



## 2024 Health and Benefits Survey

### Introduction

**This study will benchmark current benefits offered by manufacturers in three areas (mold manufacturing, plastics processing, and rubber products manufacturing), including health, vision, dental, life insurance and retirement programs. The final report will include some aggregate data for all surveyed manufacturers, as well as data specific to each industry.**

*If a question does not dictate a specific year, please answer the question based on the company's most recent renewal.*

**Please take a few moments to provide us with your input on your current benefit options. All data will remain anonymous.**

**\*If you are a member of multiple associations, please complete only one survey.**

**Deadline: March 15, 2024.**



## 2024 Health and Benefits Survey

### Demographics

**Please answer the questions below to the best of your ability.**

1. Please provide your contact information (NOTE: All information is confidential. Information is used to differentiate results by regions and company size, and to ensure respondents receive a copy of the report.)

**Full Name**

**Company**

**Title**

**State/Province**

**Email Address**

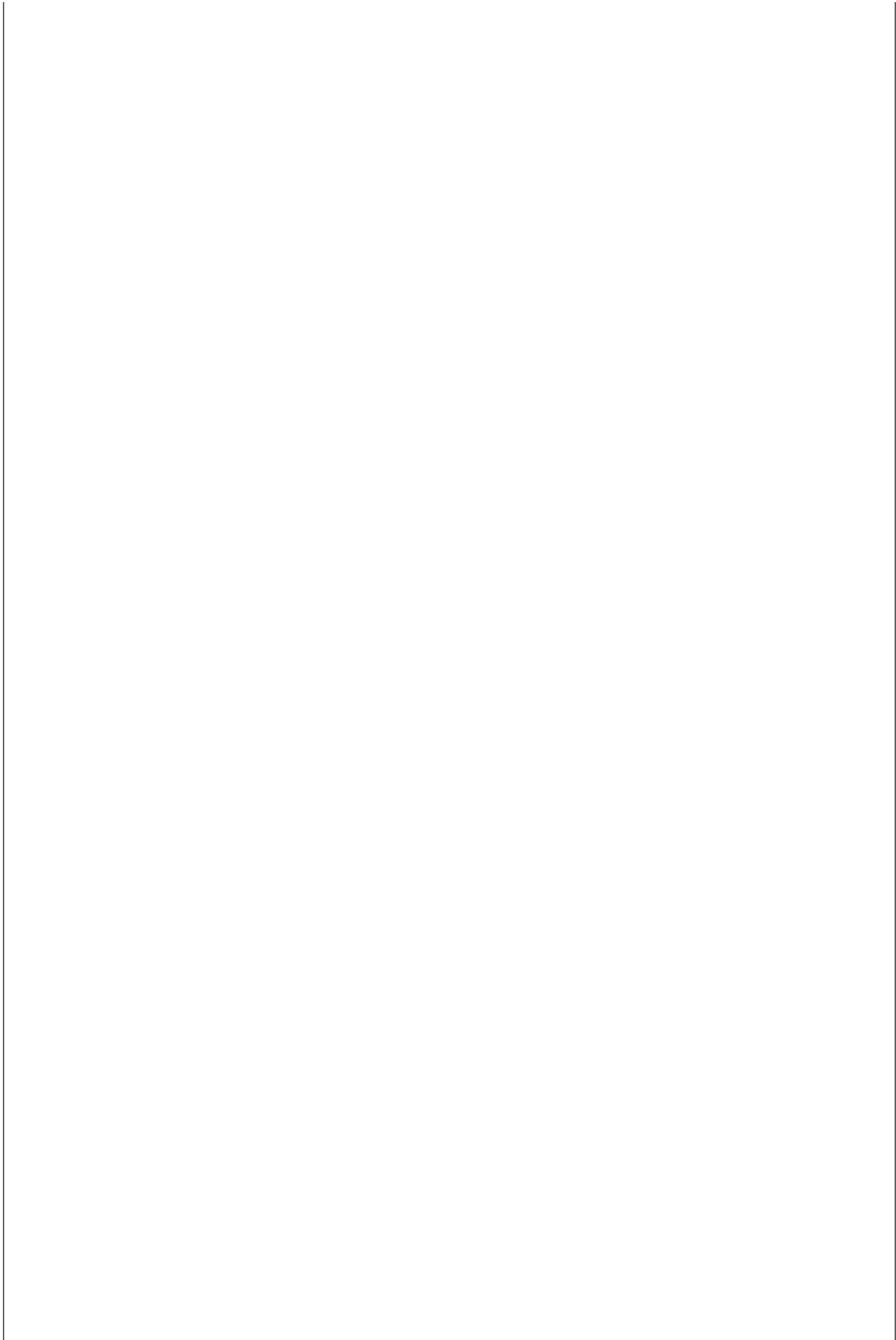
2. What title or functional area *best represents* your area of responsibility?

- President / CEO / Owner
- General Manager / Director
- CFO / Controller / Finance
- Other (please specify)
- Human Resources
- Operations Manager / Plant Manager

3. Average annual company sales

\* 4. To which of the following associations is the company a member?

- American Mold Builders Association (AMBA)
- Association for Rubber Products Manufacturing (ARPM)
- Manufacturers Association for Plastics Processors (MAPP)
- None of the Above
- Other (please specify)





## 2024 Health and Benefits Survey

### Healthcare Plan Specifics

5. Does the company have an annual open enrollment process?

Yes

No

6. Does the company currently offer healthcare benefits to its employees?

Yes

No

Other (please specify)

7. How long does a new employee have to wait to be eligible for healthcare benefits?

Time to Qualify

Salary

Hourly

8. What is the renewal date for the healthcare plan?

Enter Renewal Date:

Date

MM/DD/YYYY



9. Indicate the number of healthcare plan(s) the company offers for each plan type. (Choose all that apply.)

	Number of Plans Offered
PPO - Preferred Provider Organization	<input type="text"/>
HDHP - High Deductible Health Plan	<input type="text"/>
HMO - Health Maintenance Organization	<input type="text"/>
POS - Point of Service	<input type="text"/>
CDHP - Consumer Driven Health Plan	<input type="text"/>
Other (please specify)	<input type="text"/>

10. For each plan offered, indicate the plan type and the percentage of employees enrolled on that plan. Total percentage should not exceed 100%. (Select all that apply.)

	Plan Type	% of Employees on Plan
Plan 1	<input type="text"/>	<input type="text"/>
Plan 2	<input type="text"/>	<input type="text"/>
Plan 3	<input type="text"/>	<input type="text"/>
Plan 4	<input type="text"/>	<input type="text"/>
Other (please specify)	<input type="text"/>	

11. If the company offers a Consumer Driven Health Plan, does the company contribute to a Flexible Spending Account, Health Savings Account or Health Reimbursement Account on the employee's behalf?

- Yes
- No, skip to question 13
- Other (please specify)

12. If yes, please choose the method below that best explains how those contributions are determined.

- Flat Contribution
- Percentage of Pay
- Other (please specify)

13. Please indicate the company's total number of employees.

14. Please indicate the number of benefit-eligible employees.

15. Please indicate the number of benefit-eligible employees enrolled on the healthcare plan.  
(If more than one plan is offered, enter total on all plans.)

16. Please indicate the total number of lives (includes dependents) enrolled on the healthcare plan. (If more than one plan is offered, enter total on all plans.)

17. Does your healthcare plan include a spousal carve out?

Yes

No

\* 18. Which funding option best describes the healthcare plan(s) offered?

Fully-insured

Level-funded

Self-insured



## 2024 Health and Benefits Survey

### Fully-Insured

Managing healthcare costs is a main concern for most businesses. Knowing the cost of healthcare per employee per year can provide the company with a predictable financial outlook. Additionally, this metric can help business leaders evaluate options, monitor progress through the process and assess the impact to the healthcare plan.

**Average Healthcare Cost per Employee per Year = Annual Healthcare Premium ÷ Number of Employees Enrolled**

Example:

Annual Healthcare Premium = \$100,000

Number of Employees Enrolled = 11

$\$100,000 \div 11 = \$9091$  Cost of Healthcare per Employee per Year

19. For 2022, use the formula above and enter the annual average cost per participating employee for healthcare coverage.

20. For 2023, use the formula above and enter the annual average cost per participating employee for healthcare coverage.

21. In 2022, did the company experience a rate change to the healthcare plan?

- Yes, Rates Increased
- Rates Remained the Same
- No, Rates Decreased
- Other (please specify)

22. Please indicate the rate of change the company received in 2022. (If there was no change, please leave this blank.)

Rate of Change	
Increase	<input type="text"/>
Decrease	<input type="text"/>

23. In 2023, did the company experience a rate change to the healthcare plan?

- Yes, Rates Increased
- Rates Remained the Same
- No, Rates Decreased
- Other (please specify)

24. Please indicate the rate of change the company received in 2023. (If there was no change, please leave this blank.)

Rate of Change	
Increase	<input type="text"/>
Decrease	<input type="text"/>

25. If the company has experienced a decrease in rates in the last three years, to what is it attributed? (Check all that apply.)

- Changed Carrier
- Changed Network
- Changed Benefits
- Changed Broker
- Change to Funding Methodology
- Change to Demographics
- Not Sure
- Other (please specify)



26. Did the company make any provider changes in the last three years? (If unsure, leave blank.)

	Changed Carrier	Changed Network	Changed Broker
2022	<input type="text"/>	<input type="text"/>	<input type="text"/>
2023	<input type="text"/>	<input type="text"/>	<input type="text"/>
2024	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

27. What is the company's healthcare contribution strategy? (Enter the contributions as either a flat rate amount or a percentage - not both. If more than one plan is offered, please answer this for the plan that has the most participation.)

	Employee Contribution (Percentage)	Employee Contribution (Flat Rate Amount)	Employer Contribution (Percentage)	Employer Contribution (Flat Rate Amount)
Employee Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employee + Spouse	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employee + Child	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Family	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

28. Does the company offer incentives to reward employees for healthy behaviors (wellness)?

- Yes
- No, skip to question 30

29. If yes, how do the incentives impact the company's healthcare contribution strategy? (If no, leave blank.)

	Reduced by Percentage	Reduced by Flat Rate
Reduces the employee's contribution	<input type="text"/>	<input type="text"/>
Reduces the company's contribution	<input type="text"/>	<input type="text"/>
Reduces the company's total healthcare premium	<input type="text"/>	<input type="text"/>

Other (please specify)

30. Select the appropriate cost share limits for each healthcare plan(s) offered.

	Plan 1	Plan 2	Plan 3
Individual Deductible	<input type="text"/>	<input type="text"/>	<input type="text"/>
Family Deductible	<input type="text"/>	<input type="text"/>	<input type="text"/>
Individual Out-of-Pocket Maximum	<input type="text"/>	<input type="text"/>	<input type="text"/>
Family Out-of-Pocket Maximum	<input type="text"/>	<input type="text"/>	<input type="text"/>

31. Does the company's healthcare plan cover prescription drugs?

- Yes
- No, skip to question 34

32. If known, indicate the percentage of the company's healthcare spend that is allocated to Rx. (If unsure, leave this blank.)

0% 50% 100%

33. Select any of the following Rx cost containment strategies the company utilizes.

- No Spread Contracting with PBM
- Carve Out Pharmacy Benefits (to an independent PBM)
- 100% Return of Rebates
- Specialty Rx
- Patient Assistance Programs
- Co-Pay Assistance Programs
- International Sourcing
- Unknown
- Other (please specify)

34. What percentage of the company's overhead expenses does healthcare cost represent? (If unsure, leave blank.)

0% 50% 100%

35. Select any of the following strategies the company has implemented to control healthcare costs.

- Captive participation
- Dropped dependent coverage options
- Spousal carve out
- Defined contribution plan (provide defined monetary amount to employees to allocate accordingly)
- Flexible spending accounts
- HRA
- HSA (company contribution)
- HSA (employee contribution)
- Move to high deductible health plan
- No longer offer healthcare
- Reduction in healthcare benefits
- Shift of premiums to employees
- Section 125 Plan
- Use of onsite or local clinics
- Wellness plan implementation
- Change provider(s)
- Other (please specify)



2024 Health and Benefits Survey

Level-Funded / Self-Insured

Managing healthcare costs is a main concern for most businesses. Knowing the cost of healthcare per employee per year can provide the company with a predictable financial outlook. Additionally, these metrics can help business leaders evaluate options, monitor progress through the process and assess the impact to the healthcare plan.

**Cost per Category per Employee per Year = Annual Category Spend ÷ Number of Participating Employees**

Example:

Annual Stop Loss Premium = \$100,000

Number of Participating Employees = 11

\$100,000 ÷ 11 = \$9091 Cost of Stop Loss Premium per Employee per Year

36. For 2022, use the formula above and enter the annual cost for each category below per employee.

Stop Loss Premium	<input type="text"/>
Admin Fees	<input type="text"/>
Gross Medical Claims	<input type="text"/>
Gross Prescription Drug Claims	<input type="text"/>
Other (Please Specify)	<input type="text"/>

37. For 2023, use the formula above and enter the annual cost for each category below per employee.

Stop Loss Premium	<input type="text"/>
Admin Fees	<input type="text"/>
Gross Medical Claims	<input type="text"/>
Gross Prescription Drug Claims	<input type="text"/>
Other (Please Specify)	<input type="text"/>

38. For 2022, please indicate if the company received a rate change and select the percentage of increase or decrease for the items below. (If there was no change, please leave this blank.)

	Experienced Rate Change	Percentage of Increase	Percentage of Decrease
Admin Fees	<input type="text"/>	<input type="text"/>	<input type="text"/>
Stop Loss Premium	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

39. For 2023, please indicate if the company received a rate change and select the percentage of increase or decrease for the items below. (If there was no change, please leave this blank.)

	Experienced Rate Change	Percentage of Increase	Percentage of Decrease
Admin Fees	<input type="text"/>	<input type="text"/>	<input type="text"/>
Stop Loss Premium	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

40. If the company has experienced a decrease in rates in the last three years, to what is it attributed? (Check all that apply.)

- Changed Carrier
- Changed Network
- Changed Benefits
- Changed Broker
- Change to Funding Methodology
- Change to Demographics
- Not Sure
- Other (please specify)

41. Did the company make any provider changes in the last three years? (If unsure, leave blank.)

	Changed Carrier	Changed Network	Changed PBM	Changed TPA	Changed Broker
2022	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2023	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2024	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

42. What is the company's healthcare contribution strategy? (Enter the contributions as either a flat rate amount or a percentage - not both. If more than one plan is offered, please answer this for the plan that has the most participation.)

	Employee Contribution (Percentage)	Employee Contribution (Flat Rate Amount)	Employer Contribution (Percentage)	Employer Contribution (Flat Rate Amount)
Employee Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employee + Spouse	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employee + Child	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Family	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

43. Does the company offer incentives to reward employees for healthy behaviors (wellness)?

- Yes
- No, skip to question 28

44. If yes, how do the incentives impact the company's healthcare contribution strategy? (If no, please leave blank.)

	Reduced by Percentage	Reduced by Flat Rate
Reduces the employee's contribution	<input type="text"/>	<input type="text"/>
Reduces the company's contribution	<input type="text"/>	<input type="text"/>
Reduces the company's total healthcare premium	<input type="text"/>	<input type="text"/>

Other (please specify)

45. Select the appropriate cost share limits for each healthcare plan(s) offered.

	Plan 1	Plan 2	Plan 3
Individual Deductible	<input type="text"/>	<input type="text"/>	<input type="text"/>
Family Deductible	<input type="text"/>	<input type="text"/>	<input type="text"/>
Individual Out-of-Pocket Maximum	<input type="text"/>	<input type="text"/>	<input type="text"/>
Family Out-of-Pocket Maximum	<input type="text"/>	<input type="text"/>	<input type="text"/>

46. Does the company's healthcare plan cover prescription drugs?

- Yes
- No, skip to question 32

47. If known, indicate the percentage of the company's healthcare spend that is allocated to Rx. (If unsure, leave this blank.)

0% 50% 100%

48. Select any of the following Rx cost containment strategies the company utilizes.

- No Spread Contracting with PBM
- 100% Return of Rebates
- Carve Out Pharmacy Benefits (to an independent PBM)
- Specialty Rx
- Patient Assistance Programs
- Co-Pay Assistance Programs
- International Sourcing
- Unknown
- Other (please specify)

49. What percentage of the company's overhead expenses does healthcare cost represent? (If unsure, leave blank.)

0% 50% 100%

50. Select the following strategies the company has implemented to control healthcare costs.

- Captive participation
- Dropped dependent coverage options
- Spousal carve out
- Defined contribution plan (provide defined monetary amount to employees to allocate accordingly)
- Flexible spending accounts
- HRA
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- Move to high deductible health plan
- No longer offer healthcare
- Reduction in healthcare benefits
- Shift of premiums to employees
- Section 125 Plan
- Use of onsite or local clinics
- Wellness plan implementation
- Change provider(s)
- Other (please specify)

51. Please indicate the company's specific stop loss limit (whole number only, no decimals).

52. Please indicate the company's aggregate stop loss limit (whole number only, no decimals).





56. Please select any of the following benefits the company provides:

- Employee Assistance Programs
- Flex Time
- Prenatal Program for Expectant Employee
- Tuition Reimbursement
- ESOP
- Company Loans
- Funded Wellness Programs at Local Health Facilities
- Reimbursements for Fitness / Healthy Activity
- Profit Sharing
- Maternity Leave (Paid)
- Paternity Leave (Paid)
- Other (please specify)



## 2024 Health and Benefits Survey

### Strategic Planning

57. Who currently manages the company's annual healthcare renewal?

- Human Resource Manager
- Owner / President
- Broker
- Consultant
- Payroll Company
- Other (please specify)

58. Does the company currently use a broker or a consultant for the annual healthcare renewal?

- Broker
- Consultant
- Payroll Company
- No
- Other (please specify)

59. If the company currently uses a broker and/or consultant, does that individual develop plans and offer long-term strategic guidance for the company? (If not using a broker or consultant, please leave this blank.)

- Yes, the company always knows where it's headed
- Yes, but the company would like more guidance
- No, the company needs to have a plan
- Unsure
- Other (please specify)

60. How far in advance does the company begin preparing for the next healthcare renewal?

- 30 days
- 60 days
- 90 days
- 120 days
- 180 days
- Always preparing for the next renewal
- Other (please specify)

61. Are you or your company aware that the association offers an insurance solution package to qualifying members that includes leading-edge cost-reduction strategies, data analytics, state-of-the-art tactics to reduce prescription drug cost and trustworthy brokerage services?

- Yes
- No
- Interesting, I would like more information
- Other (please specify)



## 2024 Health and Benefits Survey

### Final Comments and Recommendations

62. Is there any additional information you would like to share with us?

63. Are there any questions you would like us to **add** or **remove** from future surveys?

64. Please indicate how you plan to utilize the information in the final report.



2024 Health and Benefits Survey

Thank You!

**Thank you for your participation - your feedback and continued support are appreciated!**