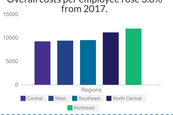
2018 UBA Health Plan Survey

Key Findings

SURVEY HIGHLIGHTS & KEY FINDINGS

Average Costs by Region

Overall costs per employee rose 3.8% from 2017.



Premium Increases

Premium renewal rates have increased an average of 13.9% for all plans - up from last year's 6.6% increase.

ON THE RISE

Up 13.9% from 2017

Health Plan Costs

1. HMOs have the **lowest total cost** at $9,307, as compared to a PPO at $10,700.

2. CDHP rates are increasing slowly with an increased enrollment of 8.3% since 2017.

3. PPOs continue to cost more than the average plan & still **dominate the market in enrollment, but show a 9.7% decline in participation since 2017.**

Prevalence of Plan Type

PPO Plans, most prevalent in the Central U.S., generally dominate nationwide, except in the Northeast where CDHPs are most prevalent.

North Central Plan Types

Enrollment by Plan Type

PPO plans have the greatest enrollment in the Central U.S. and the least enrollment in the Northeast.

HMO enrollment continues to drop across most of the country, but held steady in the West with 22.7% of the market.

CDHP enrollment, meanwhile, is highest in the Northeast U.S. at **41.5%.**

Cost & Contributions by Industry

1-5%

Construction/agriculture, retail, hospitality and health care sectors are all lower than average, even with increased rates, making these employees the least expensive to cover.

The government/education/utilities sectors have the priciest plans at $11,943 per employee.

Manufacturing experienced the highest increase of 5.6% in average cost per employee, going from $9,909 in 2017 to $10,462 in 2018.

Top 5 Industries by Highest Average Total Cost

1. Government/Education/Utilities - $11,943
2. Finance & Insurance - $11,218
3. Manufacturing - $10,462
4. Professional - $10,384
5. Health Care - $10,063

Dependent Coverage & Domestic Partnerships

59.9%

59.9% of all covered employees elect dependent coverage, an increase from 2017.

59.8% of all employers provide no domestic partnership benefits, likely due to *Obergefell v. Hodges*, which legalized same-sex marriage.

15% Offer Comprehensive Wellness Programs

Grandfathering

The percentage of grandfathered plans decreased drastically from 7.3% in 2017 to 3.9% in 2018.

Grandmothered plans saw a 91.7% decrease from 2017 (and 201% decrease from 2015).

Grandmothering

Self-Funding

20%

The prevalence of self-funding increased with 20% of all plans including a self-funding arrangement.

Self-Funding in 2018...

- Grew 122% for employers with 25 to 49 employees
- Grew 28.5% for employers with 50 to 99 employees

Self-funding has always been an attractive option for large groups, but UBA Partners believe that self-funding will be increasingly desirable to employers of all sizes in the coming years as a way to avoid various costs and compliance aspects of health care reform.

Wellness Programs

Employers offering comprehensive wellness programs decreased 36% from 2017.

71.9% 71.9% of employers offer health risk assessments.

67.6% 67.6% of employers offer participation incentives/rewards.

64.4% 64.4% of employers offer biometric screenings or physical exams.

64.1% 64.1% of employers offer on-site or telephone coaching for high-risk employees.

What does this information mean to you? It's time to **dig into the details**!

Did you know?

- A Custom Benchmark Report reveals how the employee benefits you offer measure up to similar competitors in your market.
- Plan types can be compared by plan type, region, employee size and industry.
- Insights gained from a Customized Benchmark Report can help shape strategies for the future, insuring that you remain competitive.
- The resulting data is yours to keep, no strings attached.

To request your customized version of the Benchmark Survey results

An advisor will input your information and generate your custom results.

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