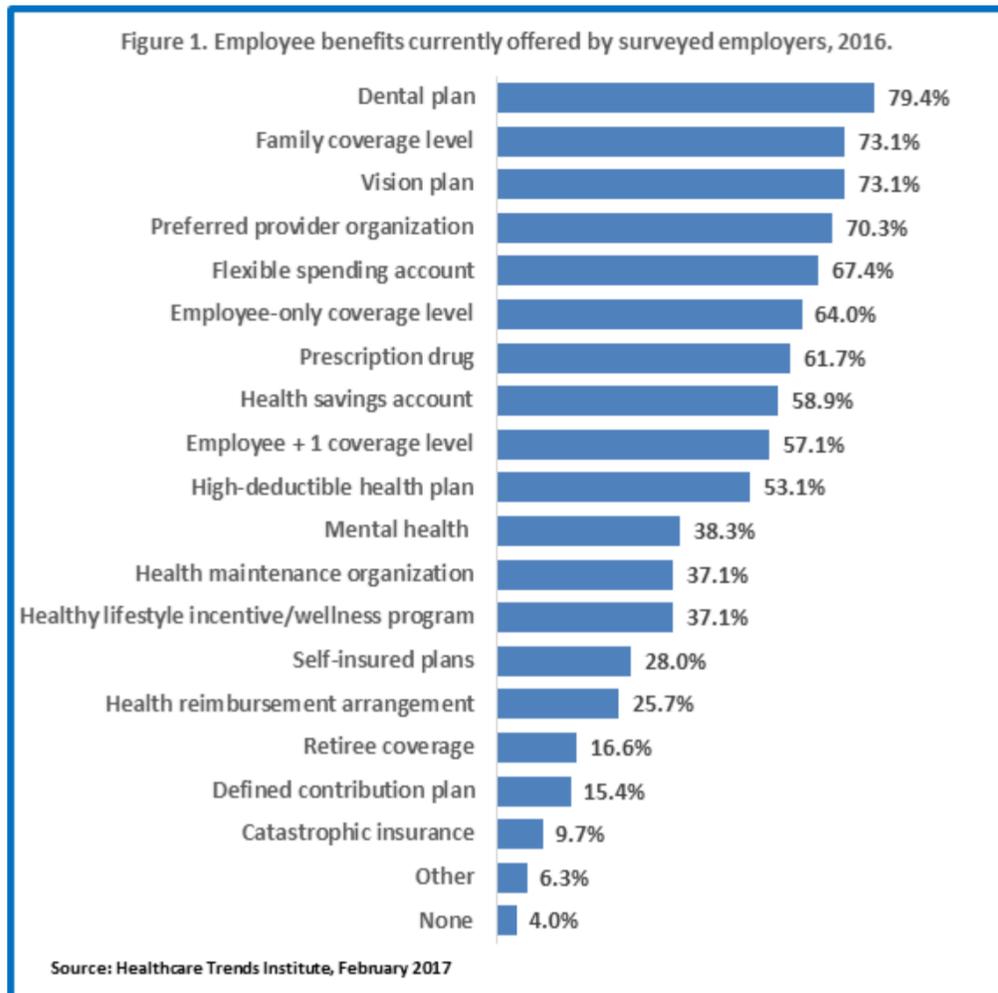


2017 Healthcare Benefits Trend Survey Findings Issued

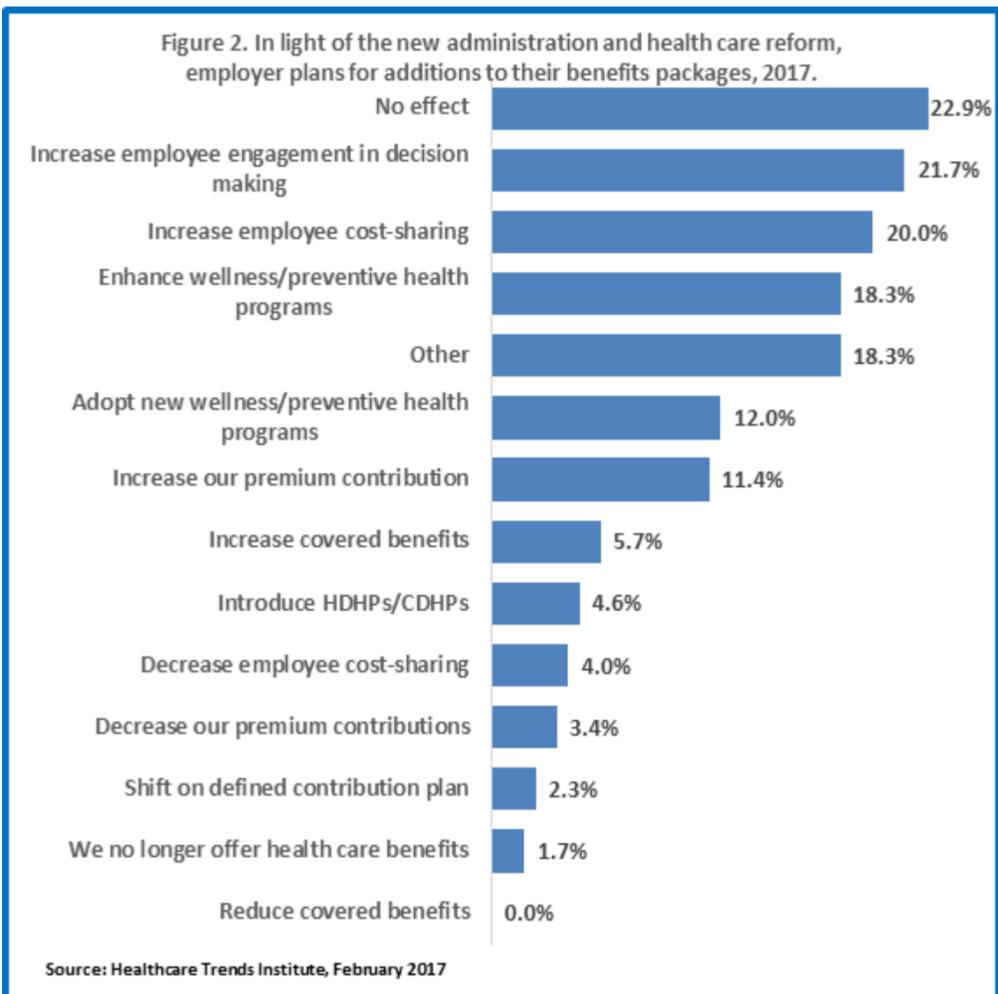
According to a February 2017 report and survey results from the Healthcare Trends Institute, throughout 2016 organizations remain committed to providing a standard suite of benefits. The national report offered several important data points:

- Preferred provider plans (PPOs) were the most offered health coverage option at 70%.
- Additionally, employers have begun to make the switch to high deductible health plans (HDHPs) (53%) with health savings accounts (HSAs) (59%) and away from health maintenance organizations (HMOs) (37%) (Figure 1).



- The average number of medical plans being offered remained at three or more in 2016.
- About 41% of employers are still providing several coverage options. The top three health plan types offered are PPOs, followed by HDHPs and finally HMOs.
- Employee benefit communication continues to evolve as companies must work to reach several generations of employees throughout the year.
 - The majority of respondents are relying on email (77%) as at least one way to reach employees.
 - However, approximately half of companies are also actively using multiple methods of communication such as face-to-face meetings (51%), print (49%), internal Web sites (49%), and insurance advisor meetings (41%) to reach employees in their preferred communication styles.
 - Approximately 37% of respondents feel confident that they are communicating well with employees, while another 50% believe they are very effective in their communication approach with workers
- The top three solutions offered by organizations to deal with the on going challenges related to healthcare costs are to increase employee cost sharing (20%), increase employee healthcare engagement (22%), and enhance efforts related to wellness and health management programs (18%) to control future healthcare costs.

With the US Centers for Medicare and Medicaid anticipating healthcare spending to reach \$4.2 trillion by 2020, employers will have their work cut out for them (**Figure 2**).



Please contact your Conner Strong & Buckelew account representative toll free at 1-877-861-3220 with any questions.