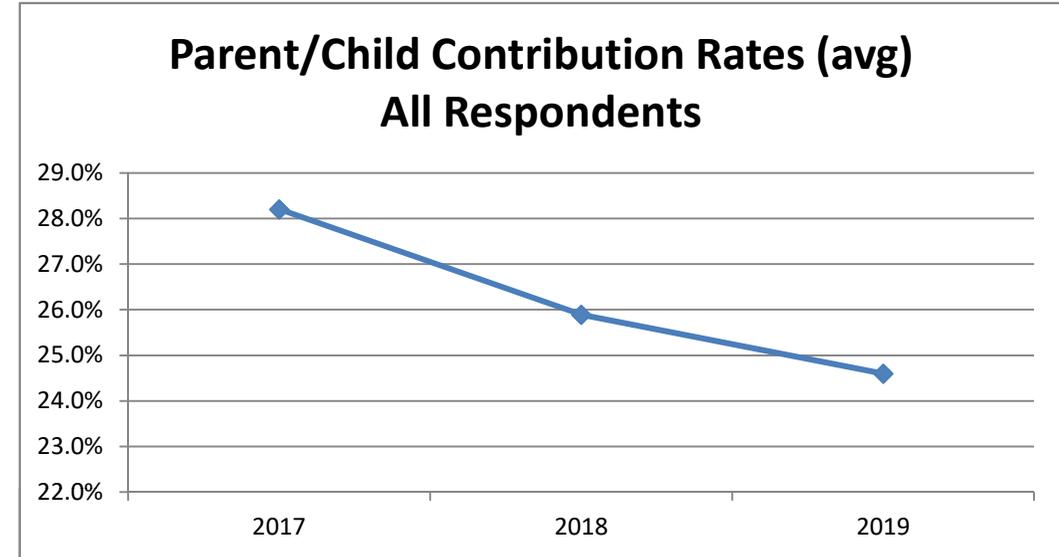
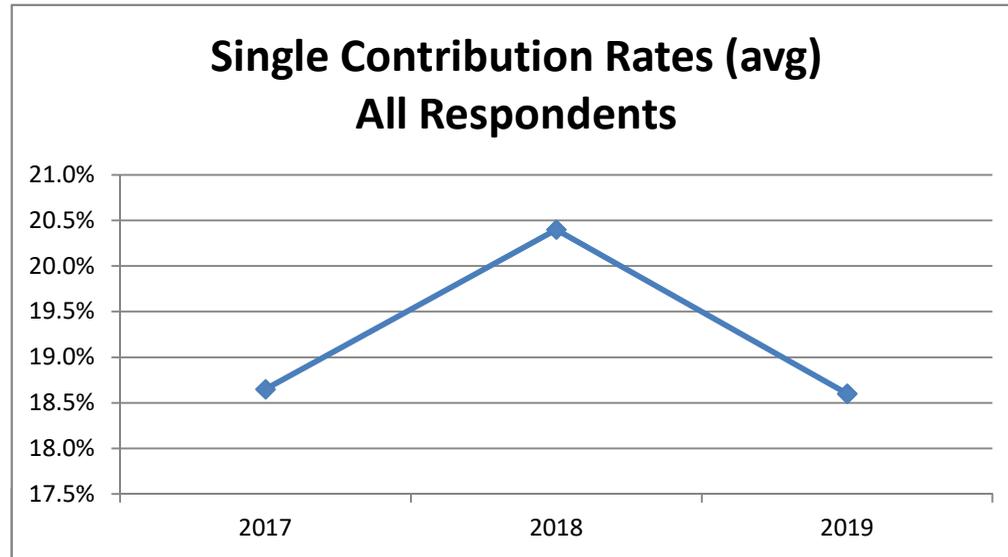
4. What was the percentage increase of your most recent medical plan renewal prior to any plan changes?

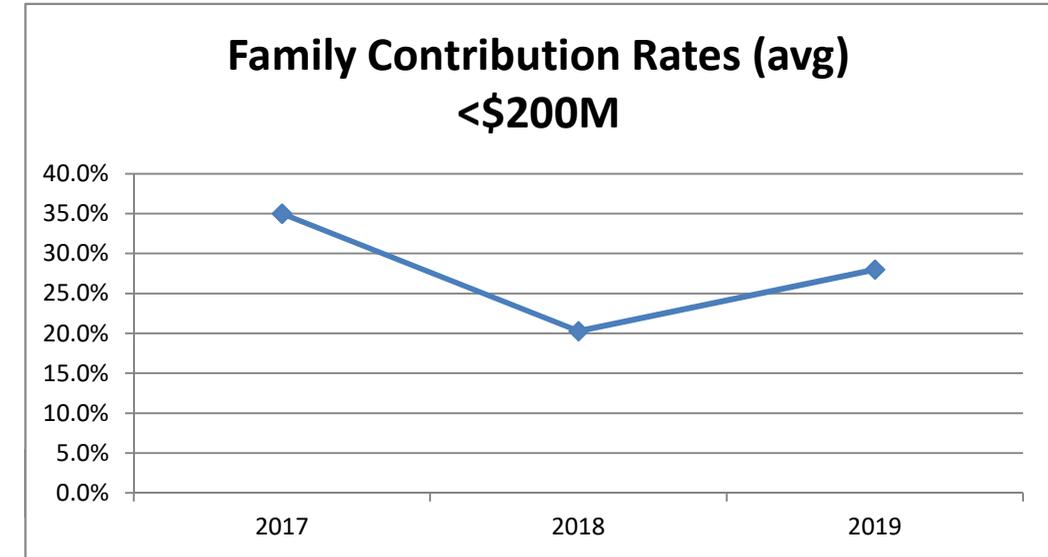
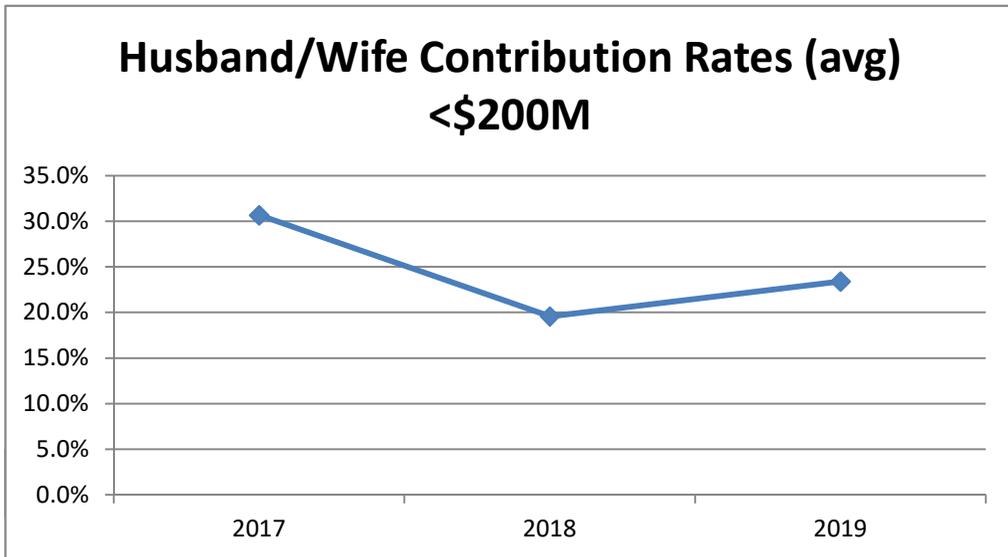
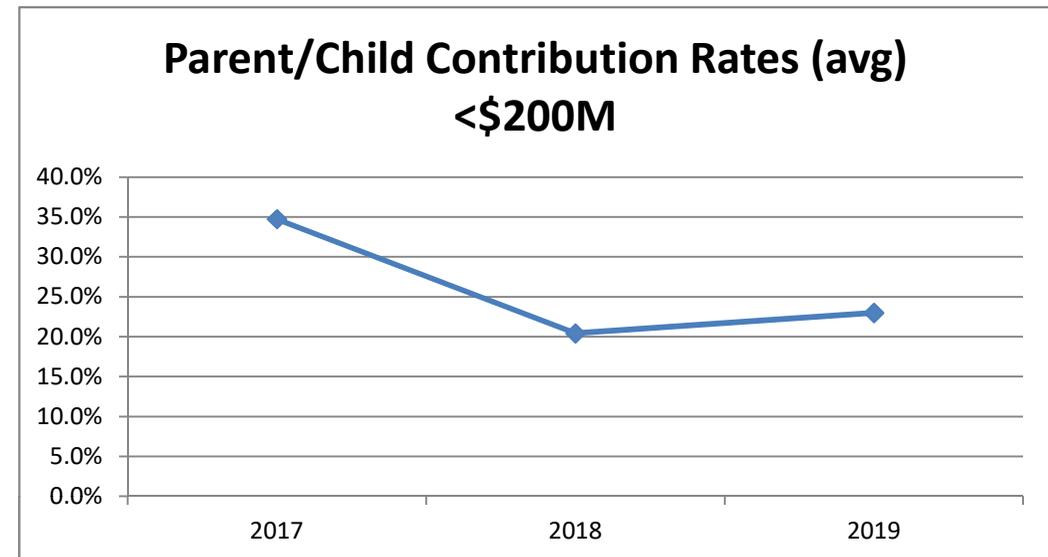
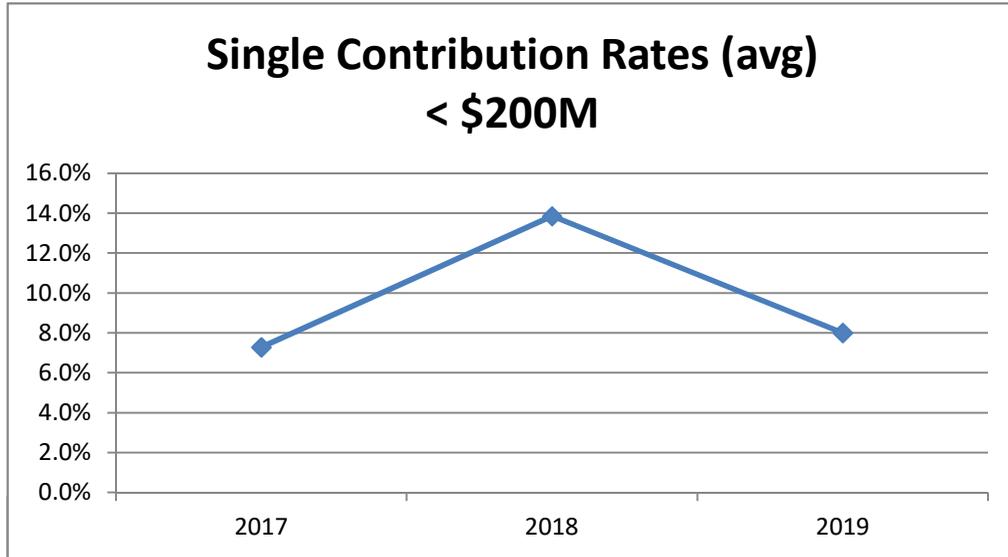
Avg. Increase	
All Respondents	9.08%
<\$200M	19.03%
\$200M - \$500M	8.64%
\$500M - \$1B	8.25%
\$1B - \$3B	4.38%
>\$3B	12.79%

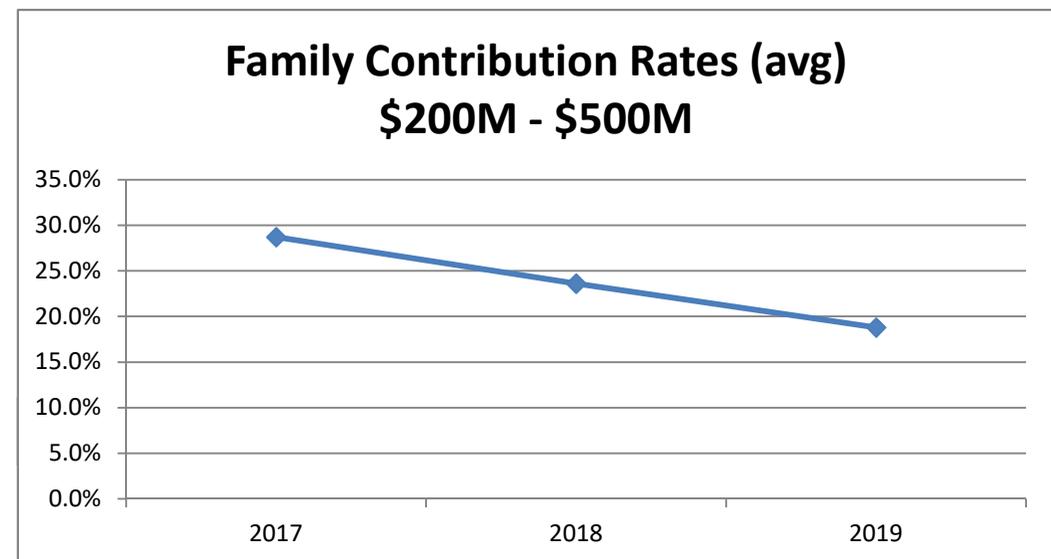
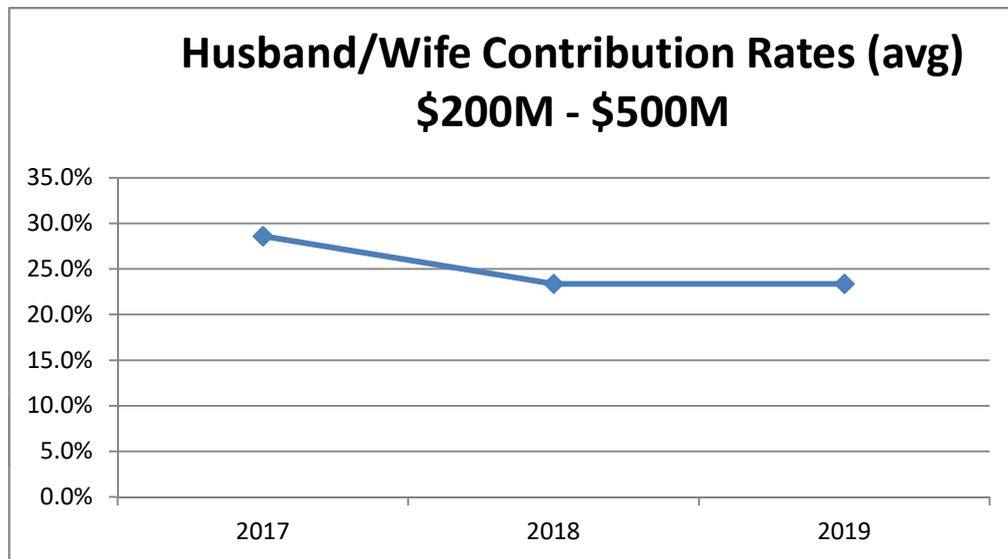
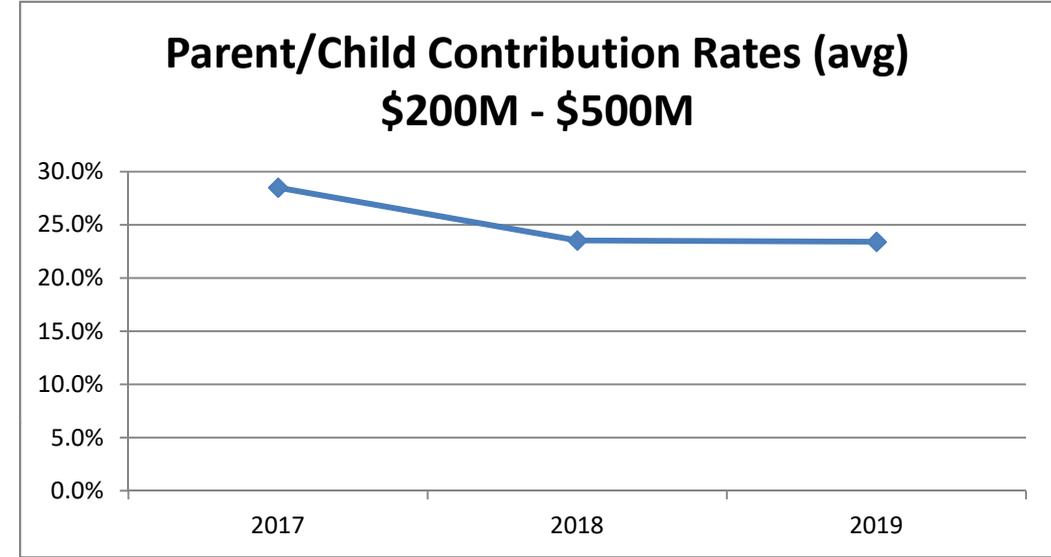
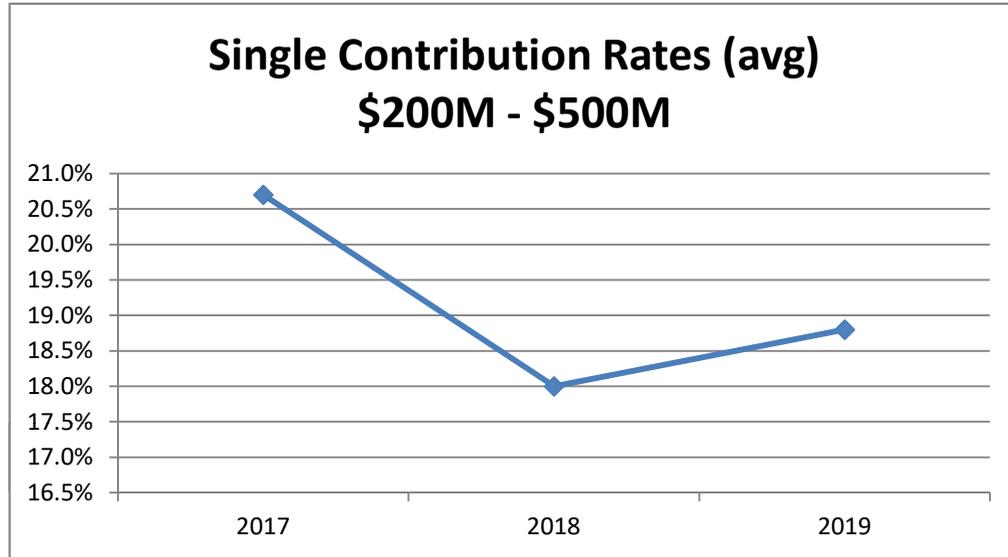


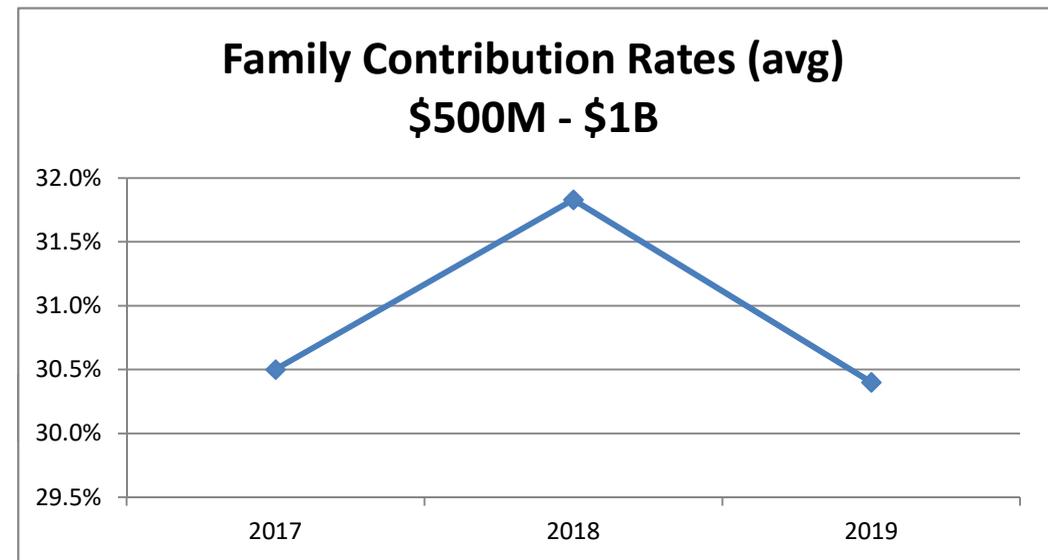
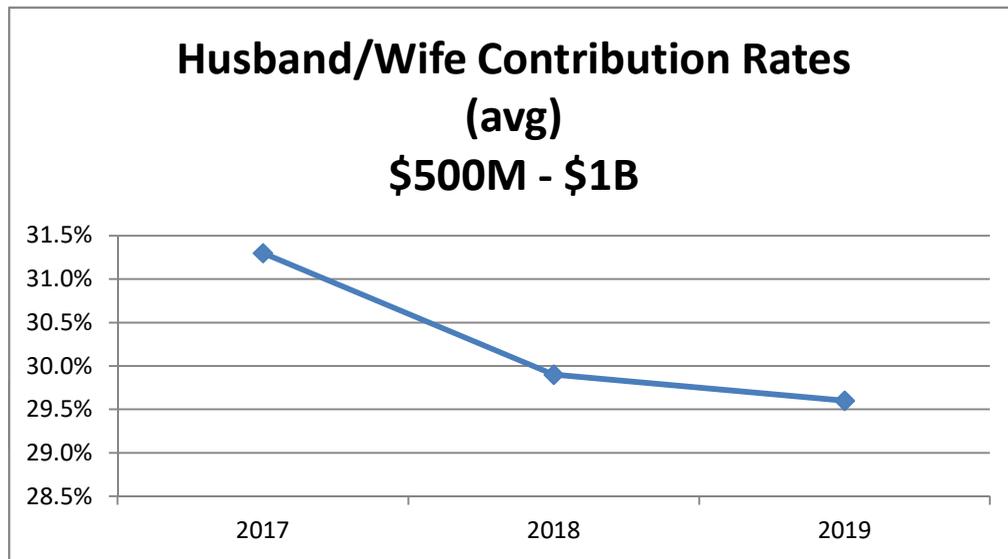
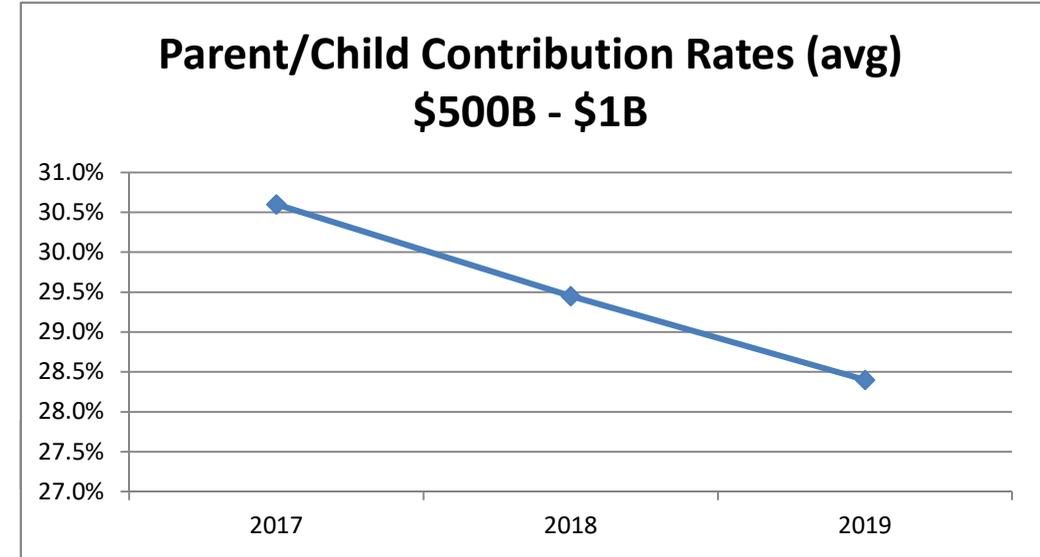
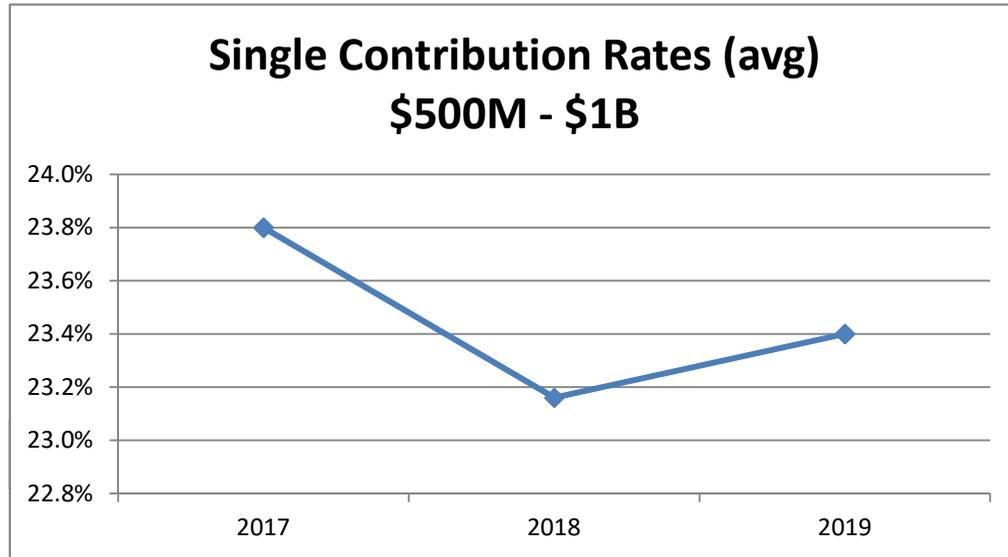
5. Please indicate employee healthcare contribution rates for your base healthcare offering.

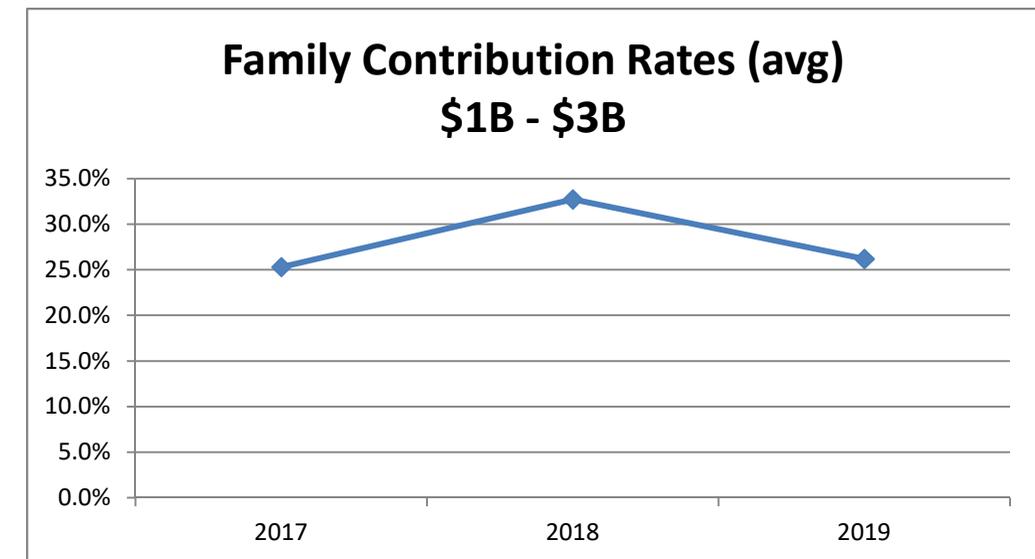
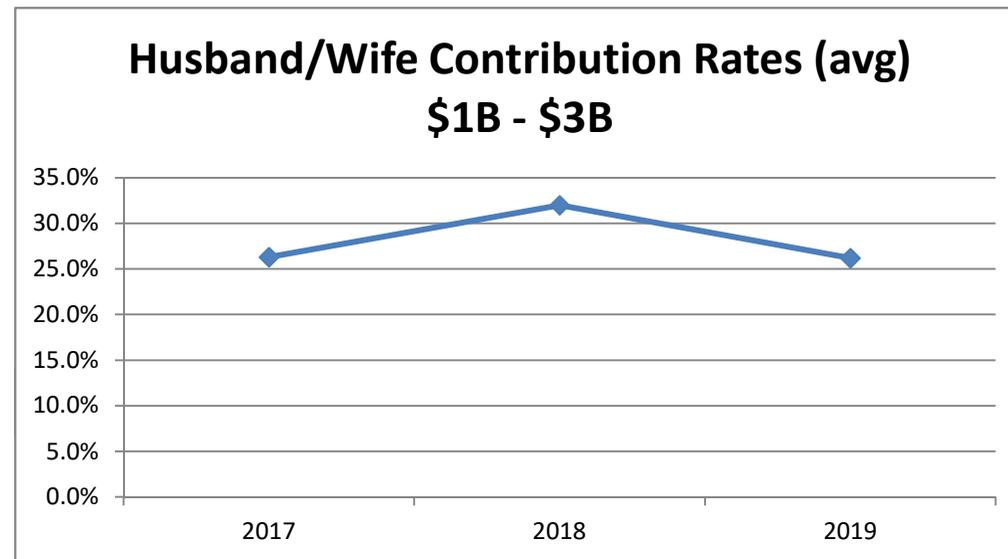
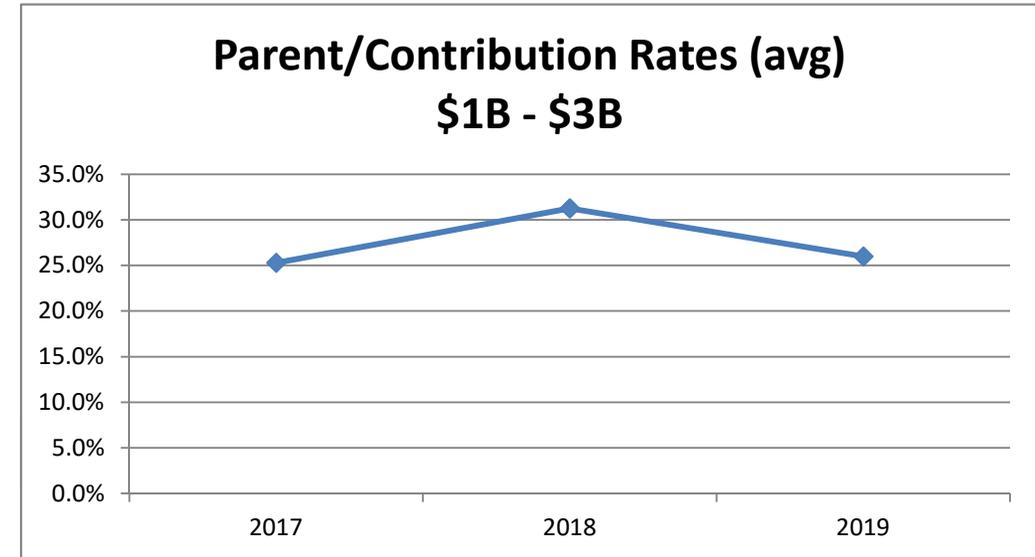
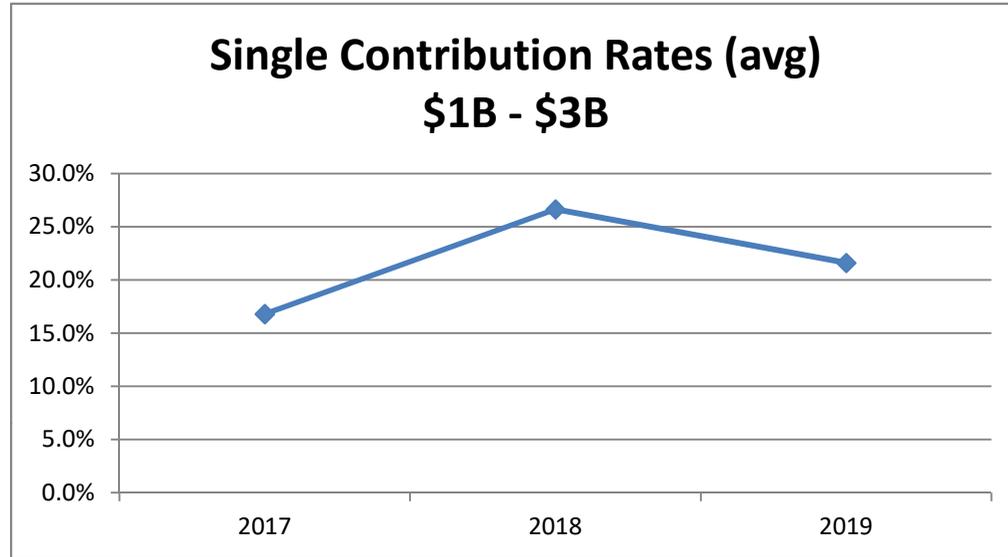
	2017				2018				2019						
	S	PC	HW	F	S	PC	HW	F	S	PC	HW	F			
All	Average	18.7%	28.2%	28.1%	28.5%	Average	20.4%	25.9%	26.1%	27.1%	Average	18.6%	24.6%	25.3%	25.2%
	Median	20.0%	25.0%	25.0%	25.0%	Median	20.0%	25.0%	25.0%	25.0%	Median	20.0%	23.0%	24.0%	23.0%
	Low	0.0%	5.0%	5.0%	5.0%	Low	0.0%	0.0%	0.0%	0.0%	Low	0.0%	0.0%	0.0%	0.0%
	High	40.0%	60.0%	60.0%	60.0%	High	34.0%	63.0%	63.0%	63.0%	High	35.0%	58.0%	67.0%	69.0%
<200M	Average	7.3%	34.7%	30.7%	35.0%	Average	13.9%	20.4%	19.6%	20.3%	Average	8.0%	23.0%	23.4%	28.0%
	Median	8.7%	29.4%	19.5%	30.0%	Median	17.0%	20.0%	20.0%	20.0%	Median	10.0%	18.0%	15.0%	20.0%
	Low	0.0%	15.0%	15.0%	15.0%	Low	0.0%	15.0%	11.0%	13.0%	Low	0.0%	15.0%	11.0%	12.0%
	High	19.0%	50.0%	50.0%	50.0%	High	21.0%	25.0%	25.0%	26.0%	High	19.0%	43.0%	52.0%	67.0%
200-500M	Average	20.7%	28.5%	28.6%	28.7%	Average	18.0%	23.5%	23.4%	23.6%	Average	18.8%	23.4%	23.4%	18.8%
	Median	21.0%	25.0%	25.0%	25.0%	Median	20.0%	25.0%	25.0%	25.0%	Median	20.0%	20.0%	20.0%	20.0%
	Low	0.0%	15.0%	15.0%	15.0%	Low	0.0%	0.0%	0.0%	0.0%	Low	0.0%	0.0%	0.0%	0.0%
	High	33.0%	46.0%	44.0%	46.0%	High	30.0%	38.0%	38.0%	38.0%	High	30.0%	50.0%	50.0%	39.0%
500M - 1B	Average	23.8%	30.6%	31.3%	30.5%	Average	23.2%	29.5%	29.9%	31.8%	Average	23.4%	28.4%	29.6%	30.4%
	Median	25.0%	26.9%	26.6%	26.8%	Median	22.0%	30.0%	30.0%	30.0%	Median	23.5%	28.5%	28.5%	30.0%
	Low	13.0%	13.0%	13.0%	13.0%	Low	10.0%	10.0%	10.0%	10.0%	Low	10.0%	10.0%	10.0%	10.0%
	High	33.5%	60.0%	60.0%	60.0%	High	34.0%	63.0%	63.0%	63.0%	High	30.0%	58.0%	67.0%	69.0%
1B - 3B	Average	16.8%	25.3%	26.3%	25.3%	Average	26.6%	31.3%	32.0%	32.7%	Average	21.6%	26.0%	26.2%	26.2%
	Median	17.5%	22.5%	22.5%	22.5%	Median	20.0%	30.0%	30.0%	30.0%	Median	23.0%	25.0%	25.0%	25.0%
	Low	0.0%	12.0%	15.0%	12.0%	Low	0.0%	12.0%	12.0%	15.0%	Low	0.0%	12.0%	12.0%	12.0%
	High	30.0%	50.0%	50.0%	50.0%	High	30.0%	40.0%	40.0%	40.0%	High	35.0%	44.0%	43.0%	43.0%
3B>	Average	16.0%	22.3%	22.7%	23.7%	Average	17.1%	21.7%	22.4%	23.1%	Average	13.3%	19.8%	21.4%	22.9%
	Median	13.5%	20.5%	20.7%	21.8%	Median	20.0%	20.0%	20.0%	20.0%	Median	11.5%	19.5%	21.5%	22.0%
	Low	5.0%	5.0%	5.0%	5.0%	Low	7.0%	7.0%	7.0%	7.0%	Low	6.0%	10.0%	10.0%	10.0%
	High	20.0%	35.0%	39.0%	39.0%	High	32.0%	35.0%	40.0%	40.0%	High	23.0%	29.0%	33.0%	34.0%

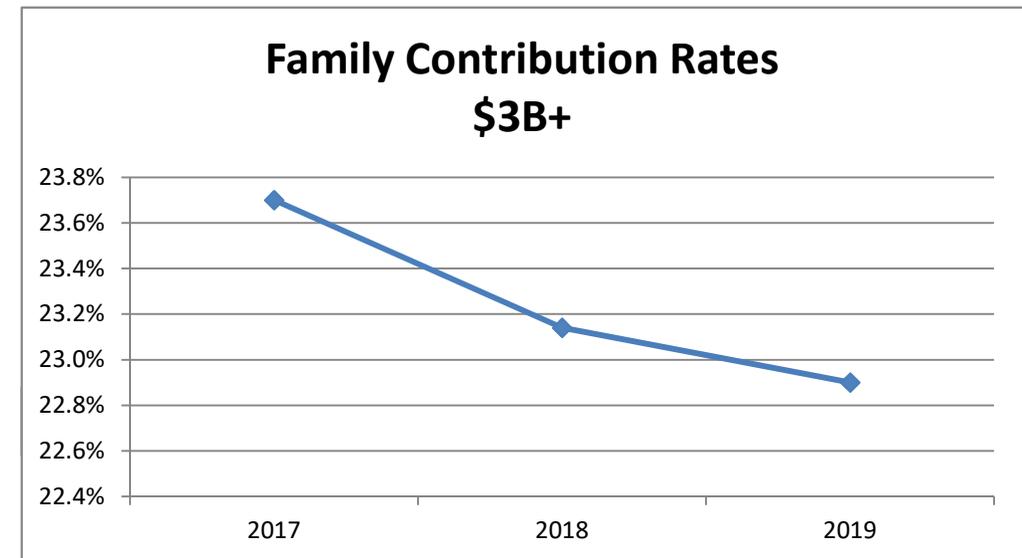
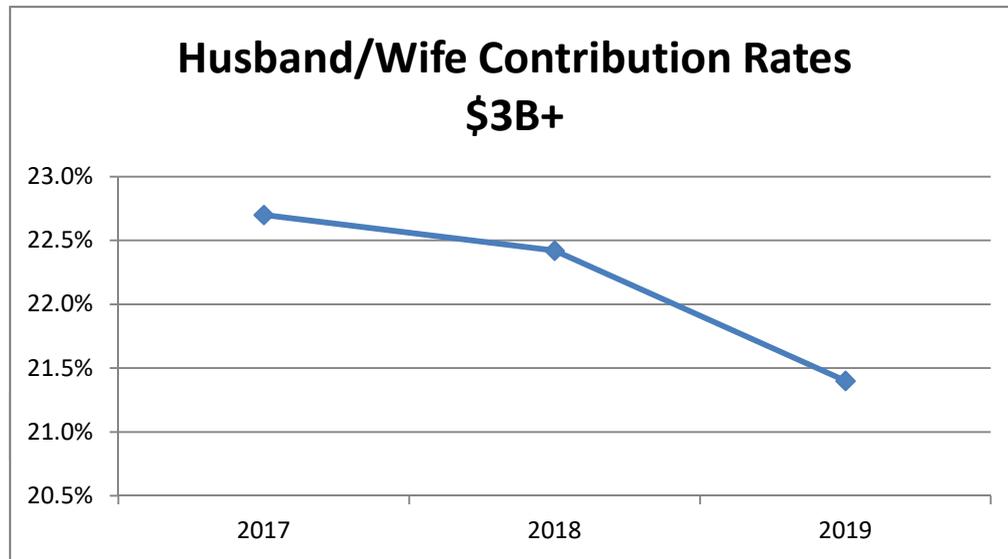
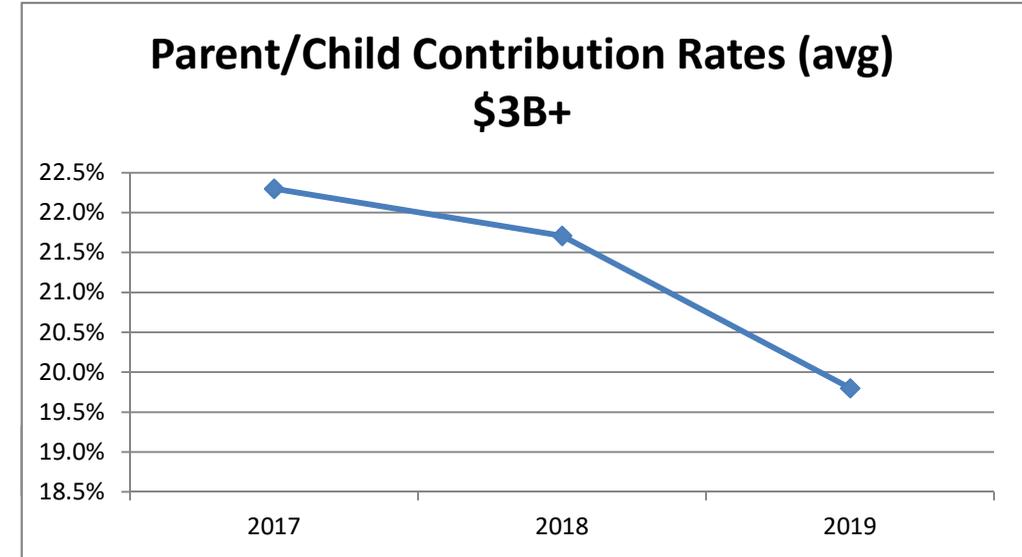
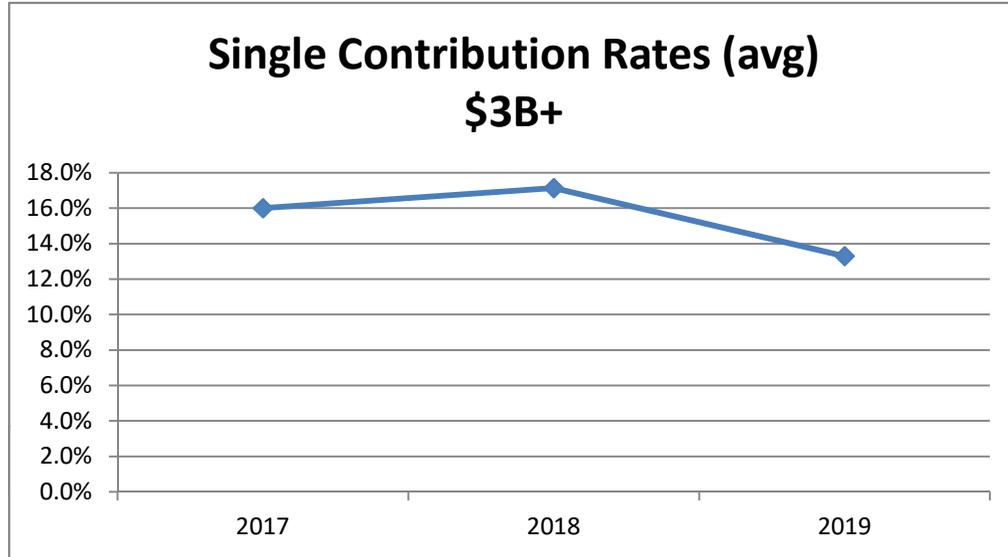






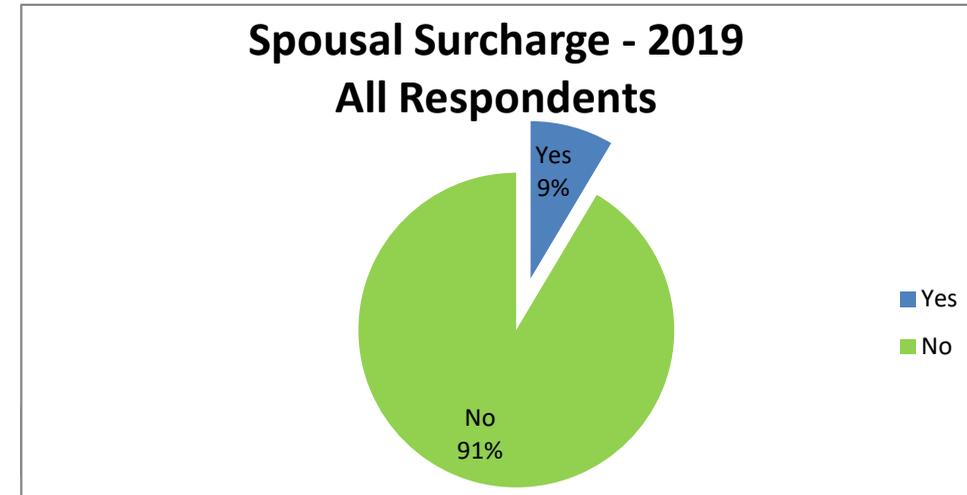






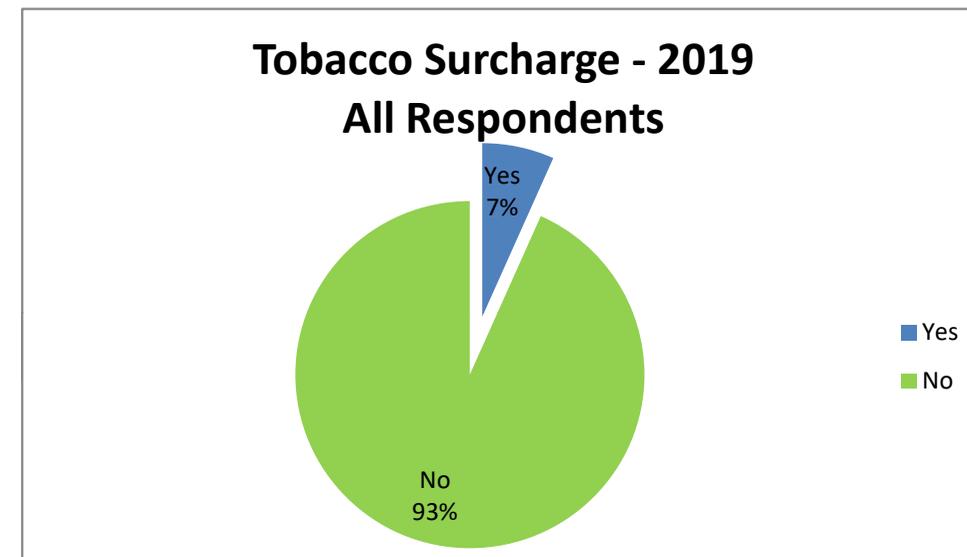
6. Do you charge employees more for spousal coverage ("spousal surcharge") if the spouse has access to coverage at their employer?

		Yes	No
All Respondents	2019	4	43



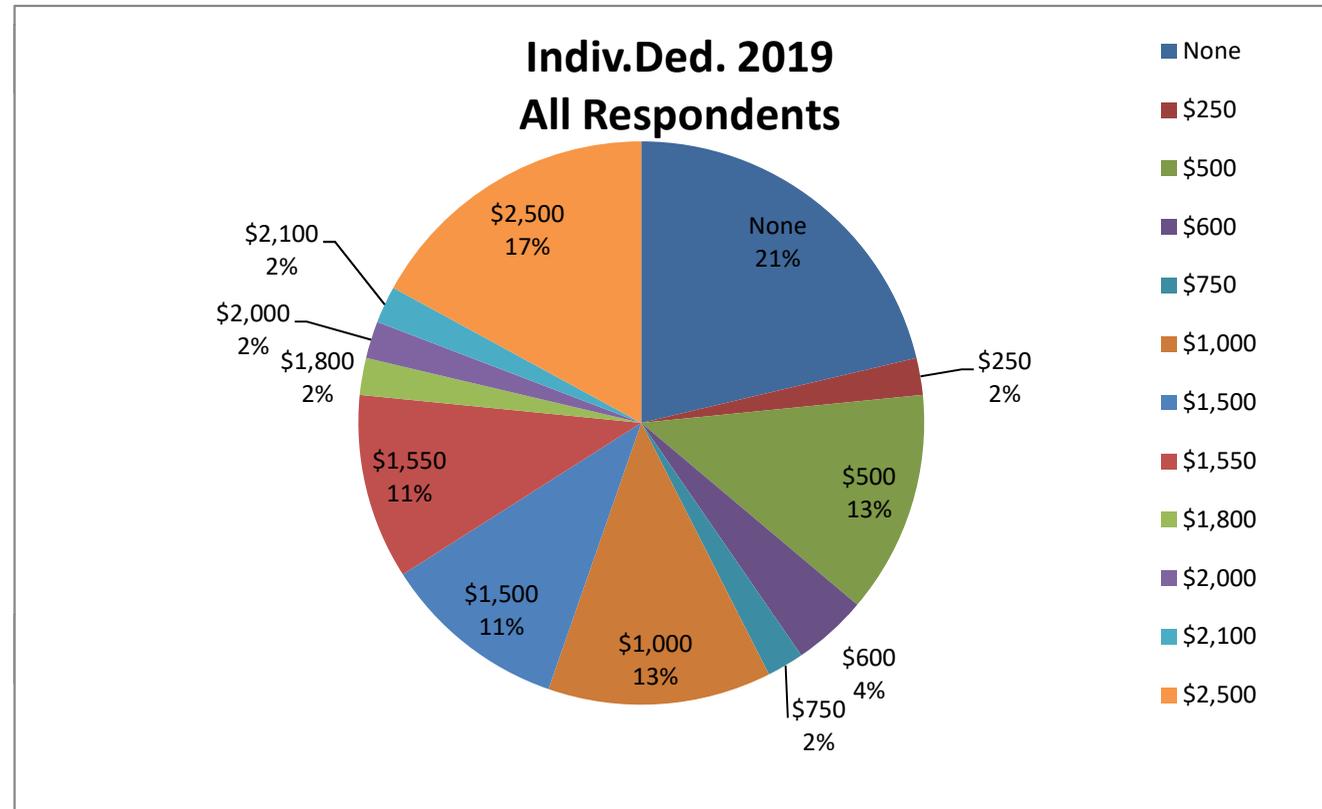
7. Do you charge employees more for coverage if they are tobacco users ("tobacco surcharge")?

		Yes	No
All Respondents	2019	3	42



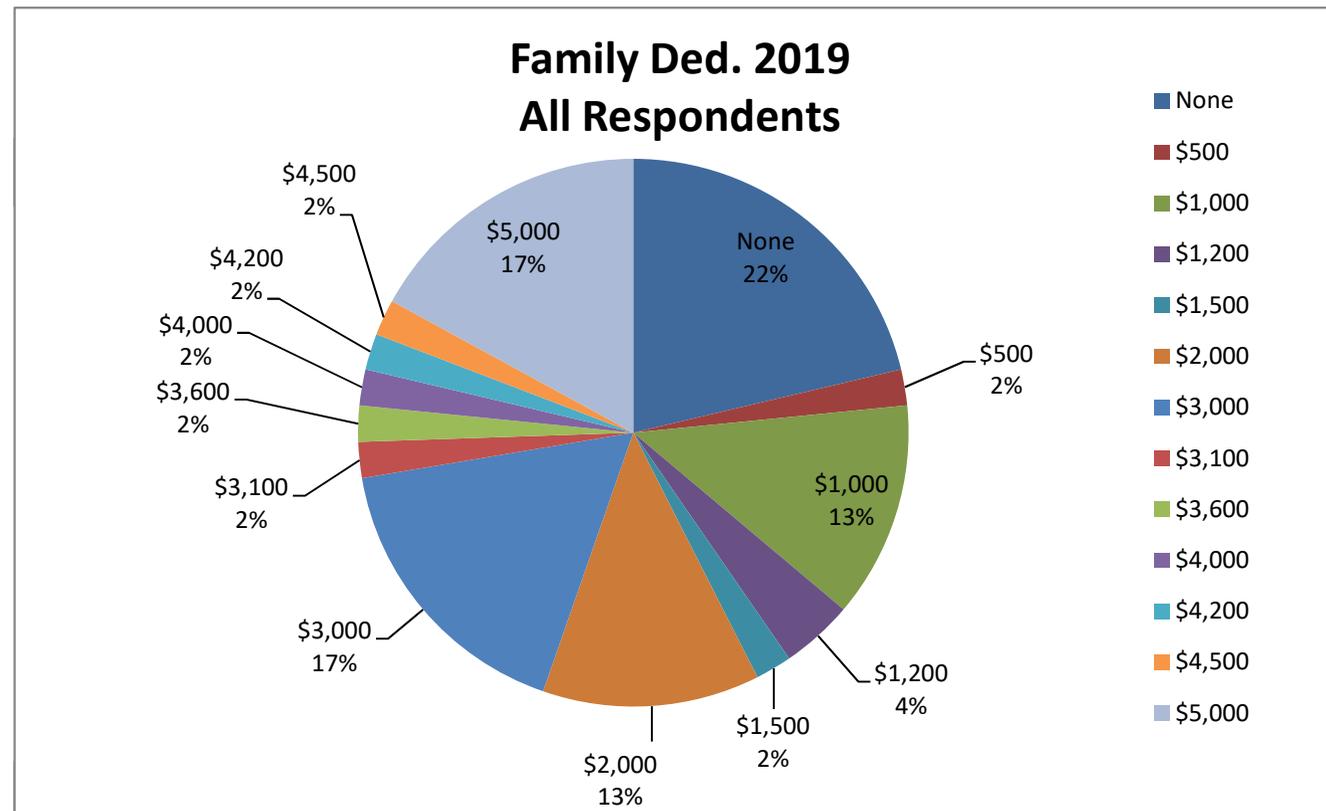
8. Please indicate the individual deductible for your base healthcare offering.

	None	\$250	\$500	\$600	\$750	\$1,000	\$1,500	\$1,550	\$1,800	\$2,000	\$2,100	\$2,500
All 2019	10	1	6	2	1	6	5	5	1	1	1	8
<\$200M	0	0	1	1	0	1	0	0	1	0	0	1
\$200M - \$500M	4	0	0	1	0	1	2	1	0	0	1	1
\$500M - \$1B	3	1	1	0	0	2	1	0	0	1	0	3
\$1B - \$3B	2	0	3	0	0	2	0	4	0	0	0	0
>\$3B	1	0	1	0	1	0	2	0	0	0	0	3



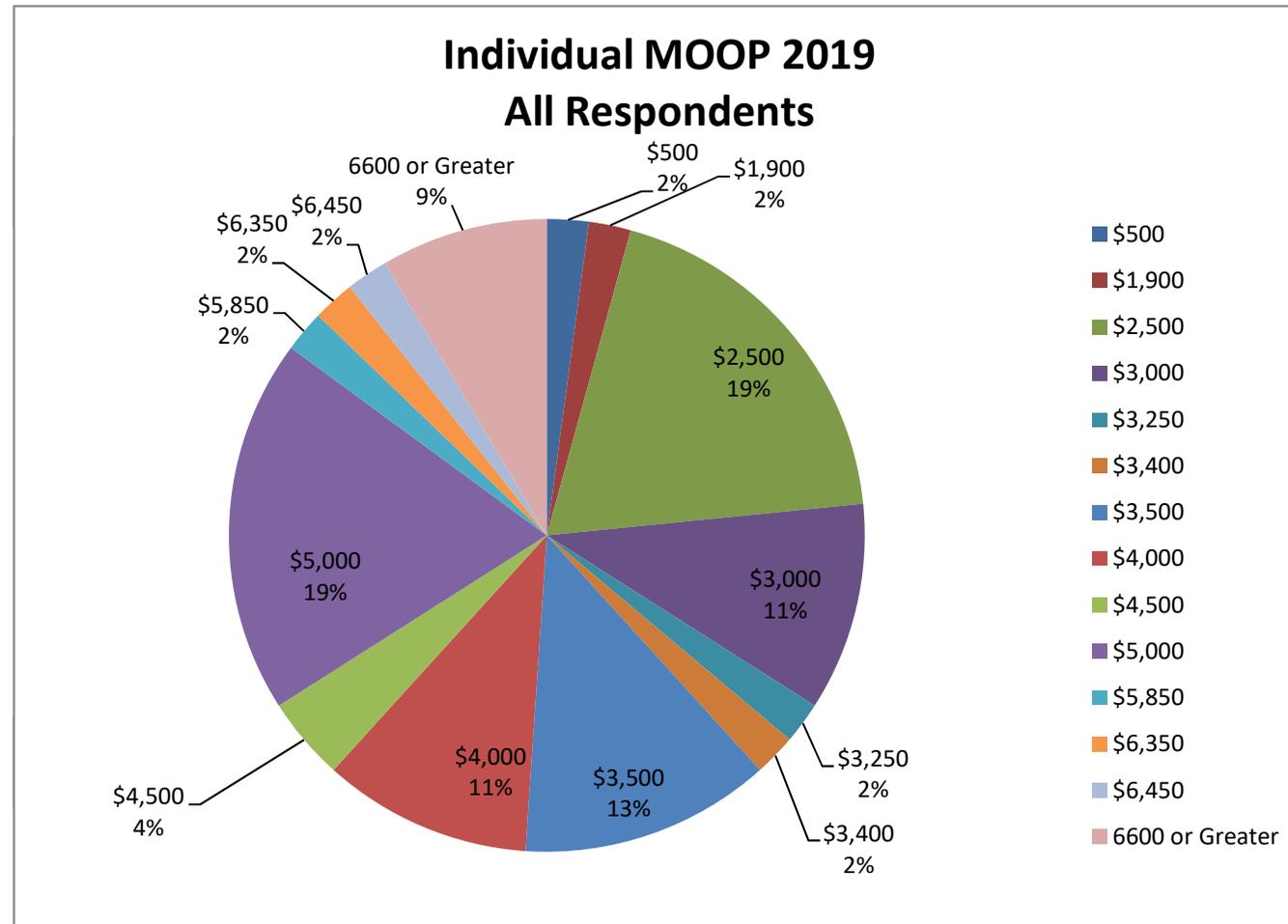
9. Please indicate the family deductible for your base healthcare offering.

	None	\$500	\$1,000	\$1,200	\$1,500	\$2,000	\$3,000	\$3,100	\$3,600	\$4,000	\$4,200	\$4,500	\$5,000
All 2019	10	1	6	2	1	6	8	1	1	1	1	1	8
<\$200M	0	0	1	1	0	1	0	0	1	0	0	0	1
\$200M - \$500M	4	0	0	1	0	1	2	1	0	0	1	0	1
\$500M - \$1B	3	1	1	0	0	2	1	0	0	1	0	0	3
\$1B - \$3B	2	0	3	0	0	2	4	0	0	0	0	0	0
>\$3B	1	0	1	0	1	0	1	0	0	0	0	1	3



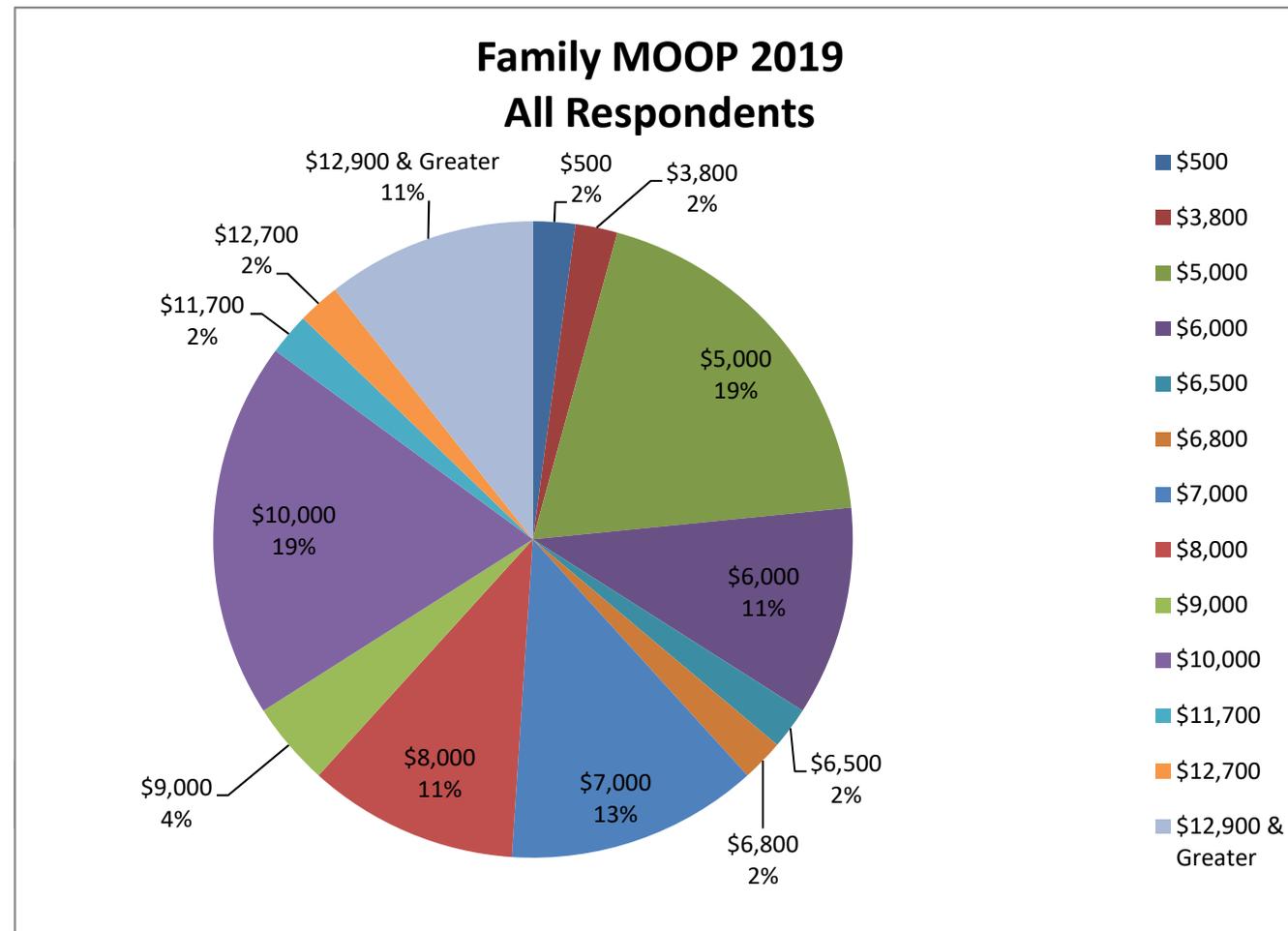
10. Please indicate the individual MOOP for your base healthcare offering offering.

	\$500	\$1,900	\$2,500	\$3,000	\$3,250	\$3,400	\$3,500	\$4,000	\$4,500	\$5,000	\$5,850	\$6,350	\$6,450	6600 or Gr
All 2019	1	1	9	5	1	1	6	5	2	9	1	1	1	4
<\$200M	0	0	0	0	0	0	1	0	1	1	0	0	0	2
\$200M - \$500M	1	1	1	1	0	0	1	1	1	3	0	0	0	1
\$500M - \$1B	0	0	4	1	0	0	1	0	0	3	1	0	1	1
\$1B - \$3B	0	0	3	3	0	0	2	2	0	1	0	0	0	0
>\$3B	0	0	1	0	1	1	1	2	0	1	0	1	0	0



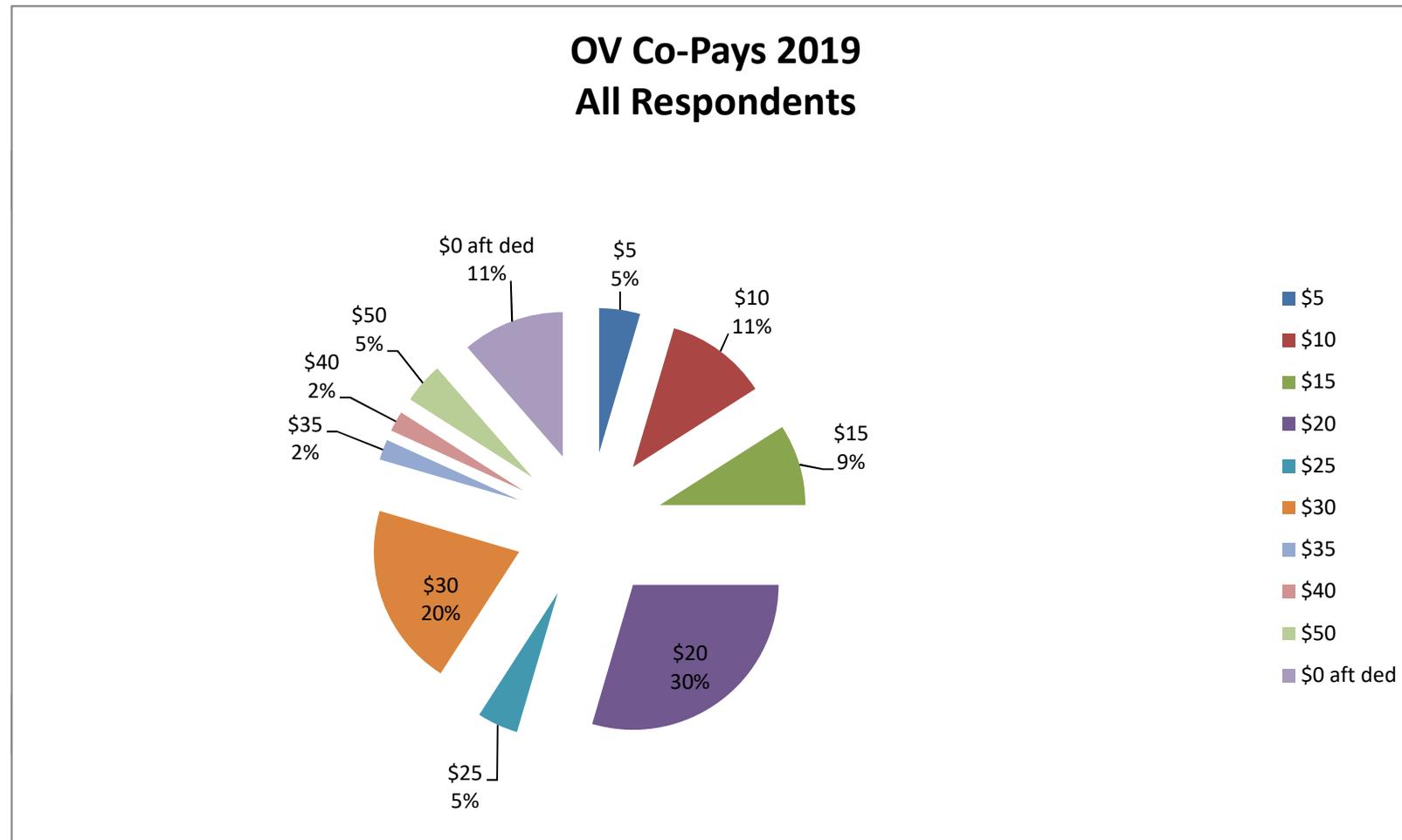
11. Please indicate the family MOOP for your base healthcare offering

	\$500	\$3,800	\$5,000	\$6,000	\$6,500	\$6,800	\$7,000	\$8,000	\$9,000	\$10,000	\$11,700	\$12,700	\$12,900 & Greater
All 2019	1	1	9	5	1	1	6	5	2	9	1	1	5
<\$200M	0	0	0	0	0	0	1	0	1	1	0	0	2
\$200M - \$500M	1	1	1	1	0	0	1	1	1	3	0	0	1
\$500M - \$1B	0	0	4	1	0	0	1	0	0	3	1	0	2
\$1B - \$3B	0	0	3	3	0	0	2	2	0	1	0	0	0
>\$3B	0	0	1	0	1	1	1	2	0	1	0	1	0



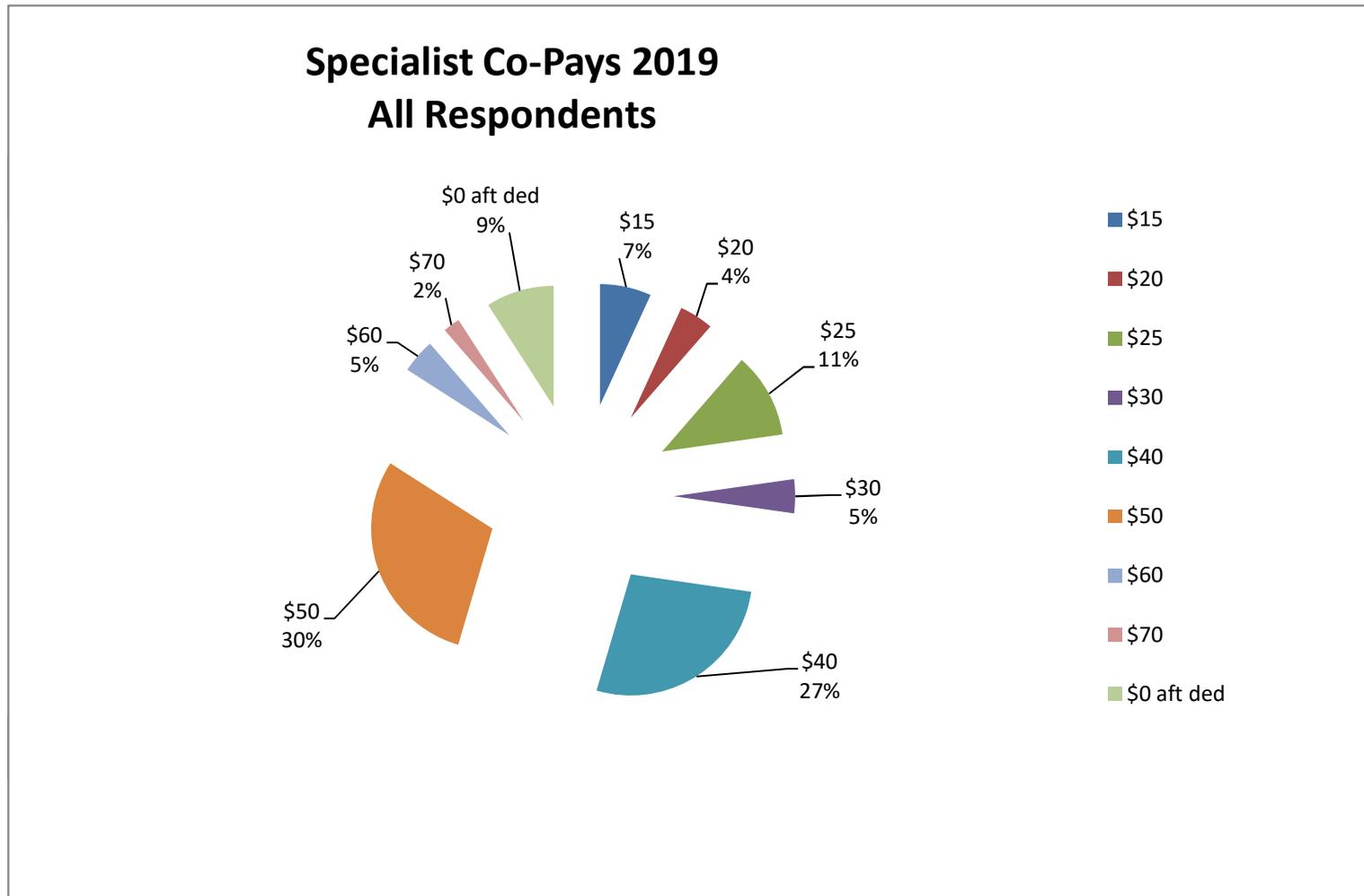
12. Please indicate the office visit co-pay for your base healthcare offering.

	\$5	\$10	\$15	\$20	\$25	\$30	\$35	\$40	\$50	\$0 aft ded
All 2019	2	5	4	13	2	9	1	1	2	5
<\$200M	0	2	0	0	0	2	0	0	1	0
\$200M - \$500M	1	2	0	3	1	2	0	0	1	1
\$500M - \$1B	1	0	2	3	0	1	1	1	0	2
\$1B - \$3B	0	1	1	5	1	2	0	0	0	0
>\$3B	0	0	1	2	0	2	0	0	0	2



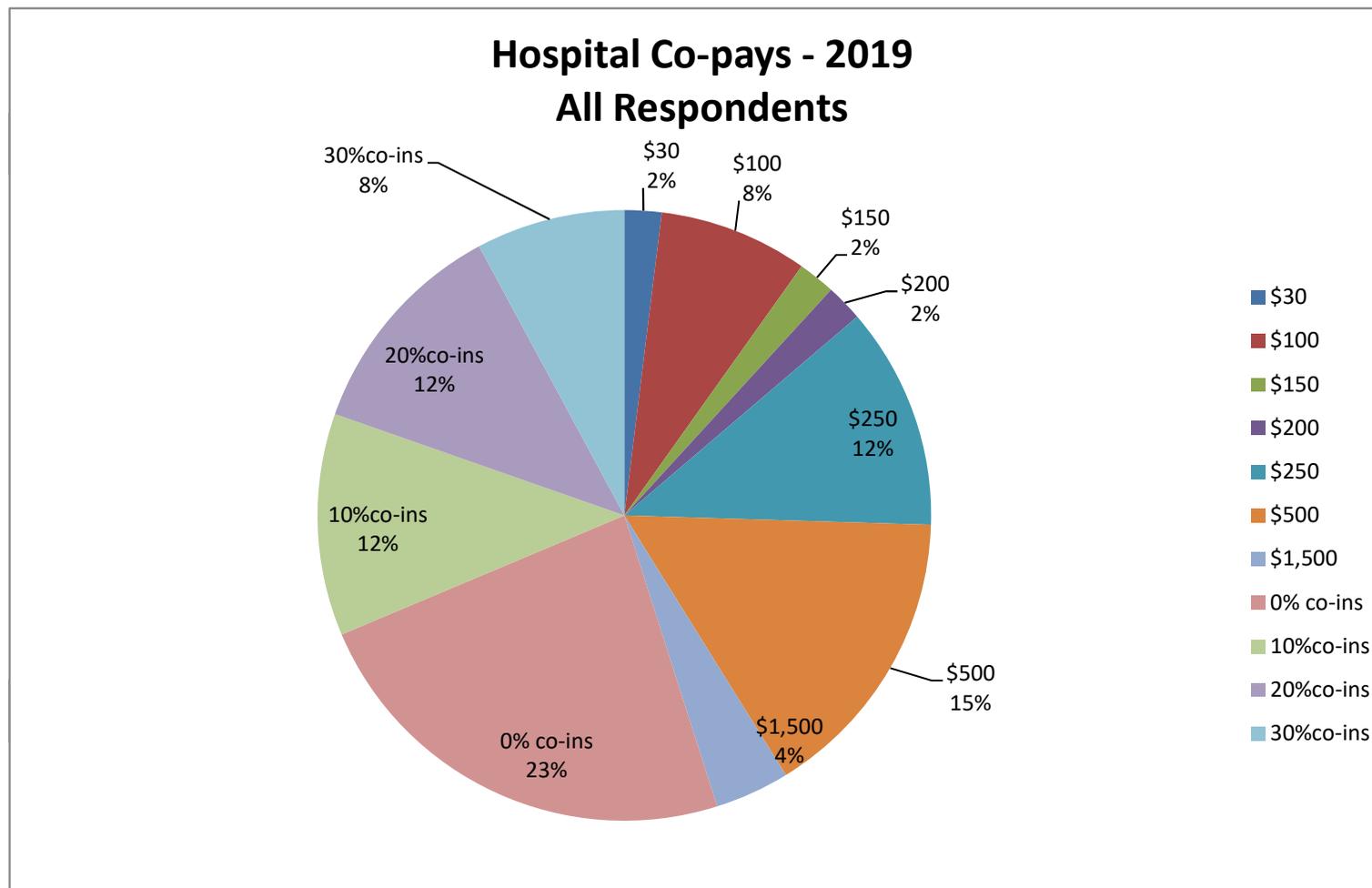
13. Please indicate the specialist co-pay for your base healthcare offering.

	\$15	\$20	\$25	\$30	\$40	\$50	\$60	\$70	\$0 aft ded
All 2019	3	2	5	2	12	13	2	1	4
<\$200M	0	1	1	0	0	2	1	0	0
\$200M - \$500M	2	1	0	0	2	5	0	0	1
\$500M - \$1B	1	0	2	1	3	1	1	1	1
\$1B - \$3B	0	0	1	1	5	3	0	0	0
>\$3B	0	0	1	0	2	2	0	0	2



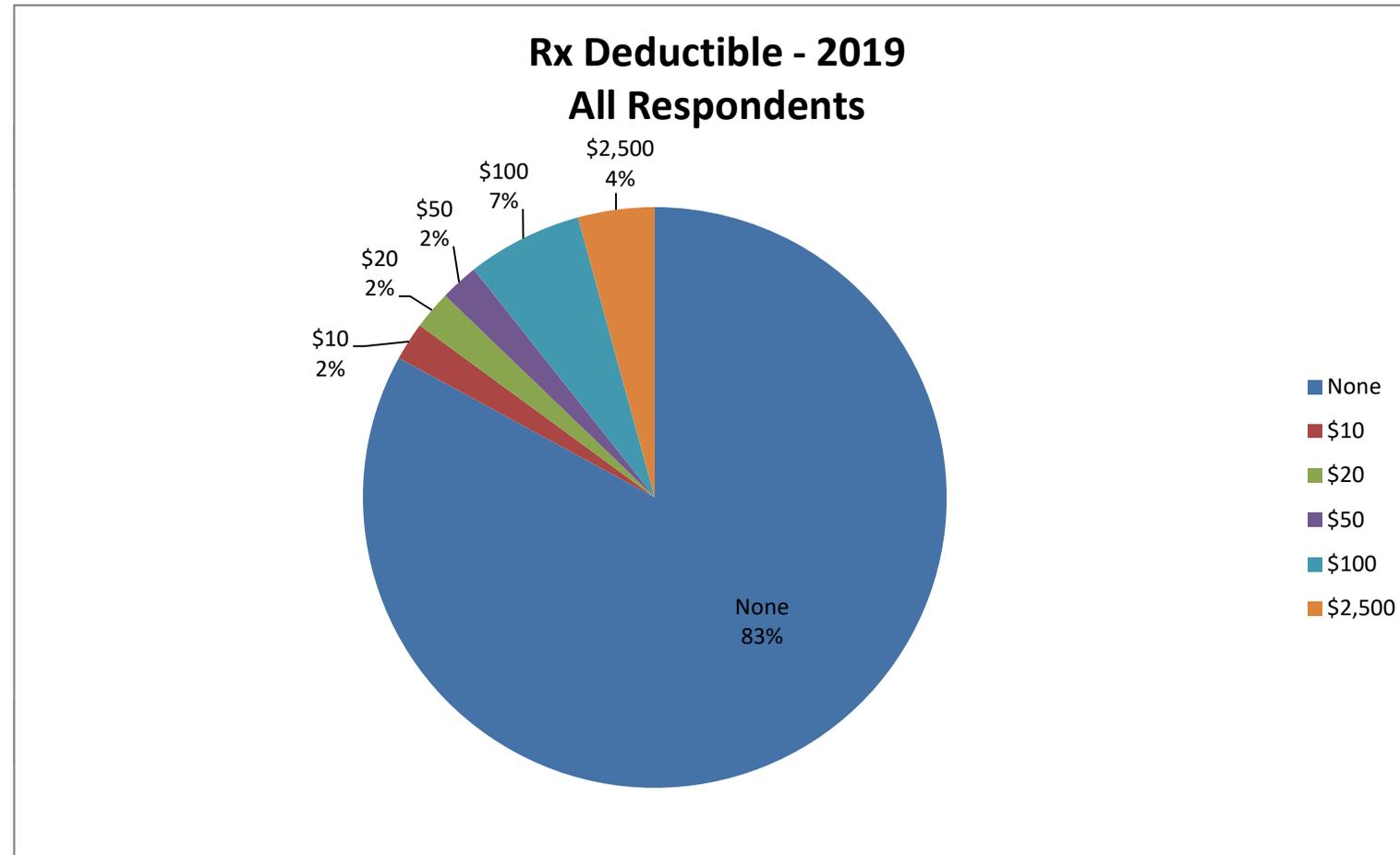
14. Please indicate the hospital co-pay for your base healthcare offering.

	\$30	\$100	\$150	\$200	\$250	\$500	\$1,500	0% co-ins	10%co-ins	20%co-ins	30%co-ins
All 2019	1	4	1	1	6	8	2	12	6	6	4
<\$200M	0	1	0	0	0	2	0	1	0	1	0
\$200M - \$500M	0	3	0	1	1	2	1	5	0	1	1
\$500M - \$1B	1	0	1	0	3	1	0	4	3	0	1
\$1B - \$3B	0	0	0	0	1	3	1	0	0	2	1
>\$3B	0	0	0	0	1	0	0	2	3	2	1



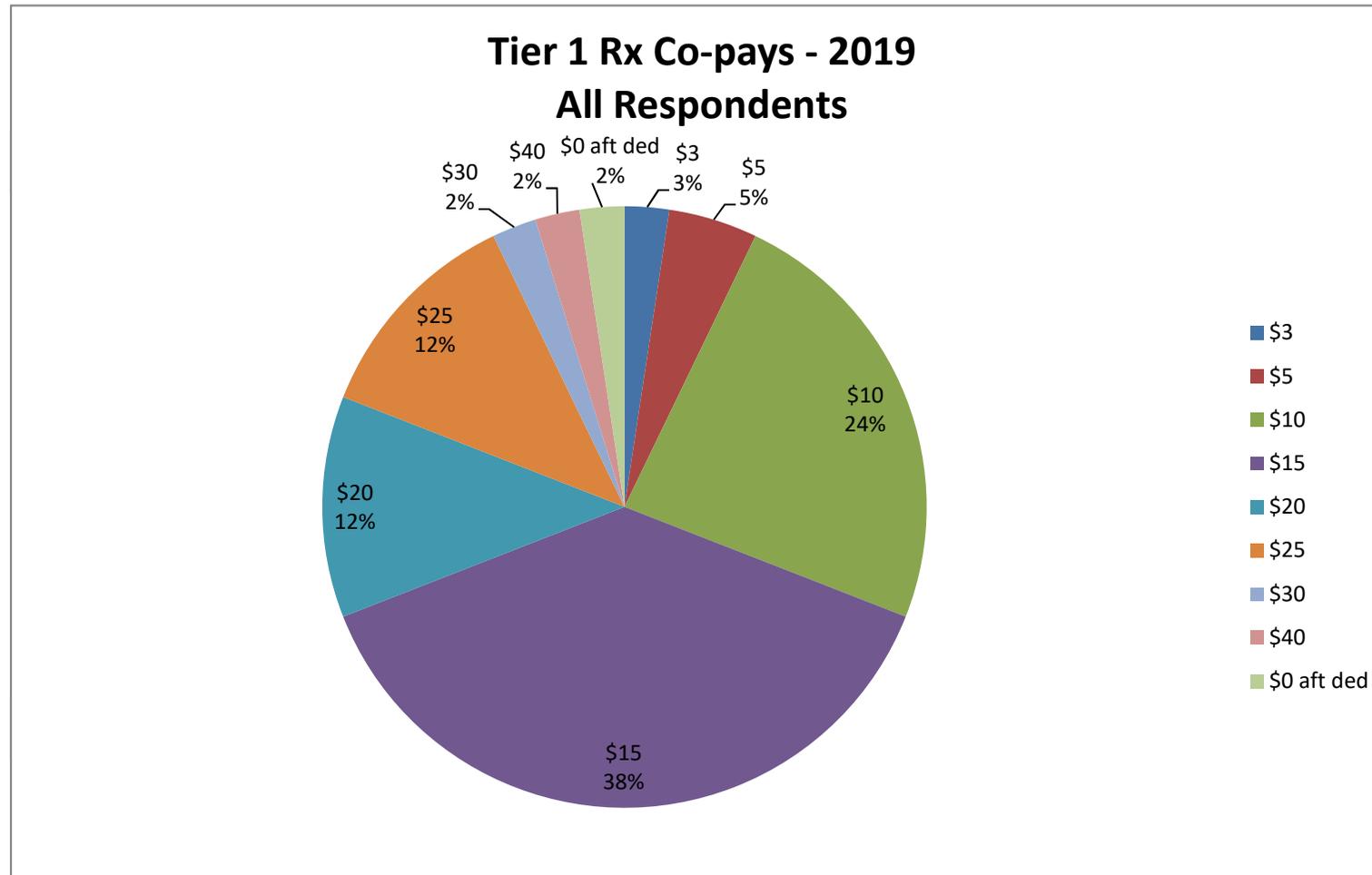
15. Please indicate the Rx deductible for your base healthcare offering.

	None	\$10	\$20	\$50	\$100	\$2,500
All 2019	39	1	1	1	3	2
<\$200M	5	0	0	0	0	0
\$200M - \$500M	10	0	1	0	0	0
\$500M - \$1B	11	0	0	0	1	0
\$1B - \$3B	8	1	0	1	1	0
>\$3B	5	0	0	0	1	2



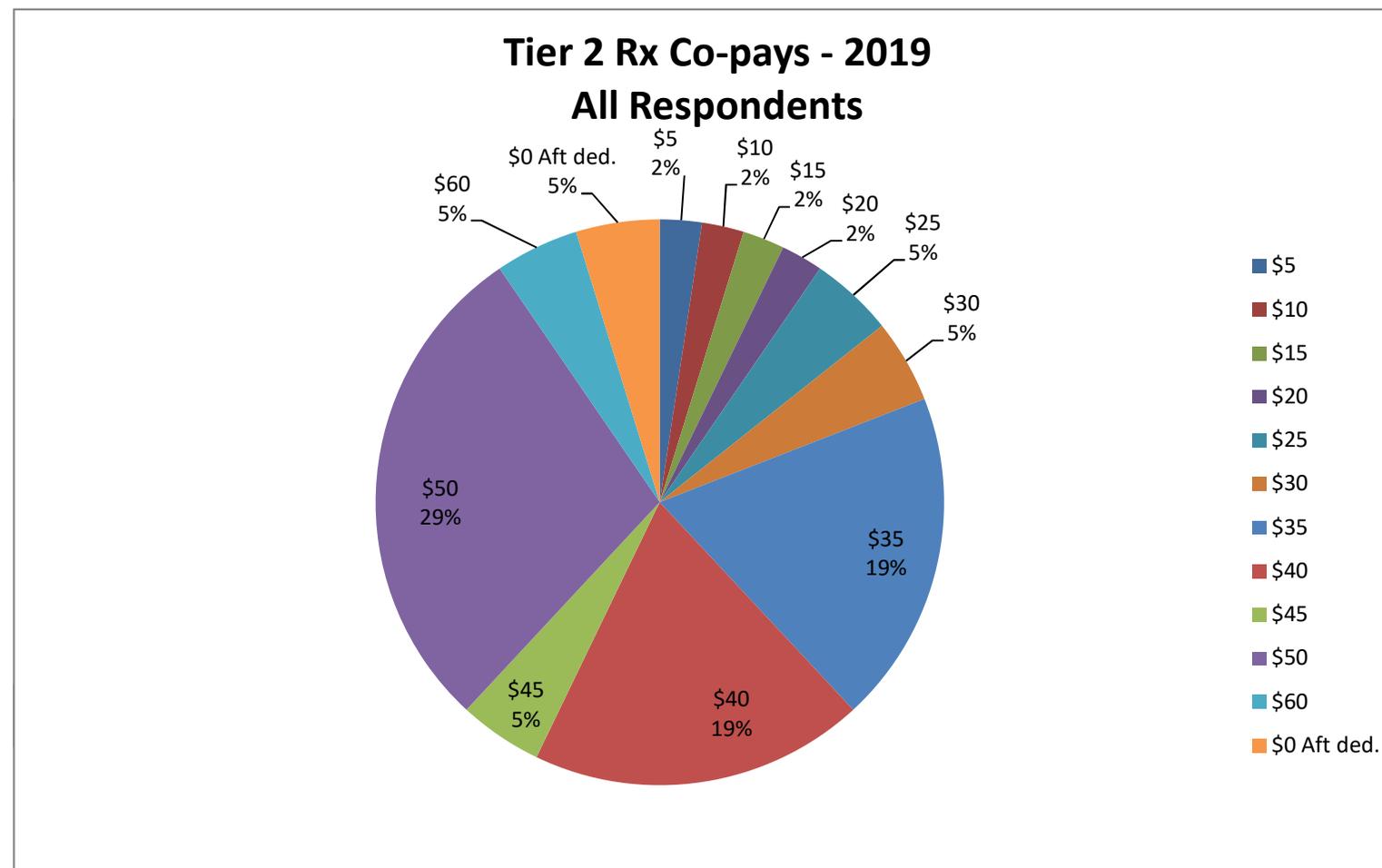
16. Please indicate the Tier 1 Rx co-pay for your base healthcare offering.

	\$3	\$5	\$10	\$15	\$20	\$25	\$30	\$40	\$0 aft ded
All 2019	1	2	10	16	5	5	1	1	1
<\$200M	0	1	1	0	0	1	0	0	0
\$200M - \$500M	1	1	3	1	2	2	0	0	0
\$500M - \$1B	0	0	2	7	1	0	0	0	0
\$1B - \$3B	0	0	2	6	1	1	0	1	1
>\$3B	0	0	2	2	1	1	1	0	0



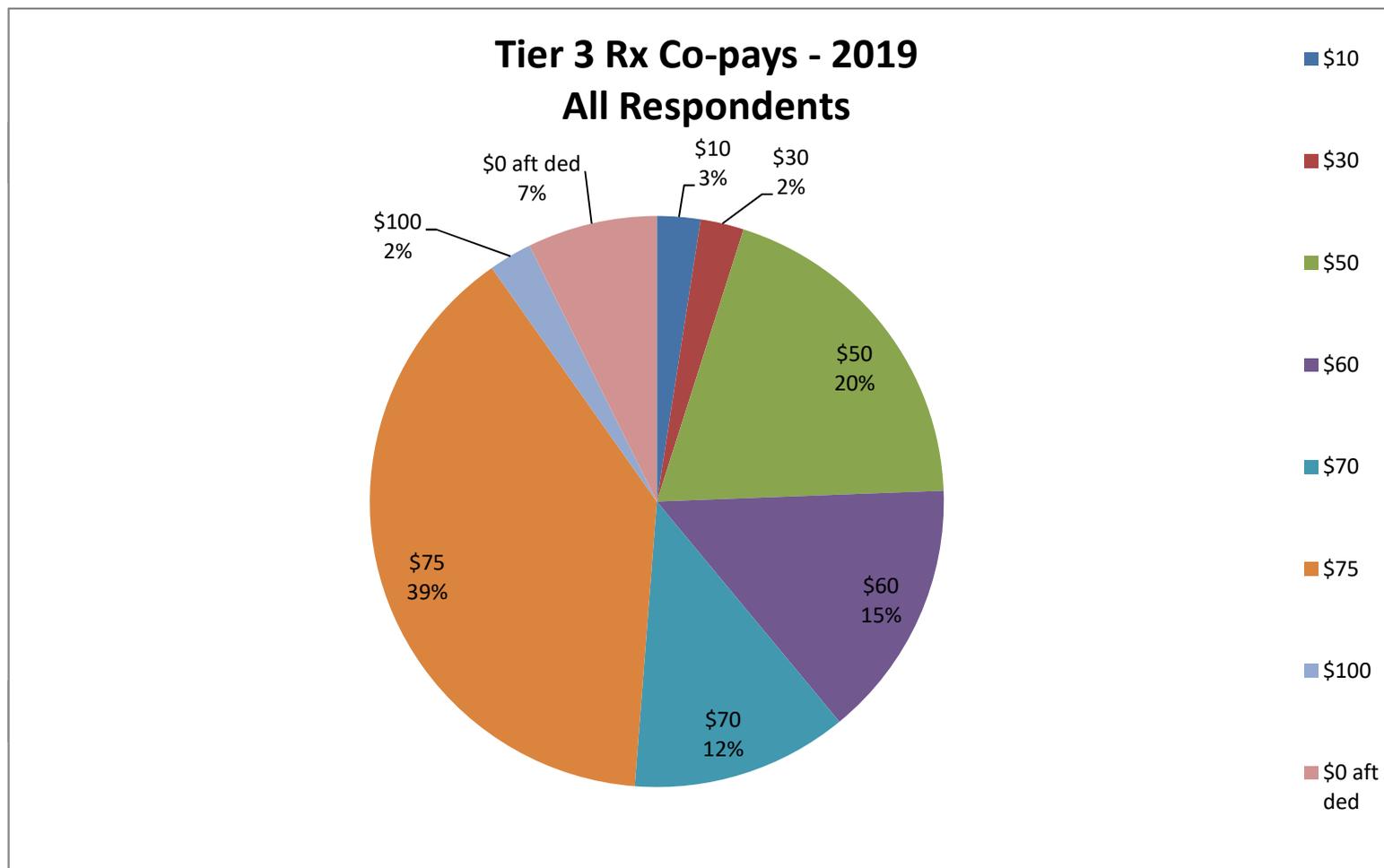
17. Please indicate the Tier 2 Rx co-pay for your base healthcare offering.

	\$5	\$10	\$15	\$20	\$25	\$30	\$35	\$40	\$45	\$50	\$60	\$0 Aft ded.
All 2019	1	1	1	1	2	2	8	8	2	12	2	2
<\$200M	0	1	0	0	0	0	0	0	1	1	0	0
\$200M - \$500M	1	0	1	0	0	0	0	4	0	4	0	0
\$500M - \$1B	0	0	0	1	0	1	3	0	1	3	0	1
\$1B - \$3B	0	0	0	0	1	1	4	2	0	2	1	0
>\$3B	0	0	0	0	1	0	1	2	0	2	1	1



18. Please indicate the Tier 3 Rx co-pay for your base healthcare offering.

	\$10	\$30	\$50	\$60	\$70	\$75	\$100	\$0 aft ded
All 2019	1	1	8	6	5	16	1	3
<\$200M	0	0	0	0	1	1	0	1
\$200M - \$500M	1	1	1	1	1	5	0	0
\$500M - \$1B	0	0	2	1	2	4	0	1
\$1B - \$3B	0	0	3	2	1	4	0	0
>\$3B	0	0	2	2	0	2	1	1



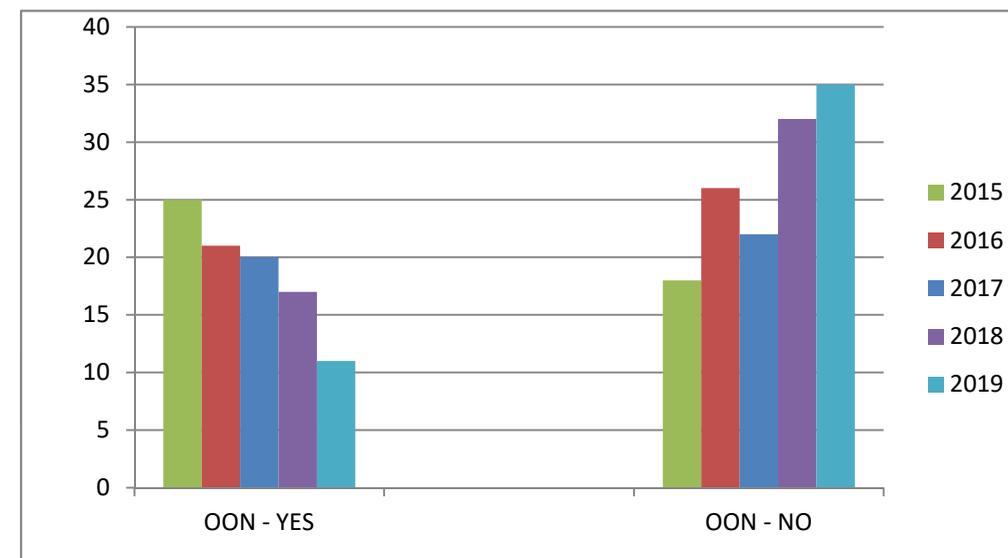
19. Are specialist referrals required for your base healthcare offering?

		Not Required	Required
All Respondents	2019	46	0
	2018	48	1
	2017	42	0
	2016	43	5
	2015	38	6



20. Are there out-of-network benefits for your base healthcare offering?

		OON - YES	OON - NO
All Respondents	2019	11	35
	2018	17	32
	2017	20	22
	2016	21	26
	2015	25	18



21. Do you offer an HRA account? What are your reimbursement amounts?

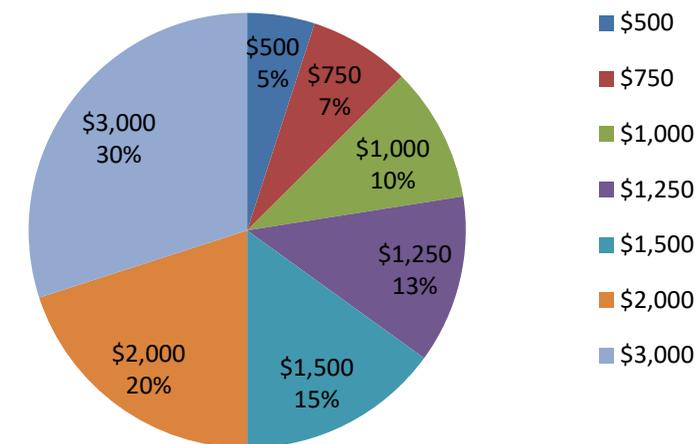
Single HRA

	\$500	\$750	\$1,000	\$1,250	\$1,500	\$2,000	\$3,000
All 2019	4	2	1	2	5	1	1
<\$200M	0	0	0	1	1	0	0
\$200M - \$500M	1	0	1	1	1	0	1
\$500M - \$1B	1	1	0	0	2	1	0
\$1B - \$3B	2	1	0	0	1	0	0
>\$3B	0	0	0	0	0	0	0

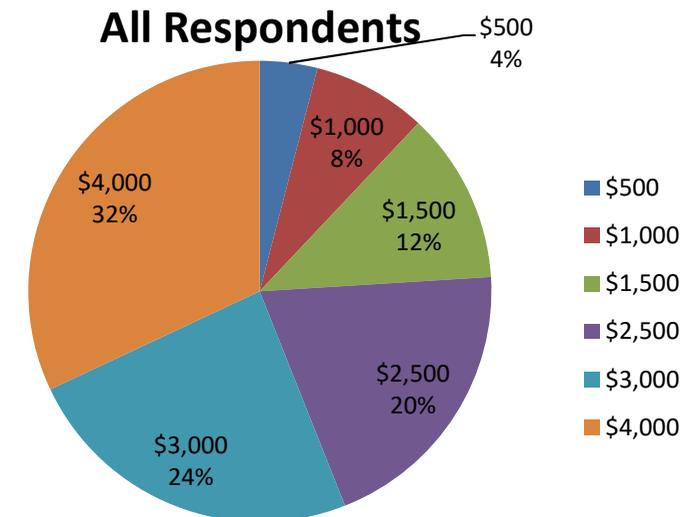
Family HRA

	\$500	\$1,000	\$1,500	\$2,500	\$3,000	\$4,000
All 2019	1	3	2	3	5	2
<\$200M	0	0	0	1	1	0
\$200M - \$500M	1	0	0	2	1	2
\$500M - \$1B	0	1	1	0	2	0
\$1B - \$3B	0	2	1	0	1	0
>\$3B	0	0	0	0	0	0

Single HRA Reimburse Amt - 2019 All Respondents



Family HRA Reimburse Amt - 2019 All Respondents

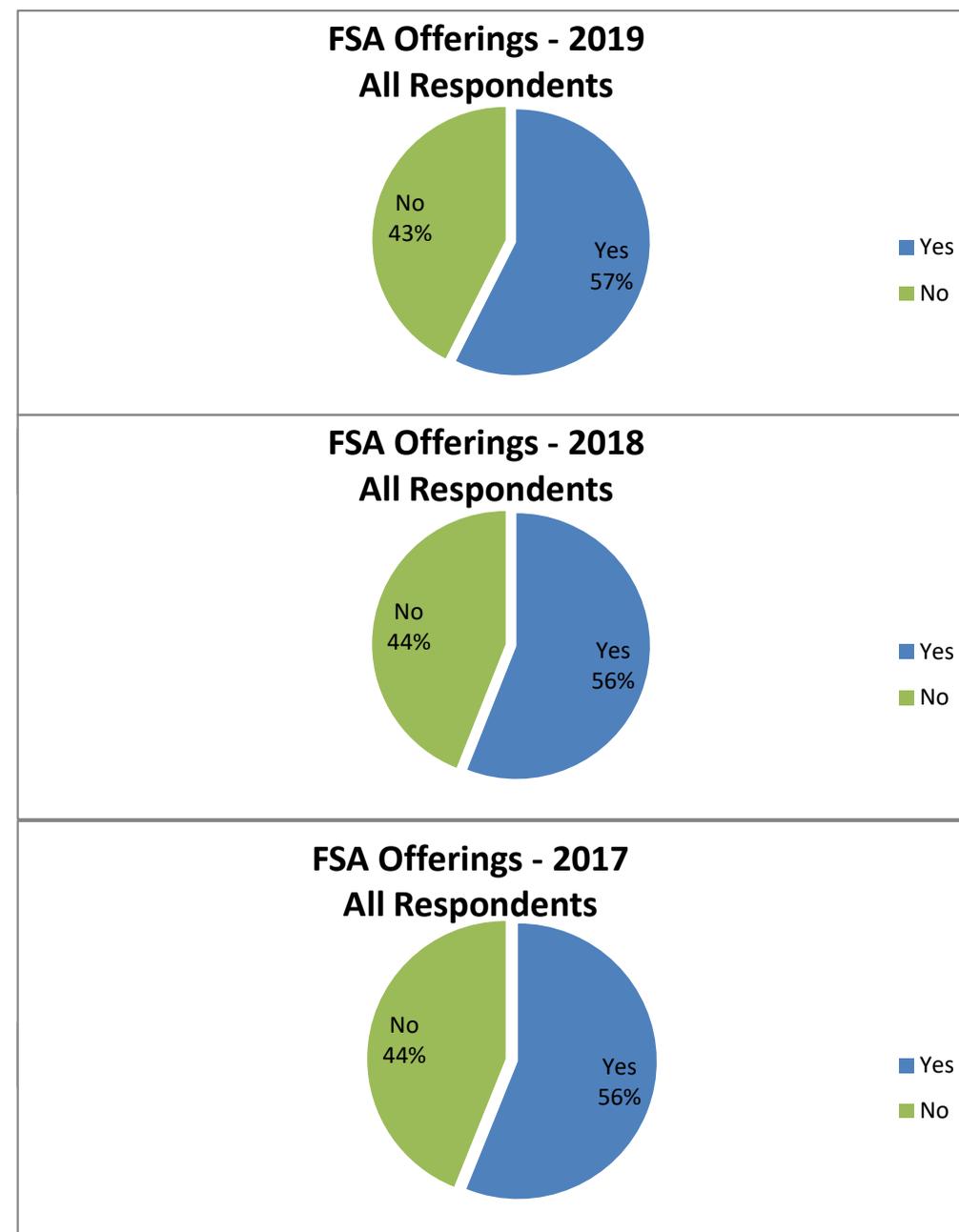


22. Do you presently offer a medical Flexible Spending Account (FSA)?

		Yes	No
All Respondents	2019	27	20

		Yes	No
All Respondents	2018	28	22

		Yes	No
All Respondents	2017	23	18



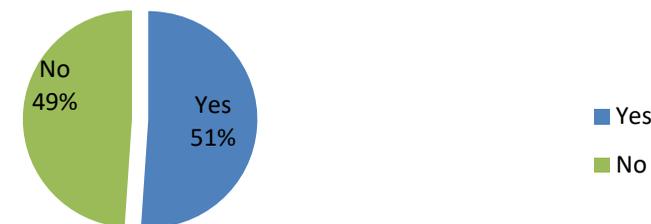
23. Do you presently offer a dependent care Flexible Spending Account (FSA)?

		Yes	No
All Respondents	2019	24	23

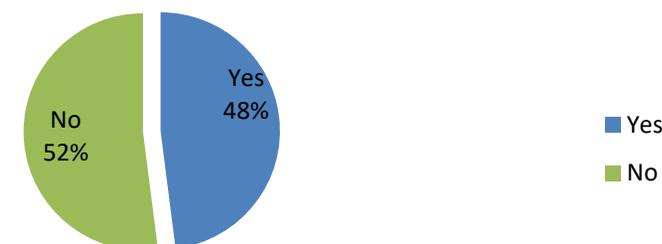
		Yes	No
All Respondents	2018	24	26

		Yes	No
All Respondents	2017	23	20

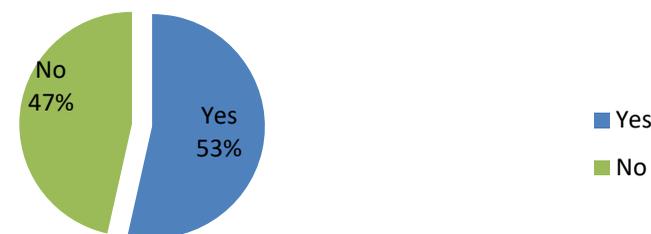
Dependent Care FSA Offerings - 2019
All Respondents



Dependent Care FSA Offerings - 2018
All Respondents



Dependent Care FSA Offerings - 2017
All Respondents

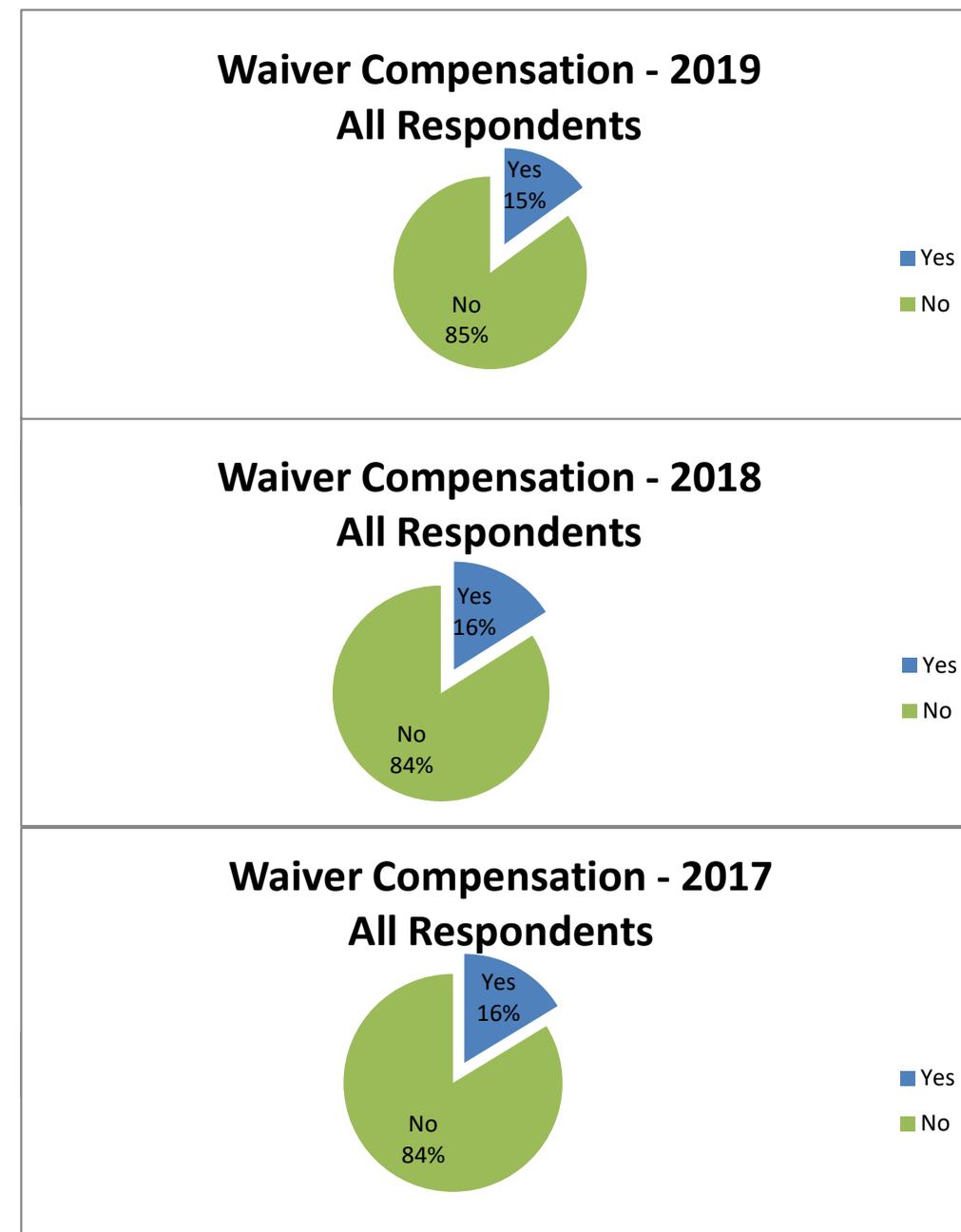


24. Do you presently offer cash compensation for waiving medical coverage?

		Yes	No
All Respondents	2019	7	40

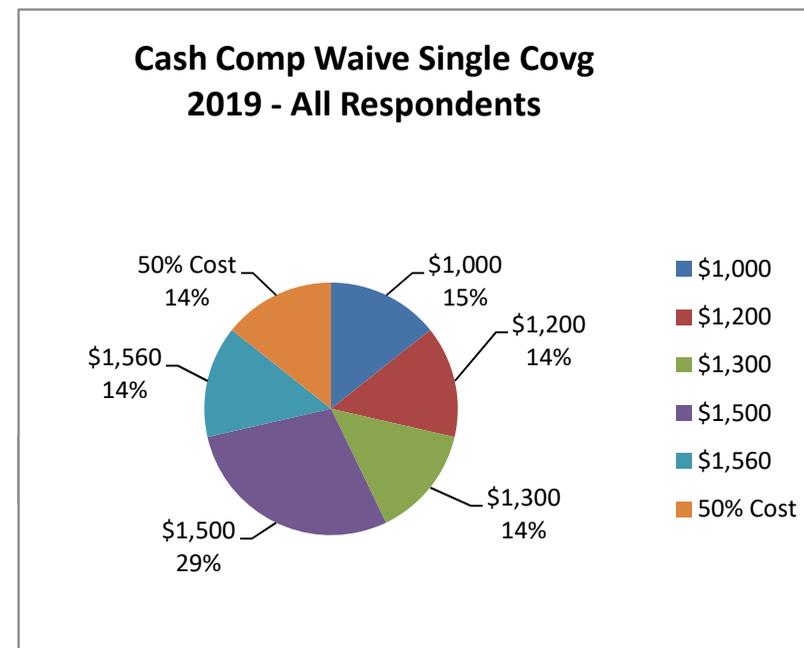
		Yes	No
All Respondents	2018	8	42

		Yes	No
All Respondents	2017	7	36

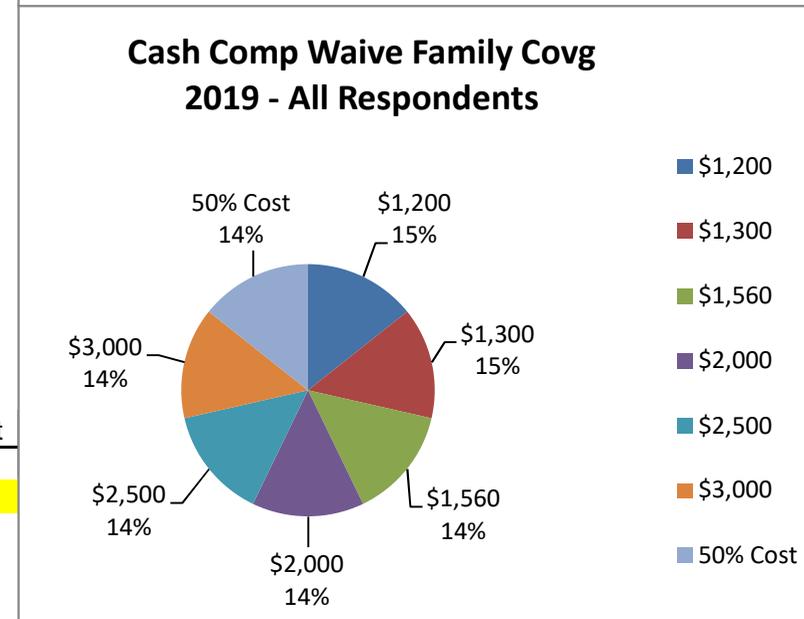


25. What is your present cash compensation for waiving coverage?

SINGLE COVERAGE		\$1,000	\$1,200	\$1,300	\$1,500	\$1,560	50% Cost
All Respondents	2019	1	1	1	2	1	1



FAMILY COVERAGE		\$1,200	\$1,300	\$1,560	\$2,000	\$2,500	\$3,000	50% Cost
All Respondents	2019	1	1	1	1	1	1	1

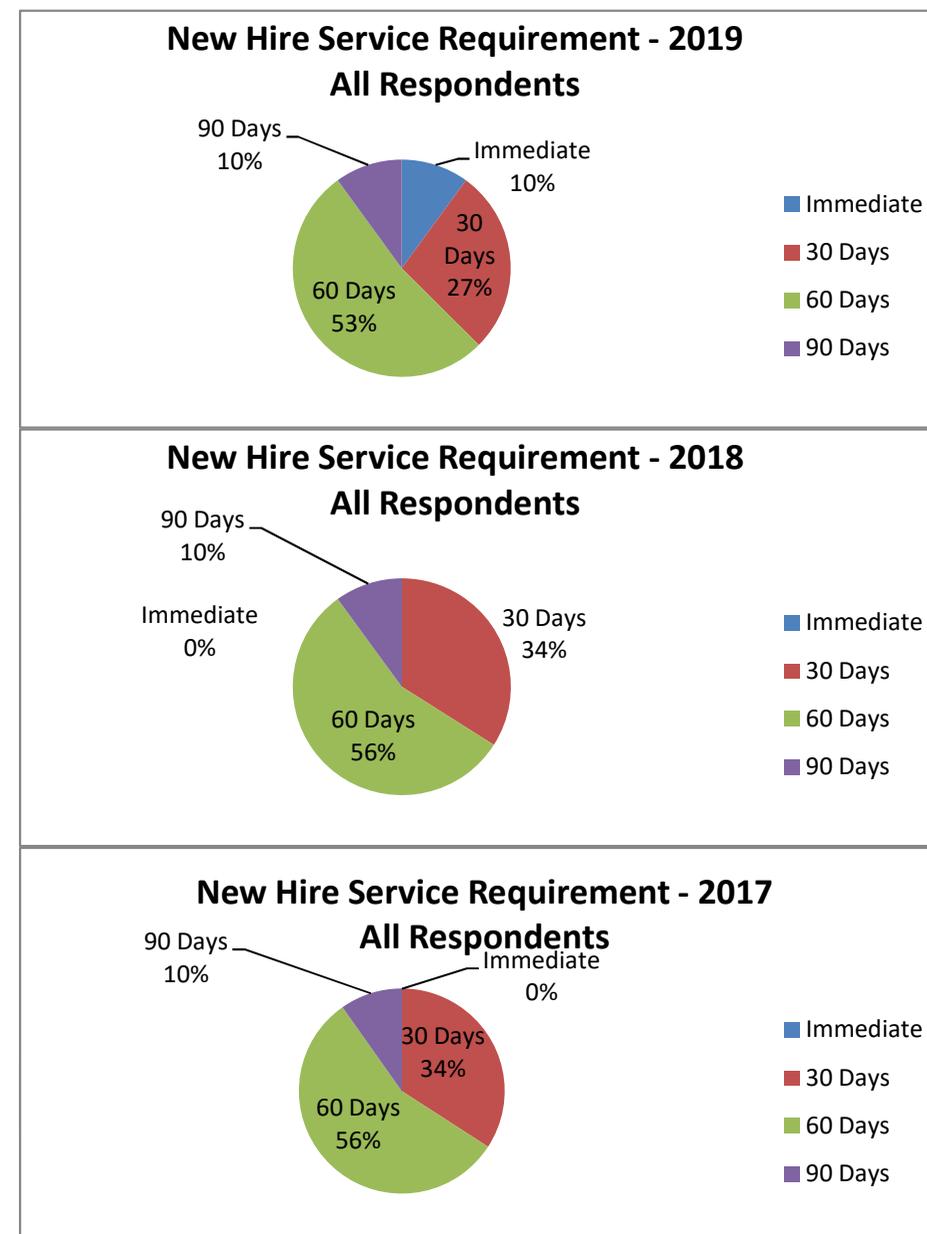


26. Please indicate your present healthcare service requirement for newly hired employees.

		Immediate	30 Days	60 Days	90 Days
All Respondents	2019	4	11	21	4

		Immediate	30 Days	60 Days	90 Days
All Respondents	2018	0	17	28	5

		Immediate	30 Days	60 Days	90 Days
All Respondents	2017	0	14	23	4

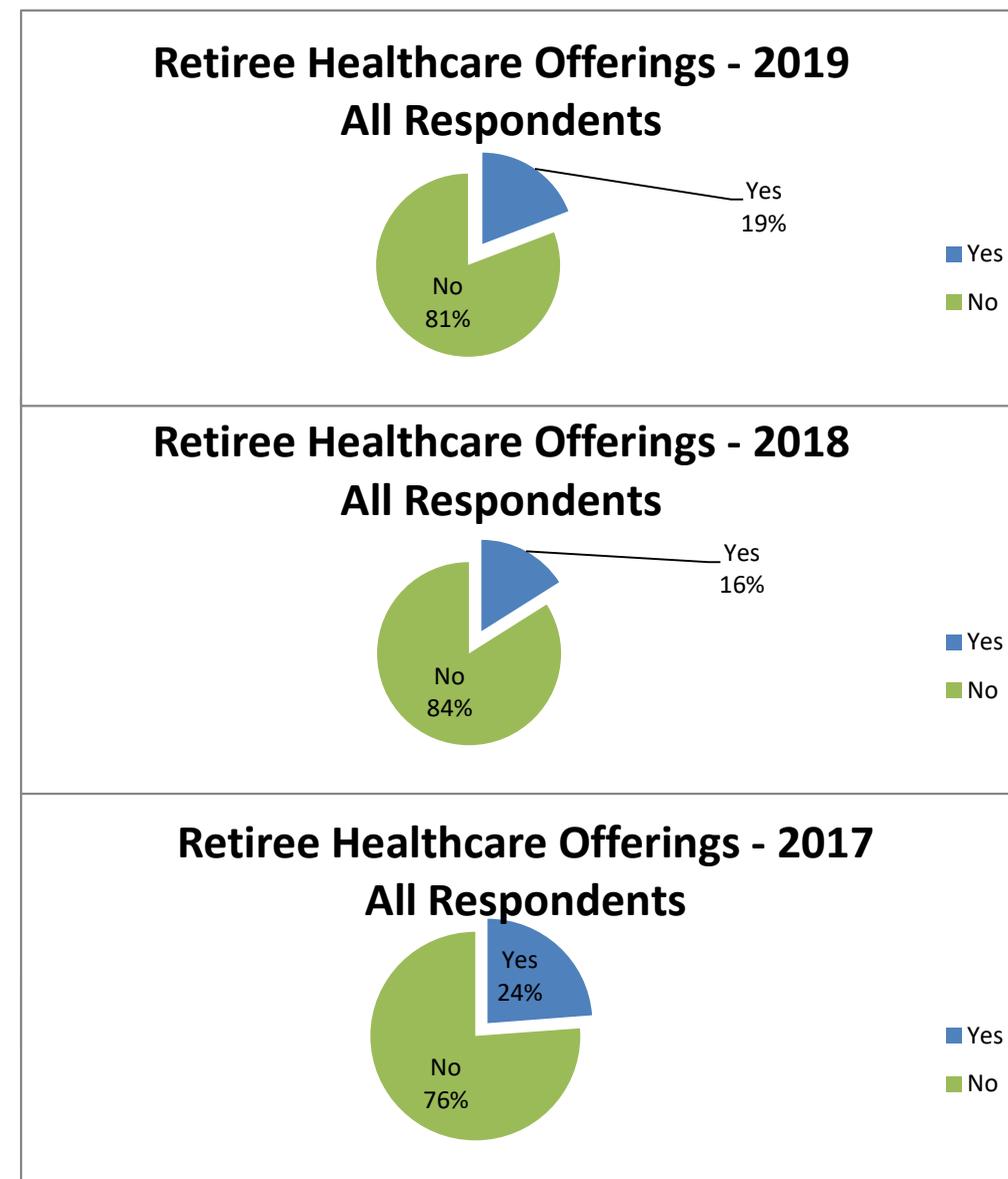


27. Do you presently provide retiree healthcare coverage?

		Yes	No
All Respondents	2019	9	38

		Yes	No
All Respondents	2018	8	42

		Yes	No
All Respondents	2017	10	32

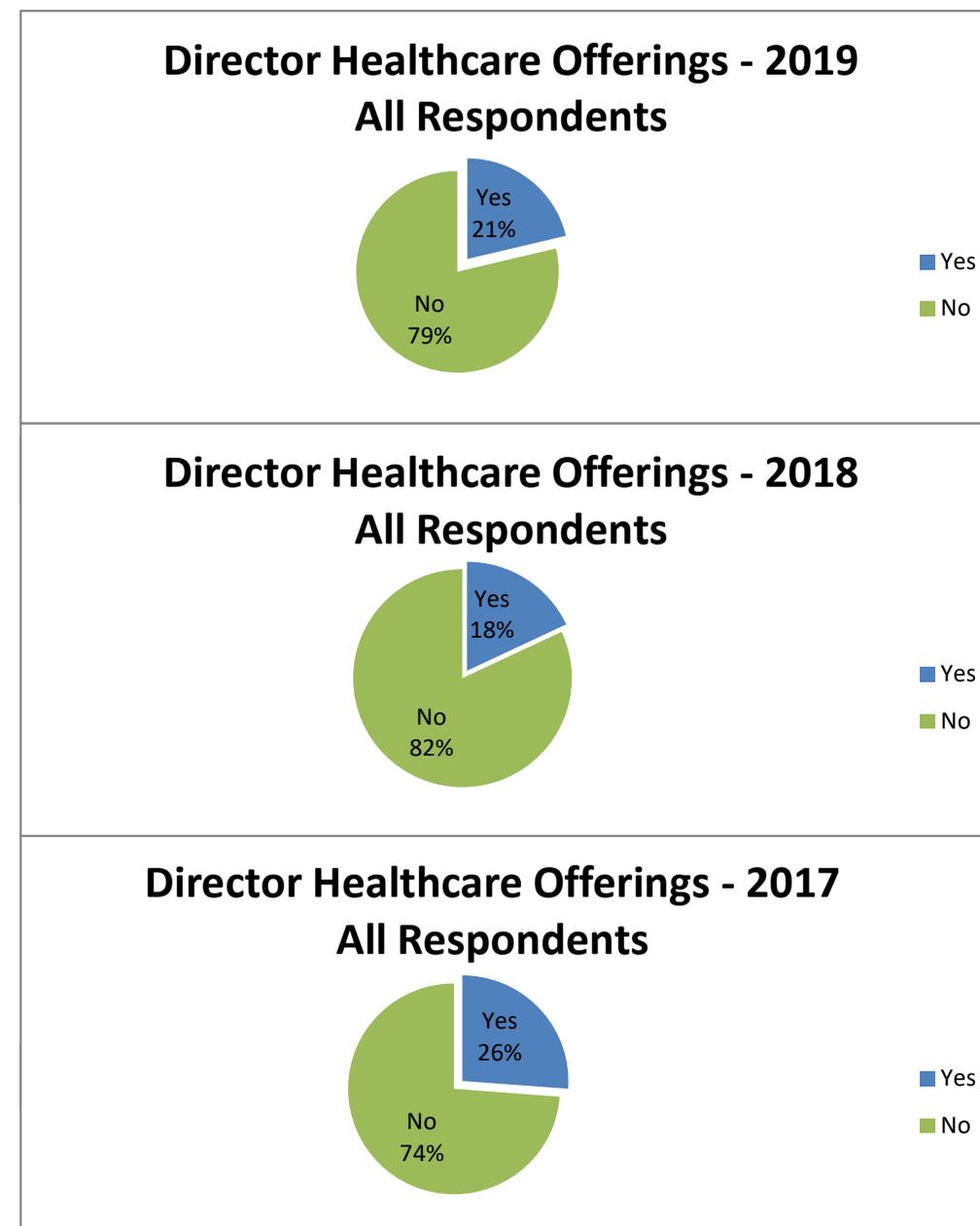


28. Are your directors currently eligible for healthcare coverage?

		Yes	No
All Respondents	2019	10	37

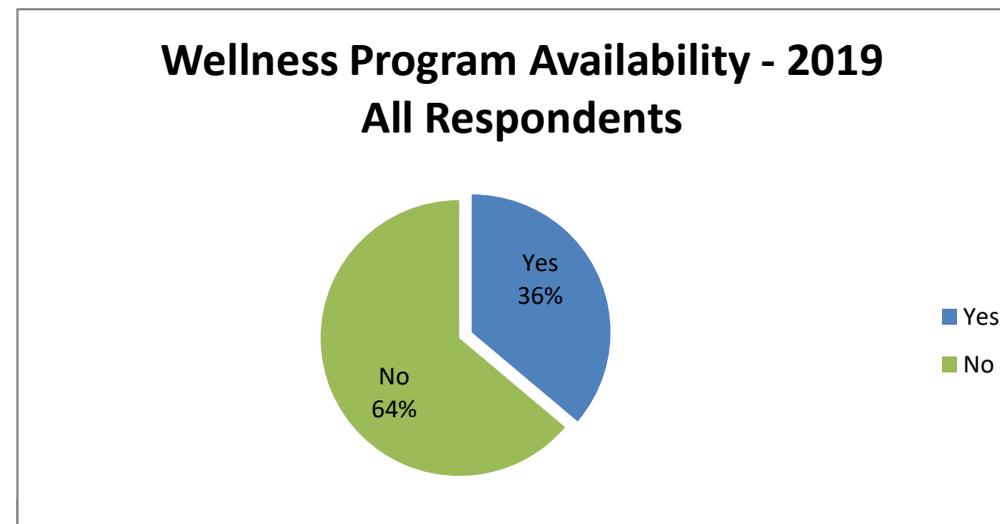
		Yes	No
All Respondents	2018	9	41

		Yes	No
All Respondents	2017	11	31



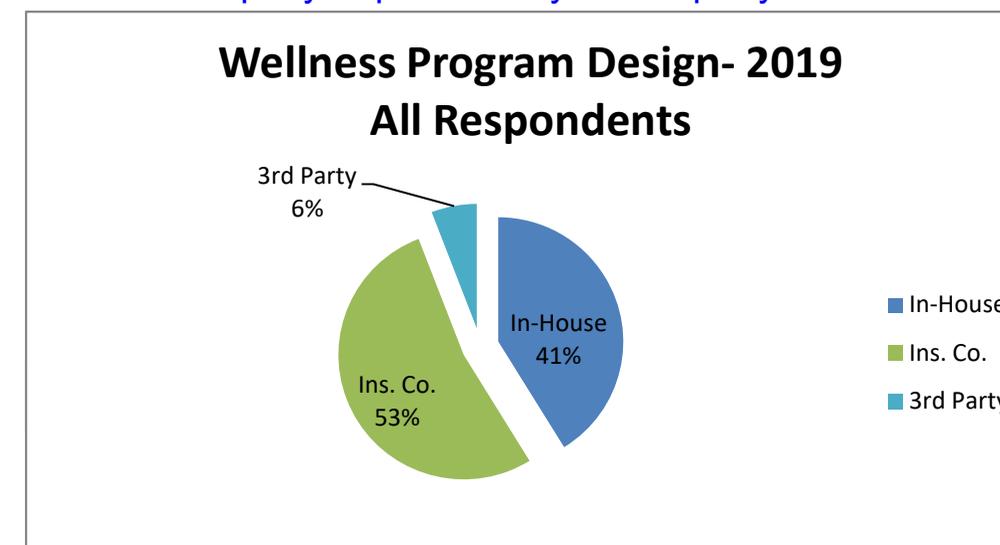
29. Do you offer a wellness program?

	Yes	No
All Respondents	17	30
<\$200M	1	4
\$200M - \$500M	2	9
\$500M - \$1B	3	9
\$1B - \$3B	4	7
>\$3B	7	1



30. Is your wellness program designed in-house, administered by an insurance company or provided by a third party vendor?

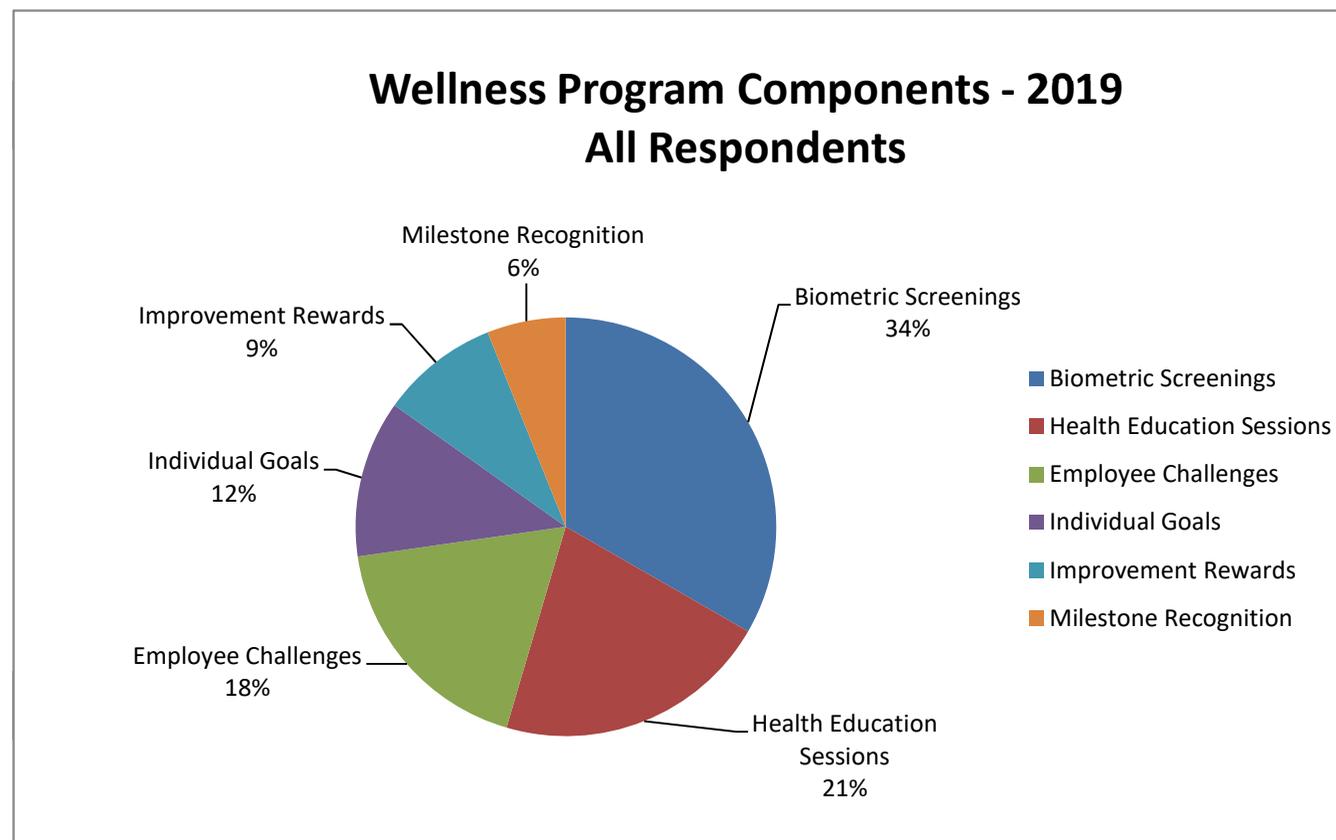
	In-House	Ins. Co.	3rd Party
All Respondents	7	9	1
<\$200M	0	1	0
\$200M - \$500M	0	2	0
\$500M - \$1B	0	3	0
\$1B - \$3B	2	2	0
>\$3B	5	1	1



31. What components does your wellness program contain?

	Biometric Screenings	Health Education Sessions	Employee Challenges	Individual Goals	Improvement Rewards	Milestone Recognition
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All Respondents	11	7	6	4	3	2
<\$200M	0	0	0	0	0	0
\$200M - \$500M	0	1	1	1	1	0
\$500M - \$1B	1	0	2	2	1	1
\$1B - \$3B	4	3	1	0	1	1
>\$3B	6	3	2	1	0	0

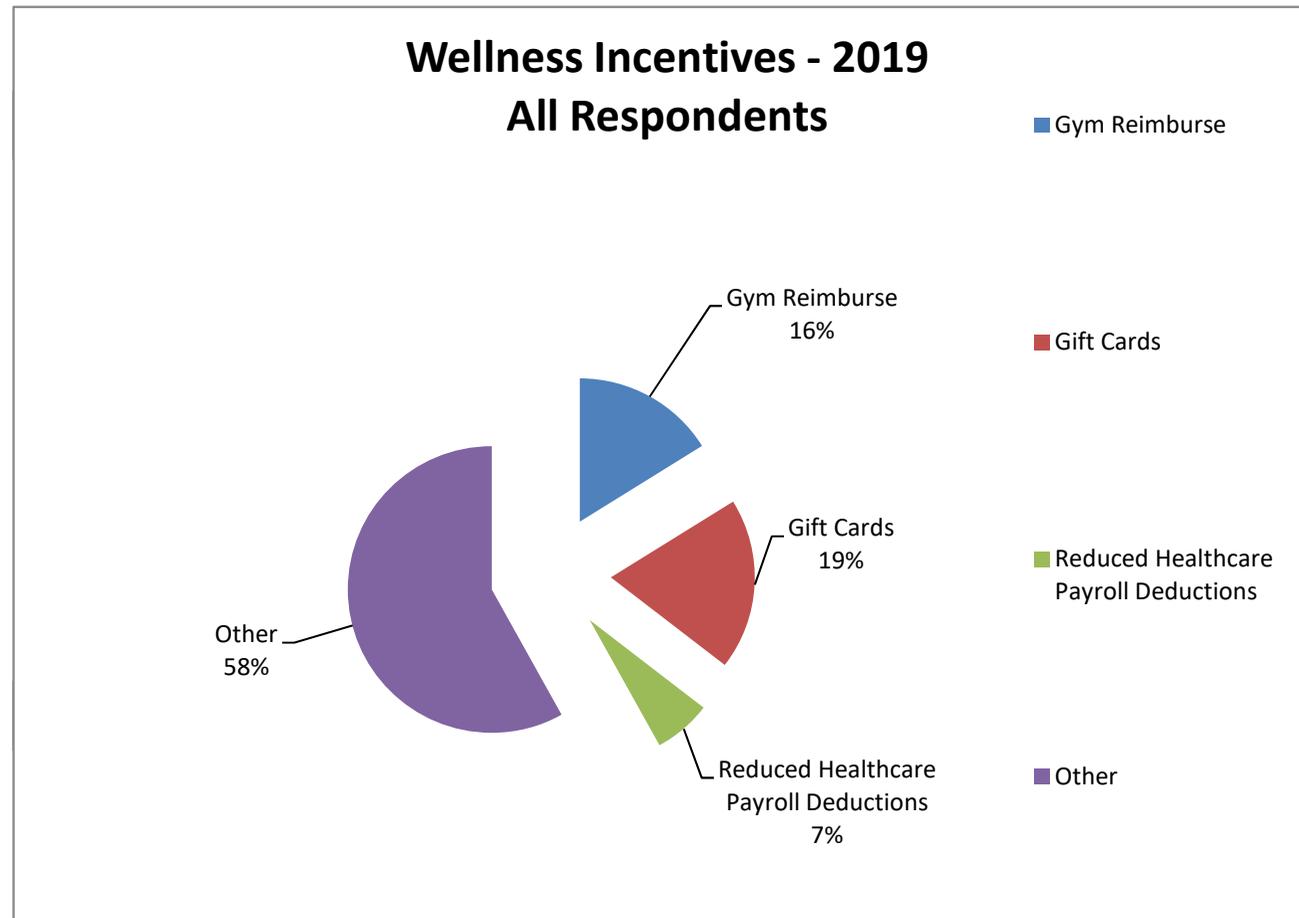


32. What type of wellness incentives do you offer?

Gym Reimburse	Gift Cards	Reduced Healthcare Payroll Deductions	Other
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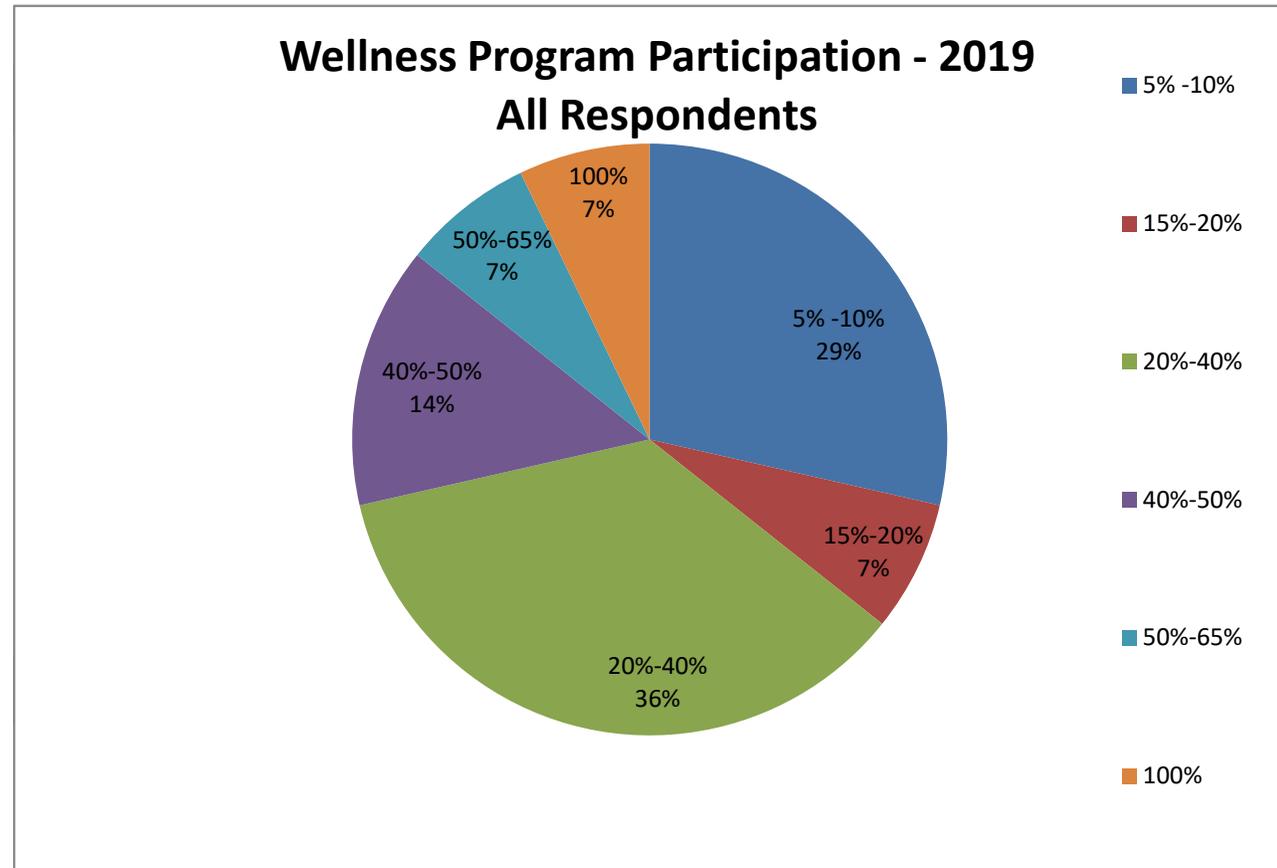
All Respondents	5	6	2	18
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<\$200M	0	0	0	1
\$200M - \$500M	2	0	0	5
\$500M - \$1B	1	1	0	8
\$1B - \$3B	2	1	1	1
>\$3B	0	4	1	3



33. What percentage of employees participate in your wellness programs?

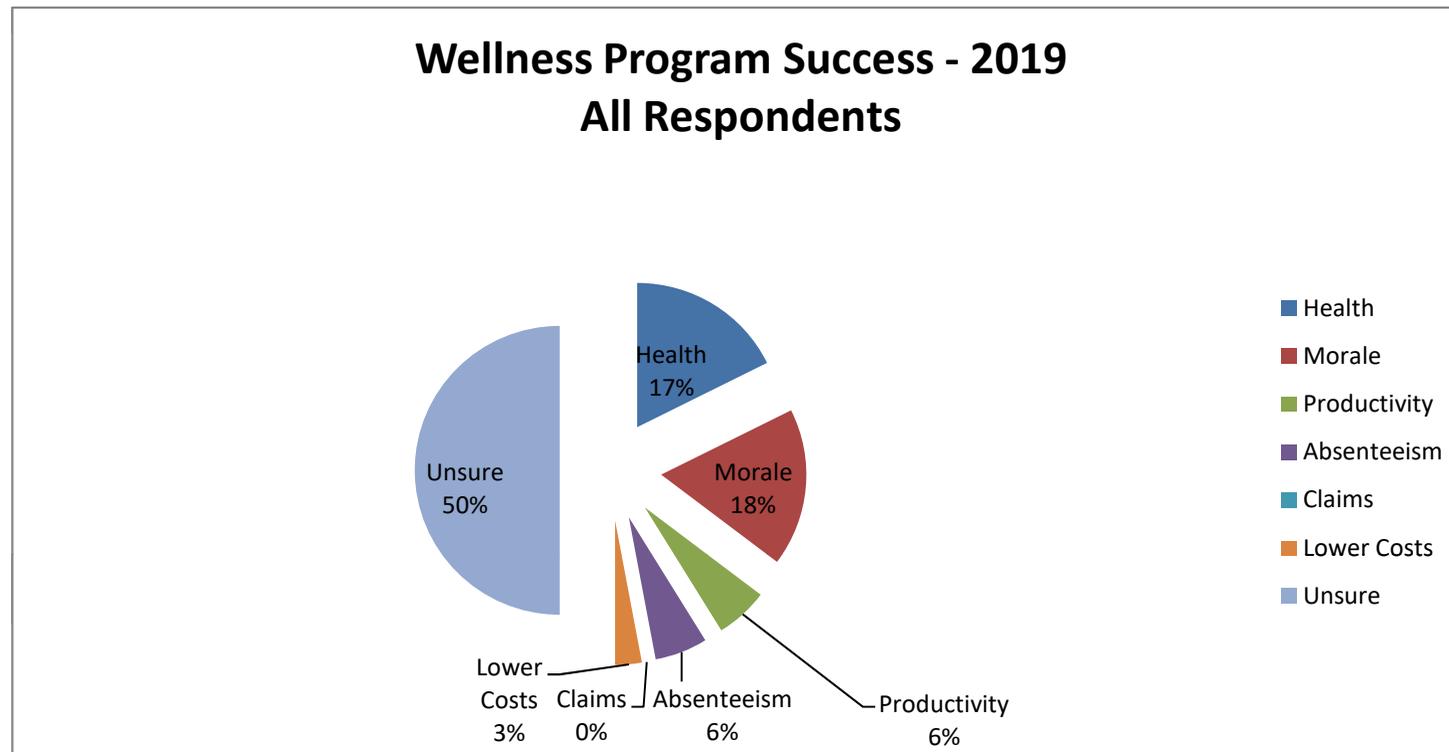
	5% -10%	15%-20%	20%-40%	40%-50%	50%-65%	100%
All Respondents	4	1	5	2	1	1
<\$200M	0	0	0	0	0	0
\$200M - \$500M	2	0	0	0	0	0
\$500M - \$1B	0	1	0	1	0	1
\$1B - \$3B	1	0	1	0	1	0
>\$3B	1	0	4	1	0	0



34. Do you feel your wellness program is achieving the following successes?

Improved Employee Health	Better Employee Morale	Higher Employee Productivity	Lower Absenteeism	Fewer Short Term or Long Term Disability Claims	Healthcare Plan Cost Savings	Unsure On Results In All Categories To The Left
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All Respondents	6	6	2	2	0	1	17
<\$200M	0	0	0	0	0	0	1
\$200M - \$500M	1	0	0	0	0	0	5
\$500M - \$1B	1	1	0	1	0	0	3
\$1B - \$3B	2	2	2	1	0	0	2
>\$3B	2	3	0	0	0	1	6



35. What actions are you taking to improve your employees' total well being?

26 Respondents answered this question.

	Flexible Work Arrangements	Parental leave Excess of Statutory	Diversity & Inclusion Initiatives	Participate in Local Community Events	Time off to Perform Voluntary Work	Onsite Personal Services	Financial Counseling	Onsite Fitness Center
Total Responses	10	2	10	23	13	4	8	5
Percentage	38%	8%	38%	88%	50%	15%	31%	19%

36. Do you offer voluntary (worksite) benefits?

47 Respondents answered this question.

	None	Hospital Expense	Critical Illness	Accident	Legal	Additional Disability	Additional Life	Auto	Homeowner	Identity Theft	Pet Insurance
Total Responses	14	17	17	19	6	19	32	7	6	9	6
Percentage	30%	37%	37%	41%	13%	41%	70%	15%	13%	20%	13%

37. If you offer voluntary benefits what is your enrollment process?

47 Respondents answered this question.

	Not Applicable	Use Independent Enrollment Firm	Use Electronic Enrollment Platform	Combination Enrollment Firm and Platform	Paper Form	HR Department
Total Responses	14	15	11	6	1	1
Percentage	30%	33%	24%	13%	2%	2%

38. What other benefits have you considered offering?

47 Respondents answered this question.

	None	BOLI	Student Loan Repayment	Tuition Reimbursement	Backup Childcare	Pet insurance	Group Legal	Wellness Program	Transit FSA	Dental	Life	401(k)	Voluntary Benefits	HSA
Total Responses	36	1	2	1	2	1	1	3	1	1	1	1	1	1
Percentage	78%	2%	4%	2%	4%	2%	2%	7%	2%	2%	2%	2%	2%	2%

39. Do you have an online enrollment portal for your core benefit (i.e., medical, dental, etc.) programs?

47 Respondents answered this question.

	YES	NO
Total Responses	28	19
Percentage	60%	40%

40. If you do not have an online portal, do you see value in having an online portal in the future?

19 Respondents answered this question.

	YES	NO
Total Responses	15	4
Percentage	79%	21%

41. Please indicate the number of staff members which comprise your human resources/benefits department.

47 Respondents answered this question.

Full-time staff members	1	2	3	4	5	8	11	13	30
<\$200M	5	0	0	0	0	0	0	0	0
\$200M - \$500M	7	4	0	0	0	0	0	0	0
\$500M - \$1B	5	5	1	1	0	0	0	0	0
\$1B - \$3B	4	1	3	2	1	0	0	0	0
>\$3B	0	1	3	0	0	1	1	1	1

Part-time staff members	0.5	1
<\$200M	2	0
\$200M - \$500M	0	0
\$500M - \$1B	0	0
\$1B - \$3B	0	0
>\$3B	0	1