

Mployer Insights 2025

Region:

South Atlantic

Employer Size:

25-49 Employees

Industry:

Insurance Carriers

Prepared for:

BIS Benefits



Industry: Insurance Carriers

Region: South Atlantic

Size: 25-49 Employees

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9. National Comparison

Industry: Insurance Carriers

Region: South Atlantic

Size: 25-49 Employees

Your Benchmarking Cohort

Your Cohort Selection

Size:

25-49 Employees

Region:

South Atlantic

Industry:

Insurance Carriers

of Plans

17,000+ plans. Plan designs are collected throughout the year. Updated information is made available each year in December and includes both a combination of plans implemented for that calendar year, as well as benefit plans set to begin in the next calendar year.

Your Cohort Size

Each cohort has 30 or more companies included to ensure it is statistically significant. For a small subset of cohorts where few companies exist nationally, e.g. Agriculture & Forestry, MidAtlantic with 50-99 employees, we may have less than 30 participants. In that case, we expand the group by size or region until that threshold is reached. For certain benchmarking components we may have more data than others, e.g. medical vs. retirement. In those cases, we may choose to utilize national numbers where we cannot provide a statistically significant number for your size.

Data Sources

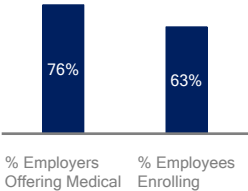
Mployer's benefit benchmark data is compiled annually from several sources including –

- Mployer direct surveys of employers
- Plans shared by broker partners and consultants
- Plans directly submitted by employers on Mployer
- Claims data clearinghouses
- Department of Labor filings
- Foundation & Association plan aggregation and submission

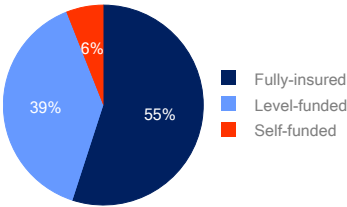
At times, Mployer Advisor may blend sources and refine this data using proprietary modeling as needed to create the right benchmarks for your selections.

Healthcare Benefits: Cost Sharing

Medical Benefits

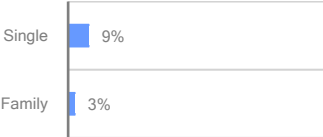


Funding Type

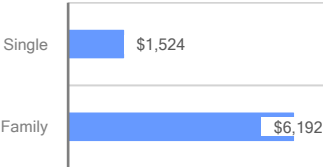


Healthcare Benefits: Fast Facts

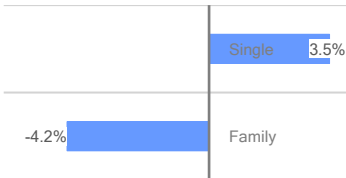
% Companies: No EE Contribution Required



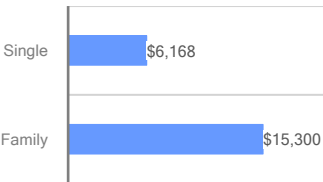
Employee: Annual Premiums



Employee \$ Premium: % Change YOY



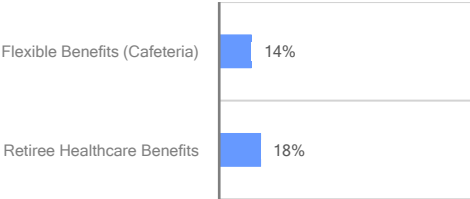
Employer: Annual Premiums



Employer \$ Premium: % Change YOY



Offer Rates: Other Benefit Types

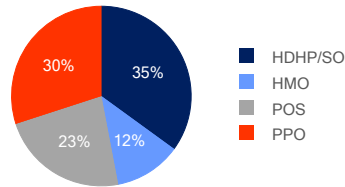


* Dollar amounts can vary within this segment depending on metro vs. rural, employee demographics, size, and plan design. Cost includes only the medical component and does not include dental or vision.

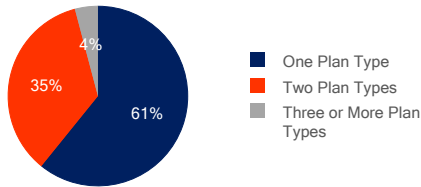
Healthcare Benefits: Plan Design

Plan Design Averages

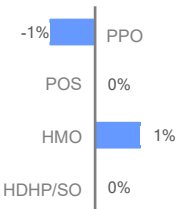
% of Employees by Plan Design



Plan Types Offered

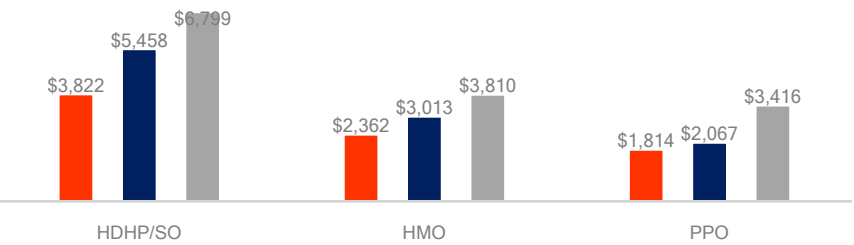


Enrollment by Plan Type % Change YOY



Deductible Ranges

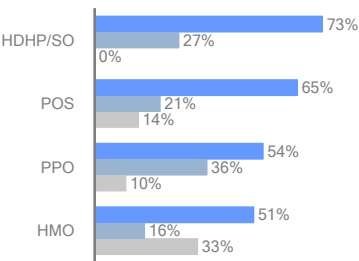
Single Per Person Family Aggregate Family



Deductible information is available at a region and size breakdown only, not industry

Family Deductible Breakdown

Aggregate Separate None

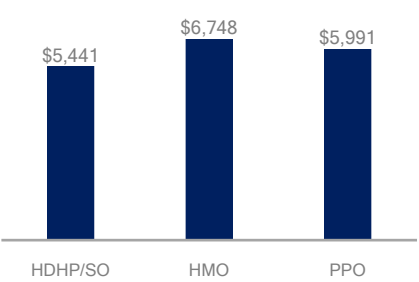


Copays & Max OOP

Avg Copays by Plan Type



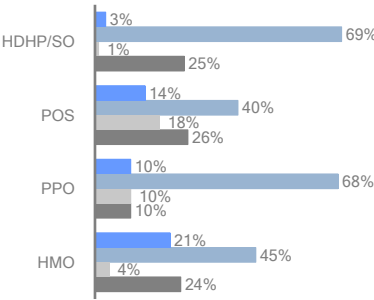
Avg Single - Max OOP by Plan



Hospital Inpatient Cost Sharing

*national level stats

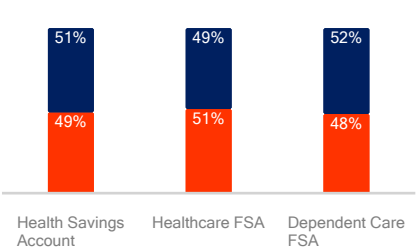
Copayment Coinsurance Both Other/None



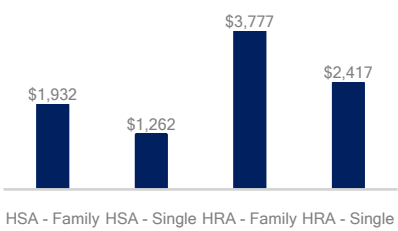
Cost Sharing Vehicles

Offer Rates - HSA/FSA

Offered Not Offered



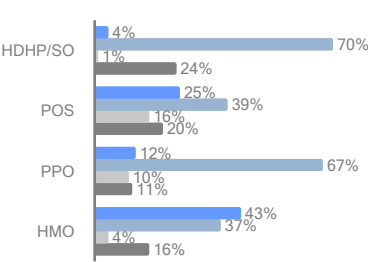
Avg Employer HSA & HRA Contribution Amounts



Hospital Outpatient Cost Sharing

*national level stats

Copayment Coinsurance Both Other/None

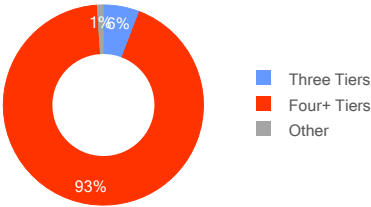


Cost sharing information breakdown at a size level only, not industry or region. HSA and HRA amounts are specific to plans with a Single deductible greater than \$1,000.

Core Ancillary Benefits

Prescription Drugs

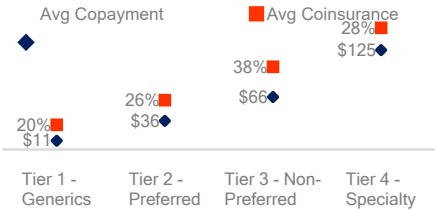
Prescription Plan Tiers



Prescription Drug

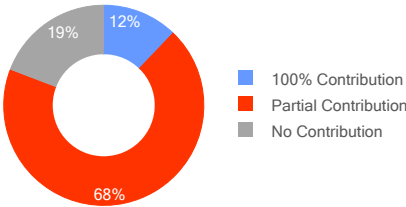


Prescription Payment Options:
Three Plus Tiers

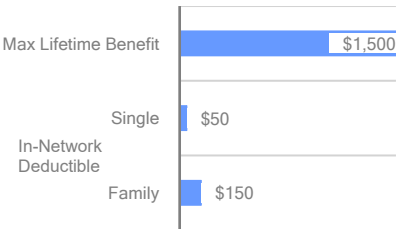


Dental

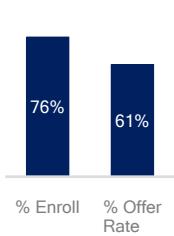
Employer Contribution



Dental Plan Design



Benefit Utilization



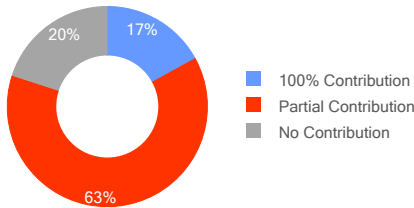
Employer Coverage
(EE Only)



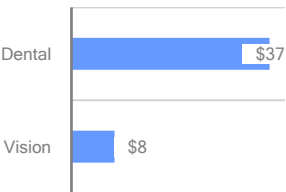
Monthly

Vision

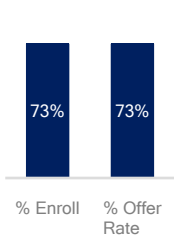
Employer Contribution



Median Employee Premium



Benefit Utilization



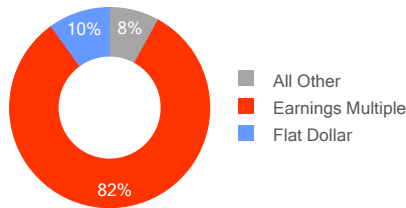
Employer Coverage
(EE Only)



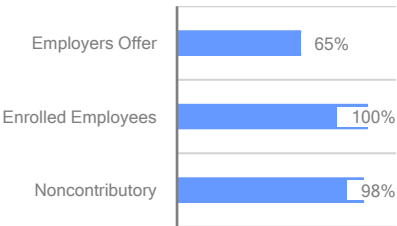
Monthly

Life Insurance

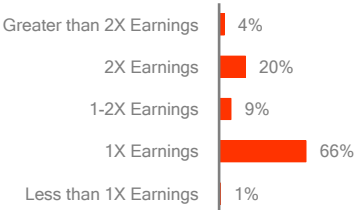
Life Insurance Payouts:
Multiple of Earnings



Life Insurance



Life Insurance Payouts:
Multiple of Earnings



Industry: Insurance Carriers

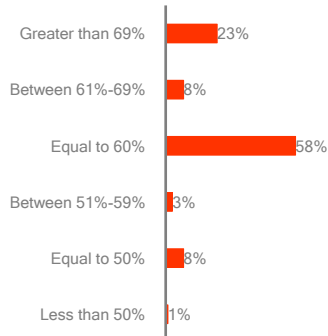
Region: South Atlantic

Size: 25-49 Employees

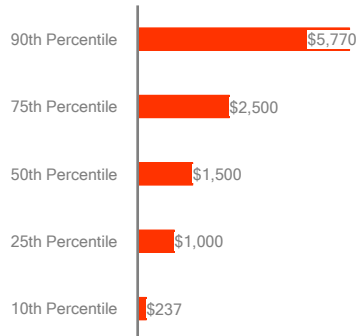
Disability & Other Benefits

Short-Term Disability Insurance (STD)

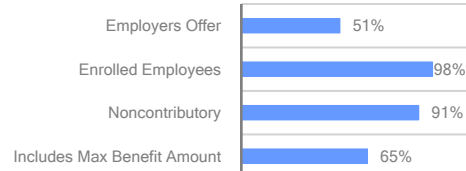
STD: % of Earnings



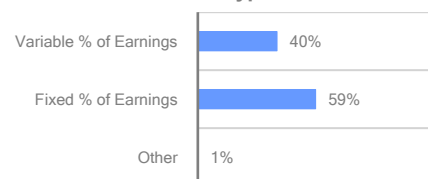
Max Weekly Benefit



STD: Fast Facts



STD: Plan Types



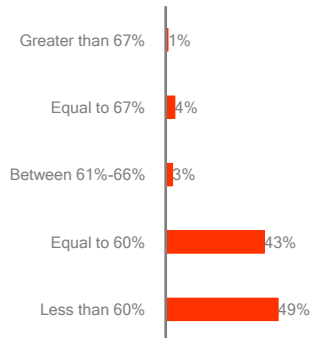
STD: # of Weeks



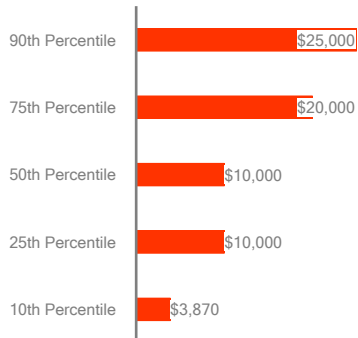
Certain states have state-mandated disability benefits. California, Rhode Island, Hawaii, New Jersey, and New York require temporary disability insurance (TDI) coverage. California and Rhode Island mandated plans do not require employer contributions; Hawaii, New Jersey, and New York require employer contributions.

Long-Term Disability Insurance (LTD)

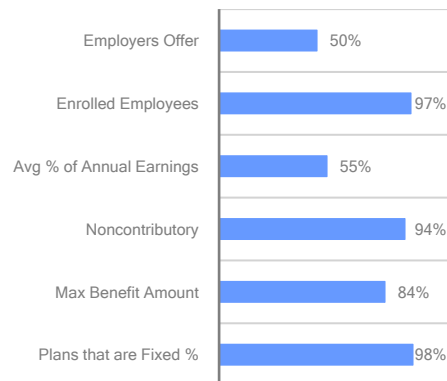
LTD: % of Earnings



Max Monthly Benefits

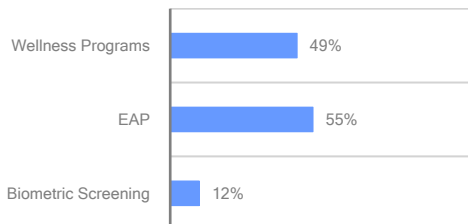


LTD: Fast Facts

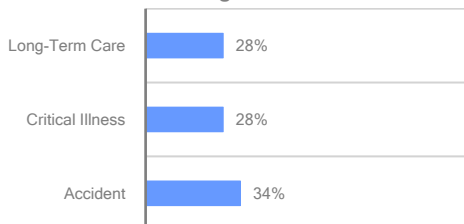


Other Ancillary Offerings

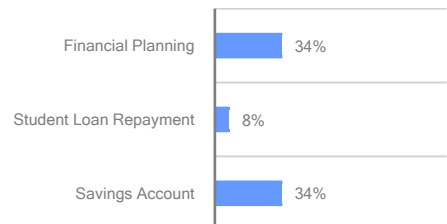
Health



Long Term

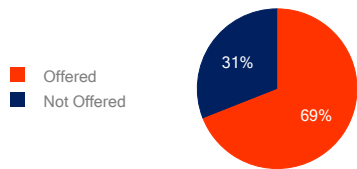


Financial



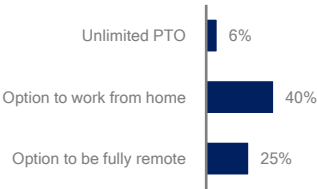
Leave Benefits

Consolidated Leave Benefits

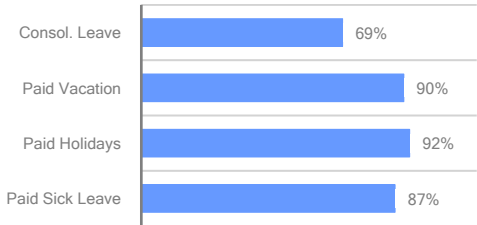


A consolidated leave plan provides a single amount of time off for workers to use for vacation, illness, or personal business. Workers without consolidated leave plans often have separate leave plans for different purposes.

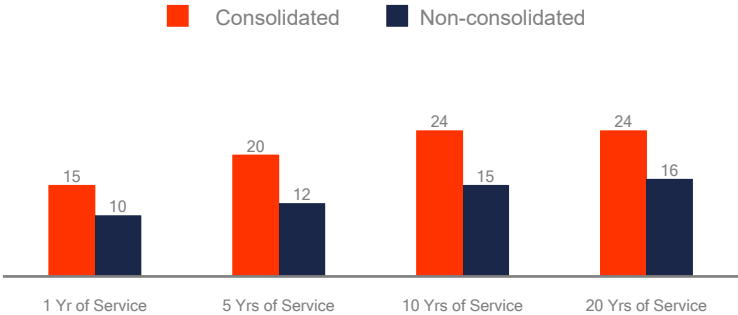
Flexibility



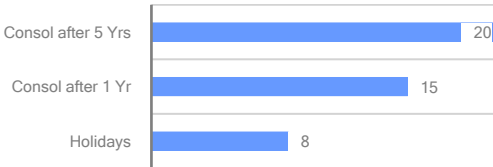
Leave Benefits: Fast Facts



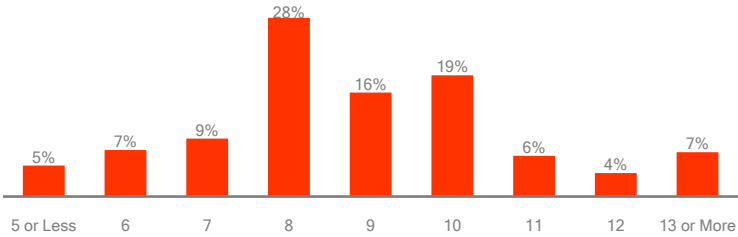
Consolidated vs. Non: Total Vacation Days



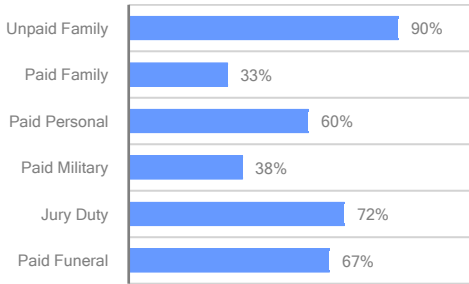
Avg. # of Leave Days



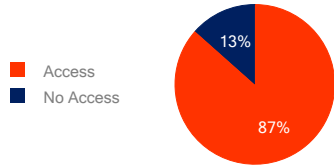
Avg. # of Holidays



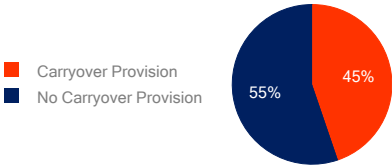
Other Leave Benefits



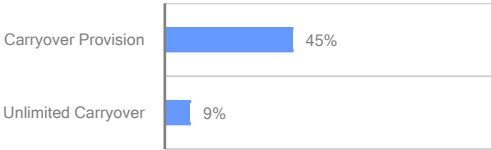
Paid Sick Leave Offered



Sick Days with Carryover



Companies Offering Sick Day Carryover Provisions



The U.S. Dept. of Labor Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons. For more information on FMLA, please see <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs28.pdf>. The majority of states have additional laws that can affect family medical leave. If your state provides more generous benefits than FMLA, then your employer is required to follow the state laws.

Industry: Insurance Carriers

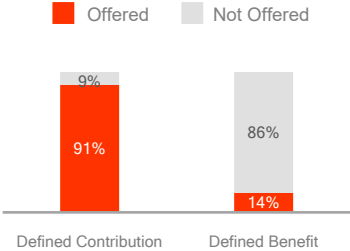
Region: South Atlantic

Size: 25-49 Employees

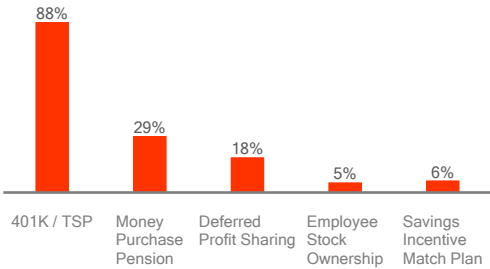
Retirement & Financial

Retirement Structure

Retirement Plans Offer Rates



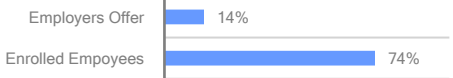
Defined Contribution Plan Types



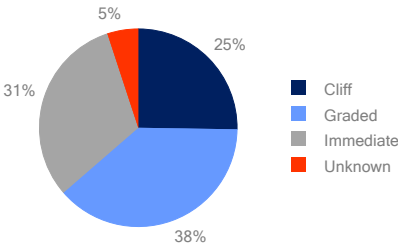
Defined Contribution (e.g. 401K/IRA)



Defined Benefit (e.g. Pension)

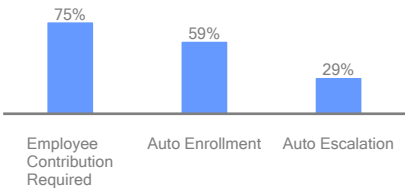


Vesting Features

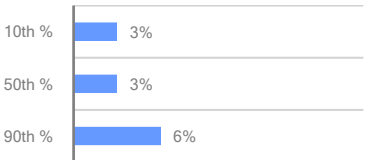


Defined Contribution Design

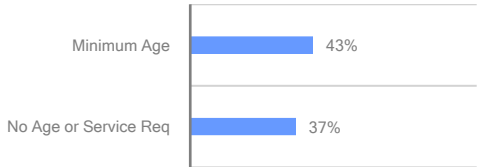
Plan Mobility Features



401k: Auto Enrolled Contributions as a % of Earnings

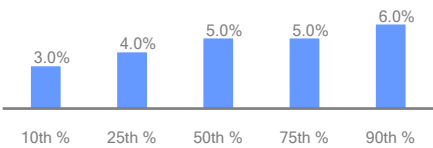


Eligibility Requirements & Features

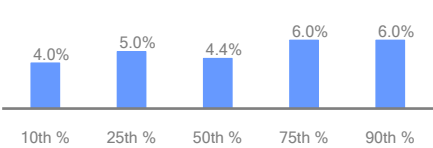


Financial Incentives

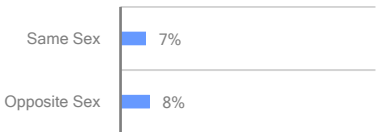
Max Potential Employer Contribution



Max Potential Employee Contribution Matched

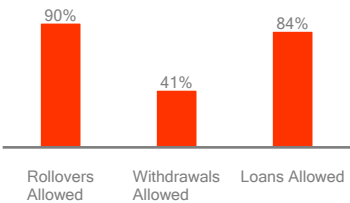


401K Domestic Partner Survivor Benefits Offer Rates

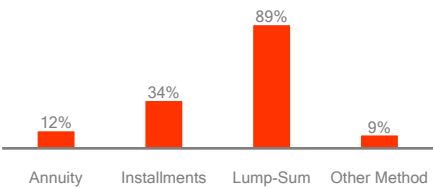


Additional Plan Features

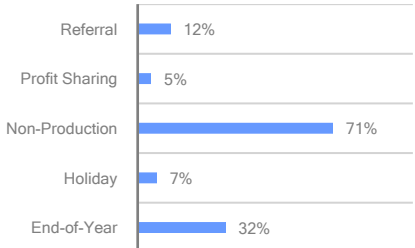
Plan Mobility Features



Plan Access Features



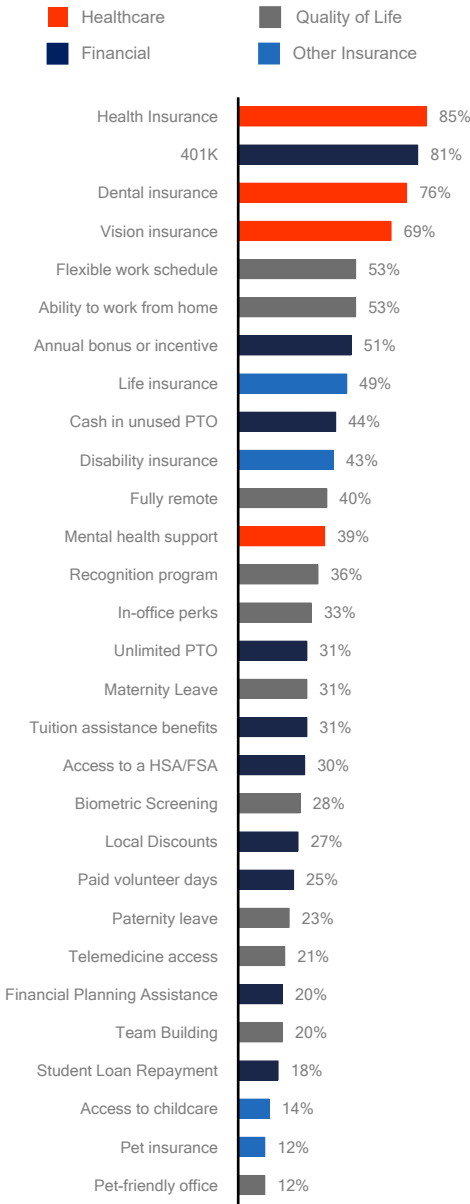
Financial Incentive: Bonus Types Offered



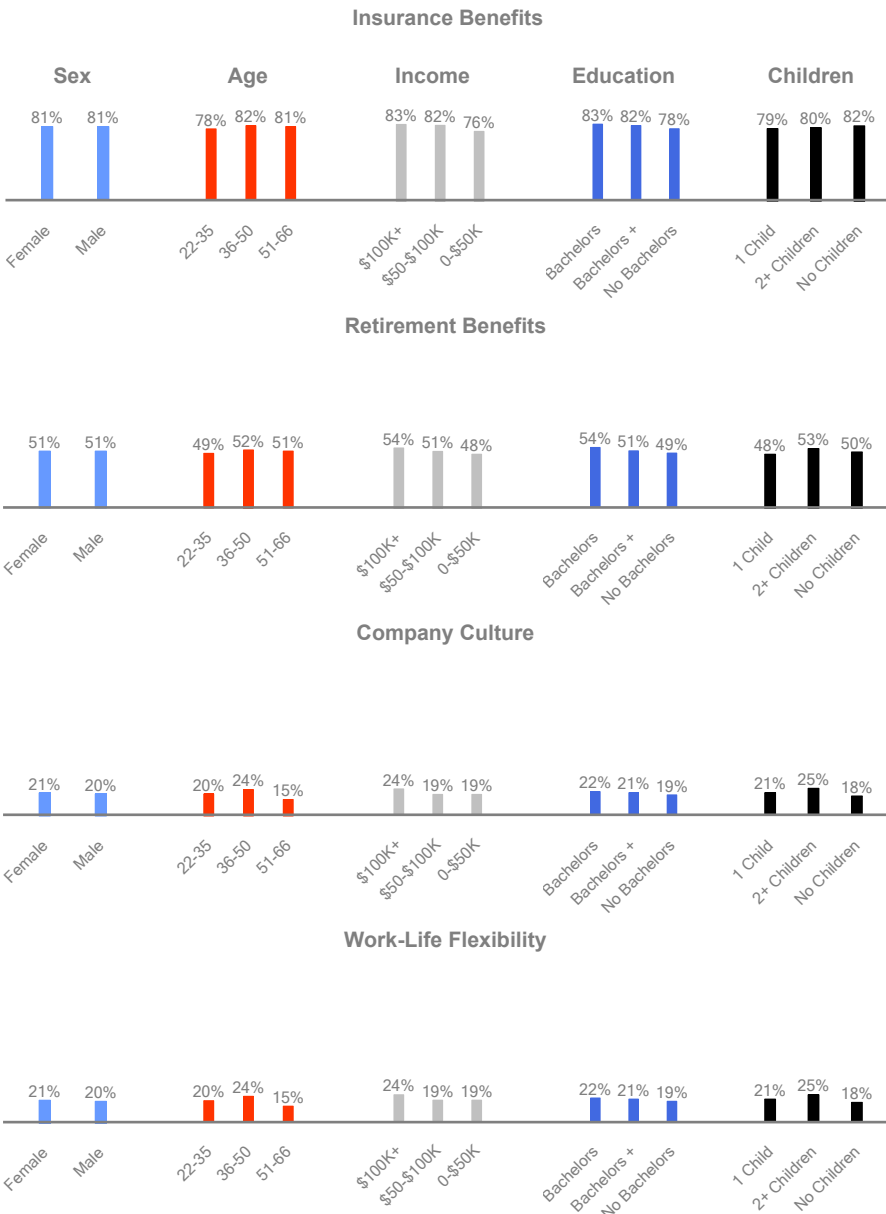
Employee Priority

% employees who said benefit is a priority

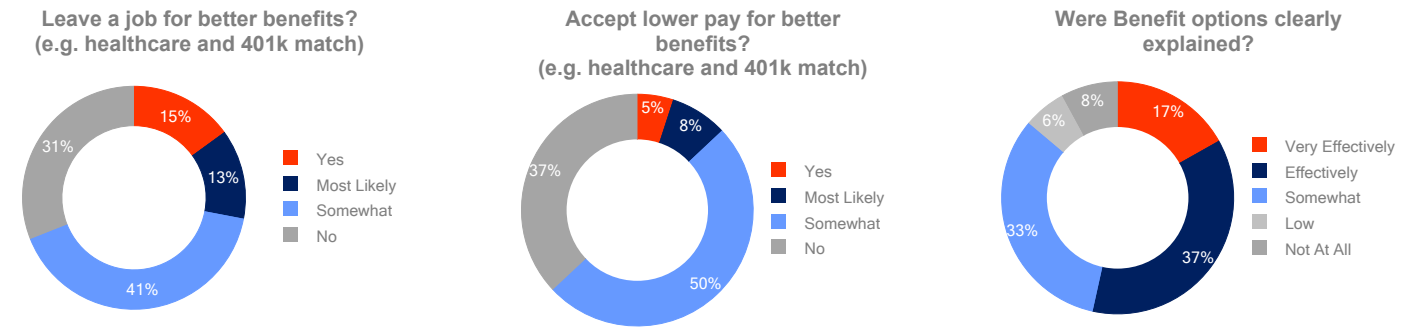
Employee Benefit Prioritization Force Rank



Employee Prioritization Summary by Major Theme



Employee Churn, Compensation & Comprehension



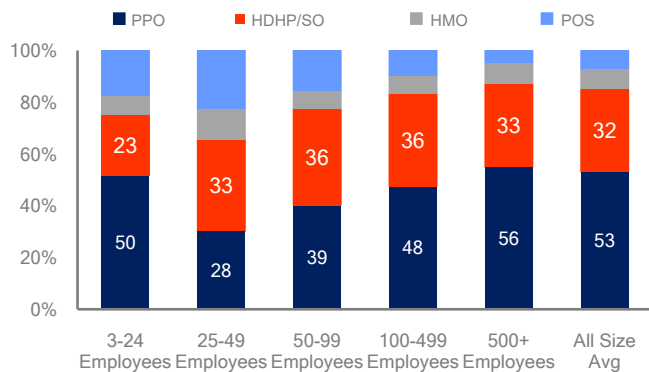
Industry: Insurance Carriers

Region: South Atlantic

Size: 25-49 Employees

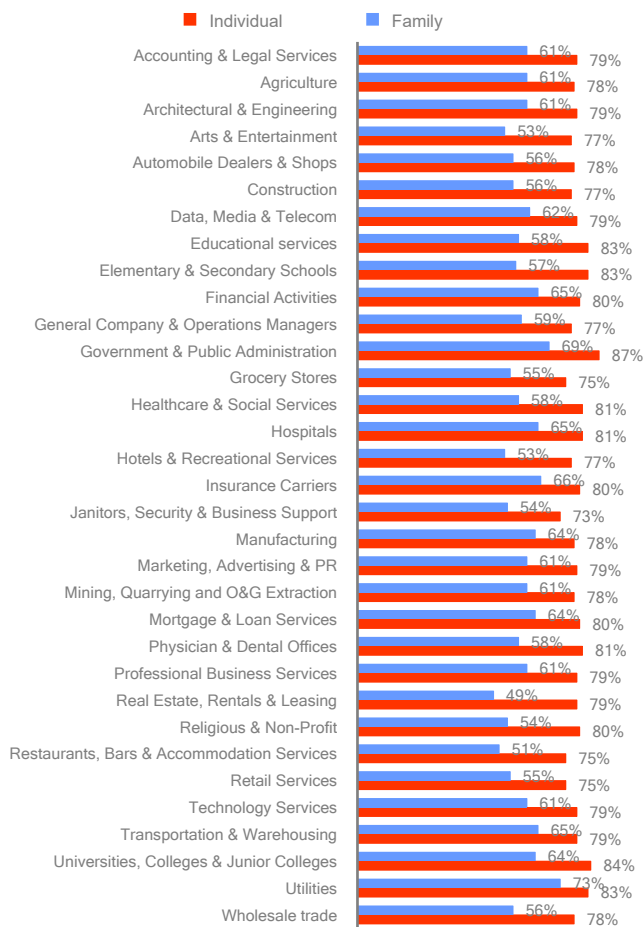
Medical Benefits Comparison: Industry, Geography & Size

Plan Design by Employer Size

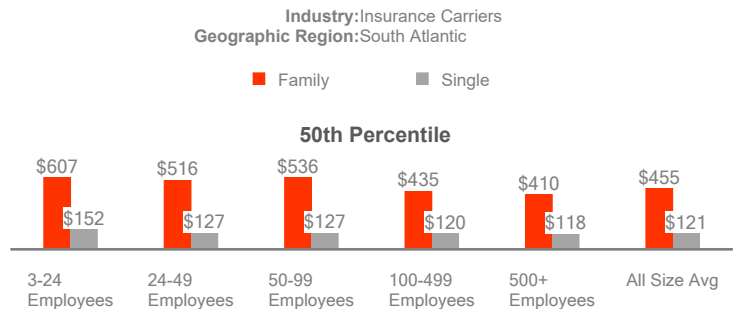


Medical Premium:
% Employer Contribution by Employer

Employer Size: 25-49 Employees
Geographic Region: South Atlantic



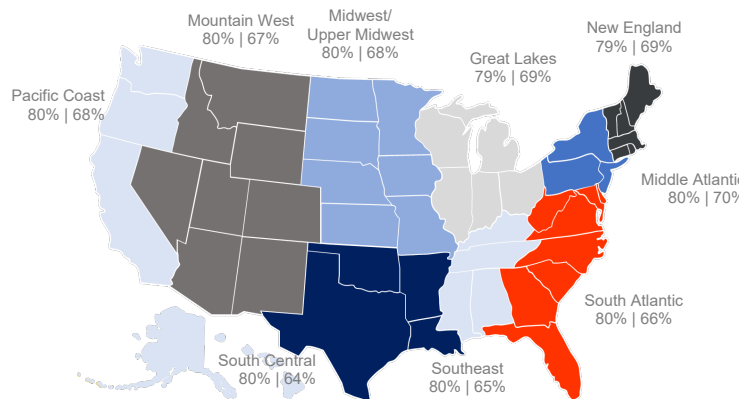
Medical Premium:
Employee Contribution per Month by Employer Size*



*Dollar amounts can vary within this segment depending on metro vs. rural, employee demographics, size, and plan design. Cost includes only the medical component and does not include dental or vision.

Medical Premium:
% Employer Contribution for Single/Family by Region

Industry: Insurance Carriers
Employer Size: 25-49 Employees



Appendix: Key Terms

Medical Benefits

Health Savings Account (HSA): An HSA is a tax-advantaged account designed for individuals with high-deductible health plans to save for medical expenses. Contributions are tax-deductible, and funds can be withdrawn tax-free for qualified medical expenses.

Health Reimbursement Account (HRA): An HRA is an employer-funded account that reimburses employees for qualified medical expenses. Unlike HSAs, HRAs are not owned by employees and are funded solely by the employer.

HDHP/SO (High Deductible Health Plan with Savings Option): This is a health insurance plan with higher deductibles and lower premiums, often paired with a savings option like an HSA or HRA. It's designed to encourage consumers to manage their own health care costs.

POS Health Plan (Point of Service): A POS plan is a hybrid of HMO and PPO plans, requiring a primary care physician for referrals but allowing out-of-network service at a higher cost. It offers a balance of structured, lower-cost care with the flexibility to go outside the network.

Family Aggregate Deductible: This is the total deductible amount that must be paid by a family under a health plan before the insurer starts paying. Once this total amount is met by any combination of family members, full benefits kick in for the entire family.

Family Per-Person Deductible: In this structure, each family member has an individual deductible, and the insurer begins paying once a single member meets their deductible. However, there's usually a family maximum after which the insurer covers all family members.

Prescription Tiers: Prescription tiers categorize medications into different levels of cost, typically with generic drugs being the least expensive (tier 1) and specialty drugs the most (higher tiers). Insurance coverage and out-of-pocket costs vary depending on the drug's tier.

Ancillary Benefits

Short Term Disability – Max Weekly Benefit: The highest weekly amount paid to an employee under short-term disability insurance during the period of disability.

Long Term Disability – Max Monthly Benefits: The maximum monthly payment an employee can receive under long-term disability insurance during a prolonged period of disability.

Life Insurance Flat Dollar Amount vs. Multiple of Earnings: Flat dollar amount is a fixed benefit, while multiple of earnings bases the benefit on a multiple of the employee's salary.

Leave Benefits

Consolidated vs. Non-Consolidated Leave Programs: Consolidated leave programs combine all leave types (sick, vacation, personal) into one pool, while non-consolidated programs separate them into distinct categories. This affects how employees can utilize their time off.

Sick Leave: Sick leave is paid time off provided by employers for employees to use during periods of temporary illness. It ensures employees can recover without losing income.

Most Common Federal Holidays: Widely recognized holidays in the U.S., such as New Year's Day, Independence Day, Thanksgiving, and Christmas.

Flexible Work Schedule: An arrangement that allows employees to set their own working hours within certain limits.

Flexible Workplace: A policy that allows employees to work remotely or from various locations.

Retirement

401K Employer Match Percentage: The percentage of an employee's contribution that an employer adds to their 401K plan, typically up to a certain limit.

Auto-Escalation: A feature in 401K plans that automatically increases the employee's contribution percentage annually.

Auto-Enrollment: A feature where employees are automatically enrolled in a 401K plan, with the option to opt-out.

401K Loans: Allows employees to borrow from their 401K account under certain conditions and repay the amount with interest.

401K Withdrawals: The act of taking money out of a 401K account, which can be subject to taxes and penalties depending on the age and circumstances of the withdrawal.

401K Minimum Age or Service Requirements: The minimum criteria set by an employer for an employee to be eligible to participate in the 401K plan.

Cliff Vesting: A vesting schedule where an employee gains 100% ownership of employer contributions after a specified period of time.

Graded Vesting: A vesting schedule where employee ownership of employer contributions increases gradually over time.

Immediate Vesting: An arrangement where the employee is immediately entitled to 100% ownership of employer contributions to a retirement plan.