

MILLIMAN REPORT

2023 Healthcare Report – Indiana Area

Commissioned by Apex Benefit Group, Inc.

April 7, 2023

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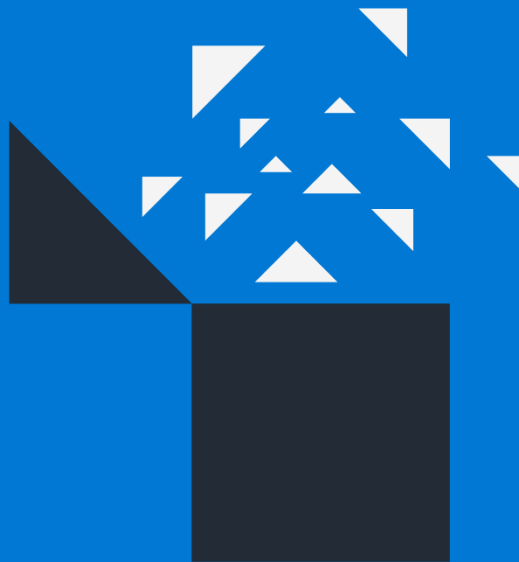


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Executive Summary

This year marks the 21st annual Benefits Benchmarking Survey for Mid-Market Employers. As of March 22, 2023, there are 223 unique employer responses from the Indiana Area, representing 68,116 employees and roughly \$1.0 Billion in healthcare dollars spent. As one of the largest databases of employee benefits information, participants not only have access to their individual entries, but also additional information, which allows for a deeper look into other markets, industry, employer size, and company type.

Our goal is to help employers understand how their benefit offerings and costs compare to those of their peers; ultimately, helping employers attract and retain their most valuable assets – their employees. Additional benchmarking is available beyond what is displayed in this report.

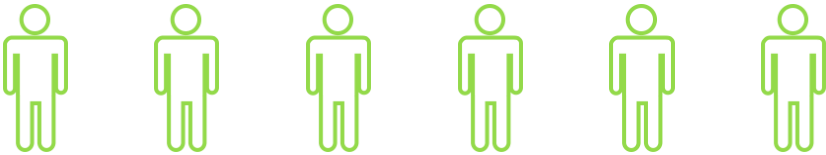
Each year we fine-tune the benchmarking results, and with our expertise as an independent third-party actuarial consulting firm, do our best to provide answers to employers' biggest questions in 2023. Our experience and expertise allow us to show the whole story: past and present. You define the future. We will show you how to get there.

We thank those involved in making the 2023 survey a great success so far!

Milliman

Survey Statistics

2023 National Statistics



390,418

EMPLOYEES REPRESENTED

\$5.0 Billion

HEALTHCARE DOLLARS SPENT



2,485

COMPANIES PARTICIPATING



2023 Indiana Statistics



68,116

EMPLOYEES REPRESENTED

\$1.0 Billion

HEALTHCARE DOLLARS SPENT



223

COMPANIES PARTICIPATING

Organizational Structure

Corporation - Privately Held (LLC)	73%
Corporation - Publicly Held	4%
Partnership (LLP or Other)	1%
Government Organization	22%
Non-Profit Organization	2%
Not-for-Profit Organization	22%
Organized Labor Unions	14%



Industry Break Down (Top 10)

Unknown	84%
31-33 Manufacturing	3%
54 Professional, Scientific, and Technical Services	3%
52 Finance and Insurance	2%
92 Public Administration	2%
61 Educational Services	1%
23 Construction	1%
44-45 Retail Trade	1%
53 Real Estate and Rental and Leasing	1%
56 Administrative and Support and Waste Management	1%



Based on the 2023 Indiana Area survey responses

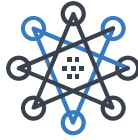
Milliman's Online Tool At Your Fingertips

Benchmarking For Today. Vision For Tomorrow.


You have access to online tools that are intuitive, ease to use, and flexible with extensive drill down capabilities. With these benchmarks in hand, you will be able to design your best benefit plans, understand costs, find new insights into trends, and most importantly, attract and retain key employees.



Over 29,000 employer participants nationwide



Multiple drilldowns available so you can customize your experience



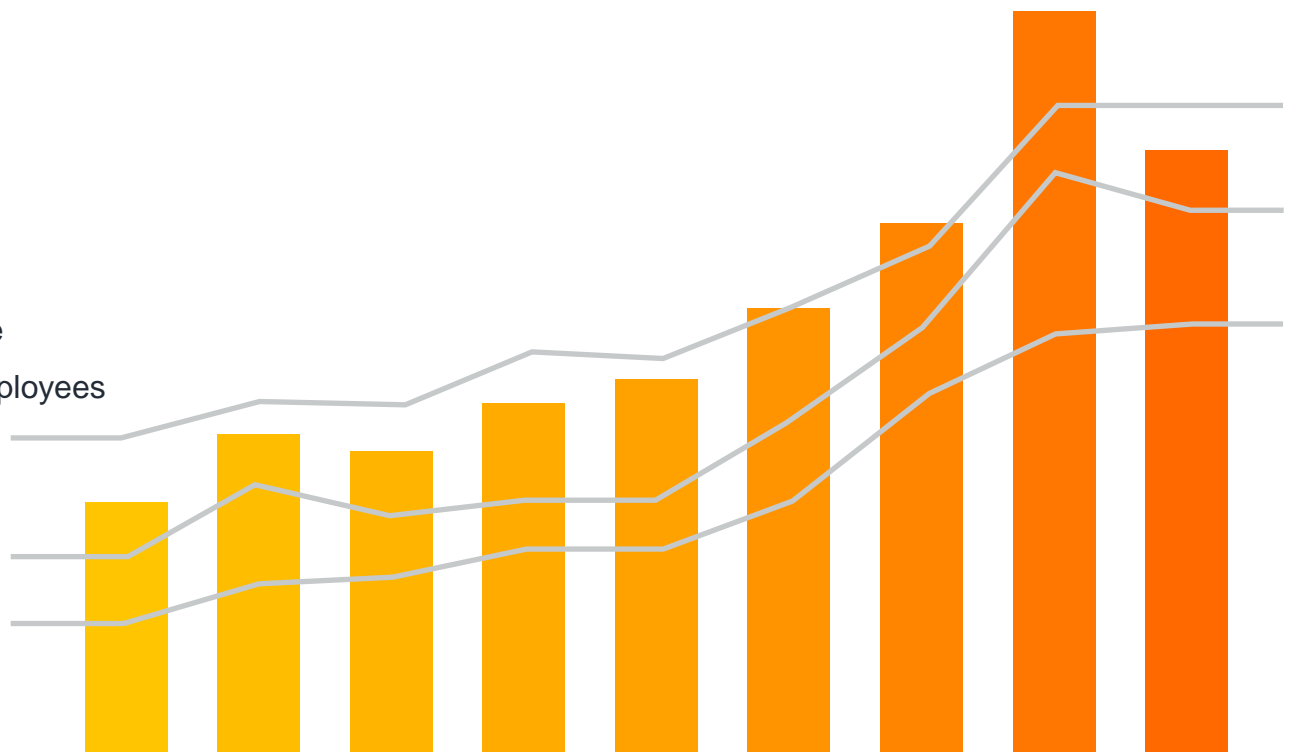
View your results alongside benchmarks within 30 minutes

Milliman Benefits Benchmarking is a comprehensive benchmarking tool covering over 100 data points including deductible, coinsurance, copays, premiums and employee contributions and offers comparison by company type, region, and industry. Milliman Benefits Benchmarking also covers components including dental, ancillary and new trends in benefits.

www.millimanbenchmarking.com

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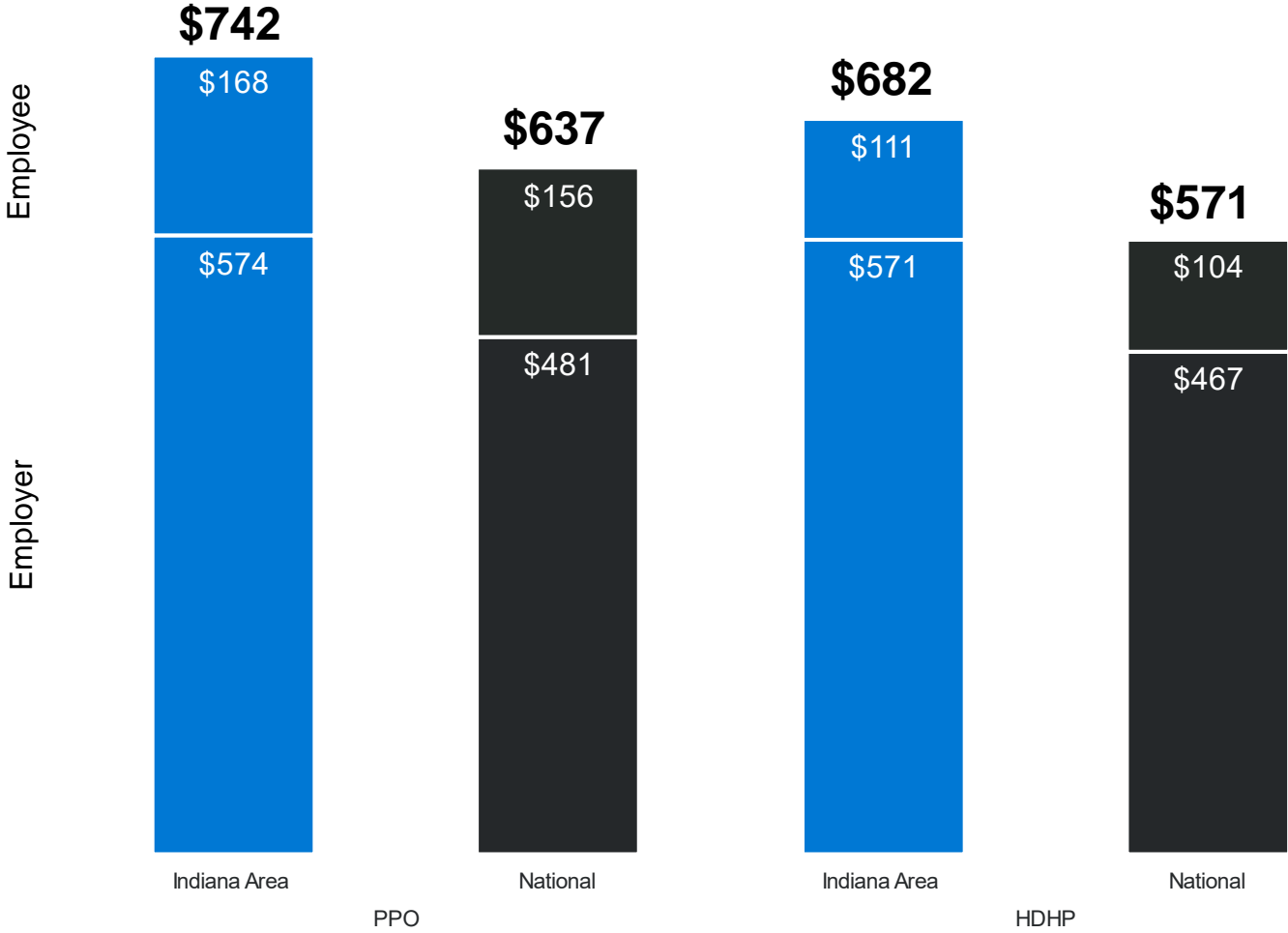
- City
- State
- Industry
- NAICS Code
- Company Type
- Number of Employees



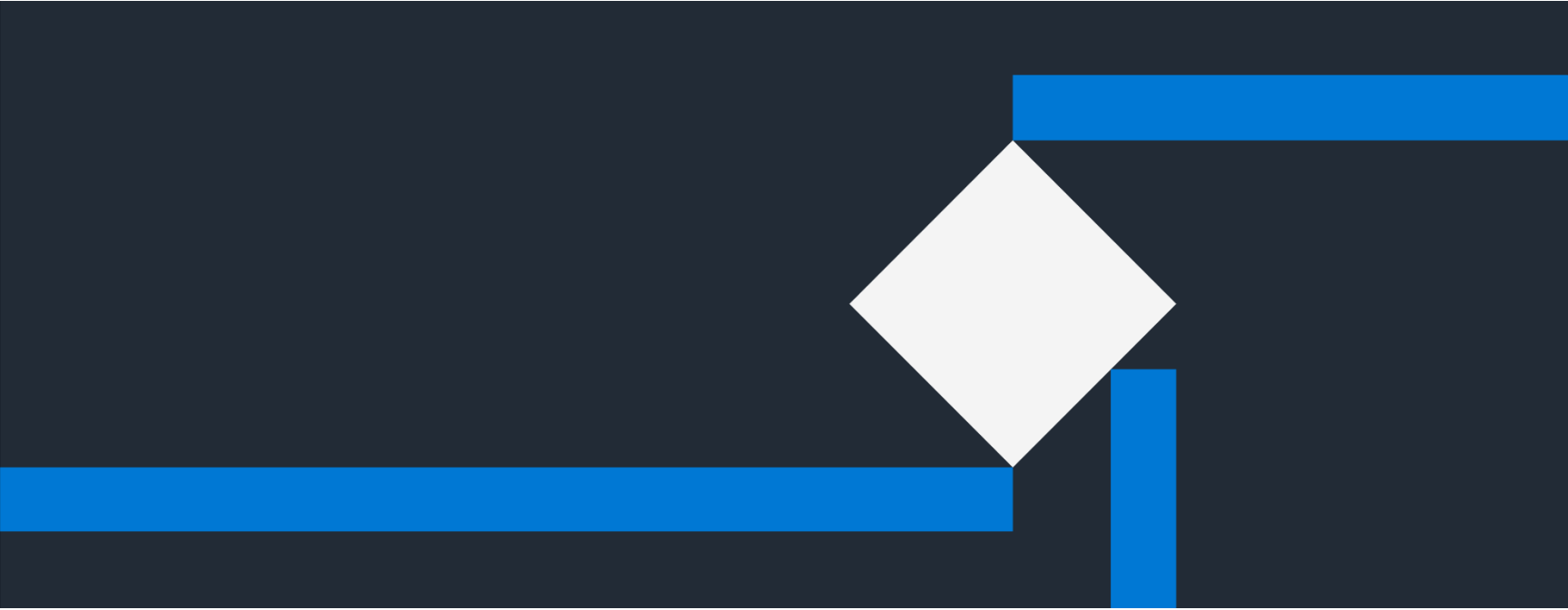
Medical

Premium Rates

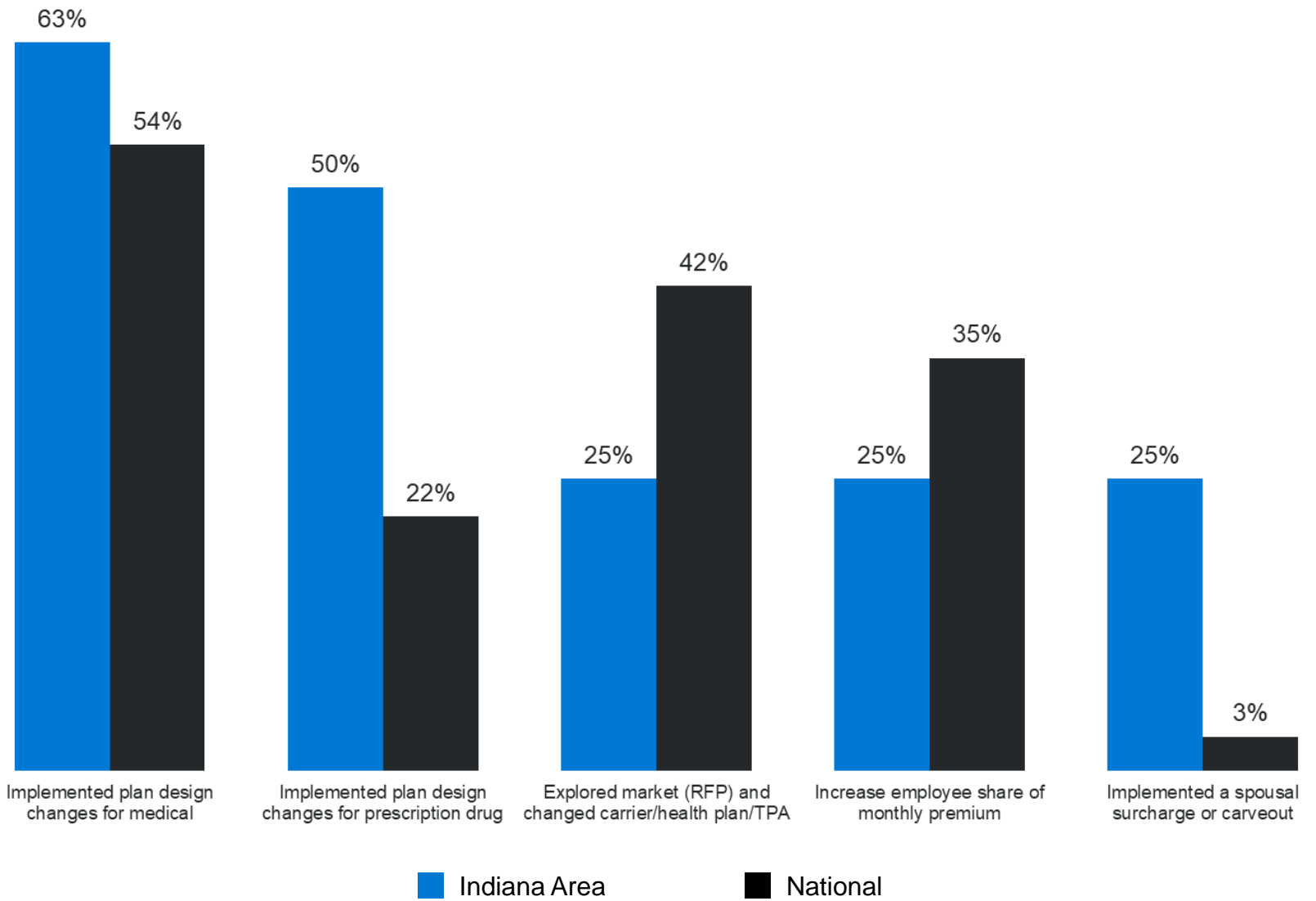
Employee Only



Based on the 2023 Indiana Area survey responses

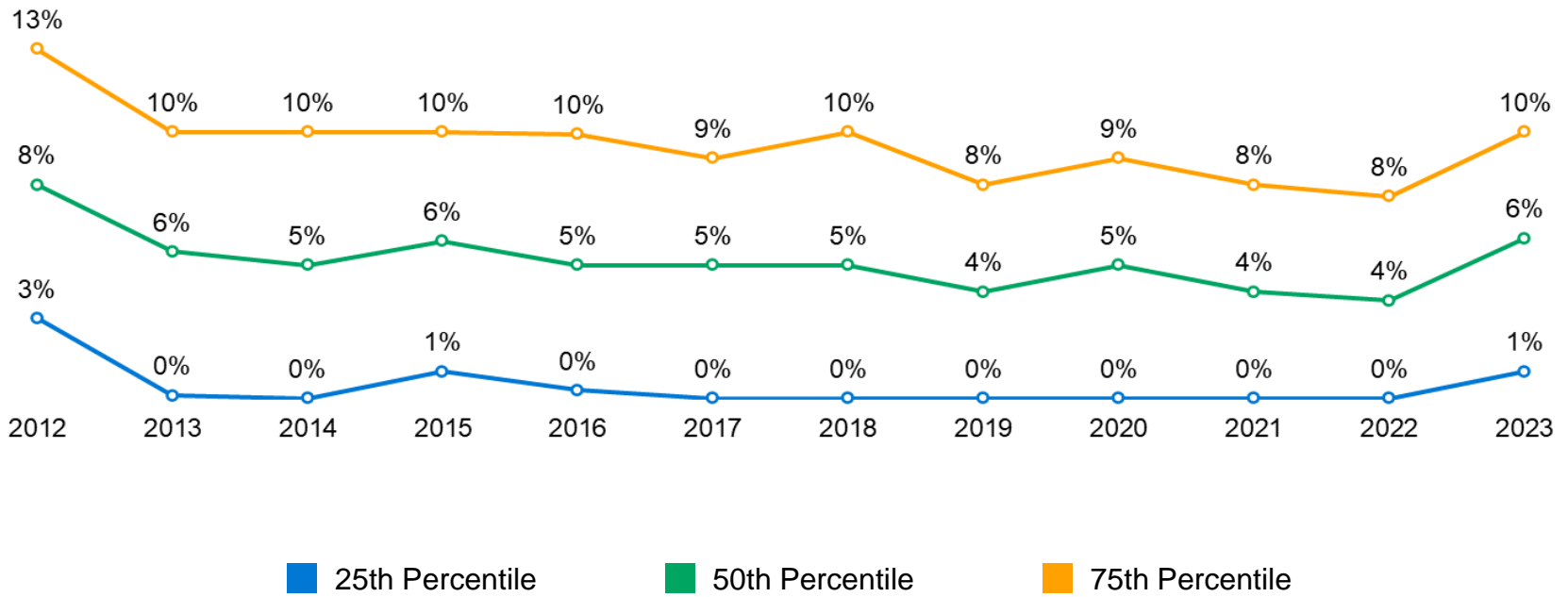


MANAGING COSTS

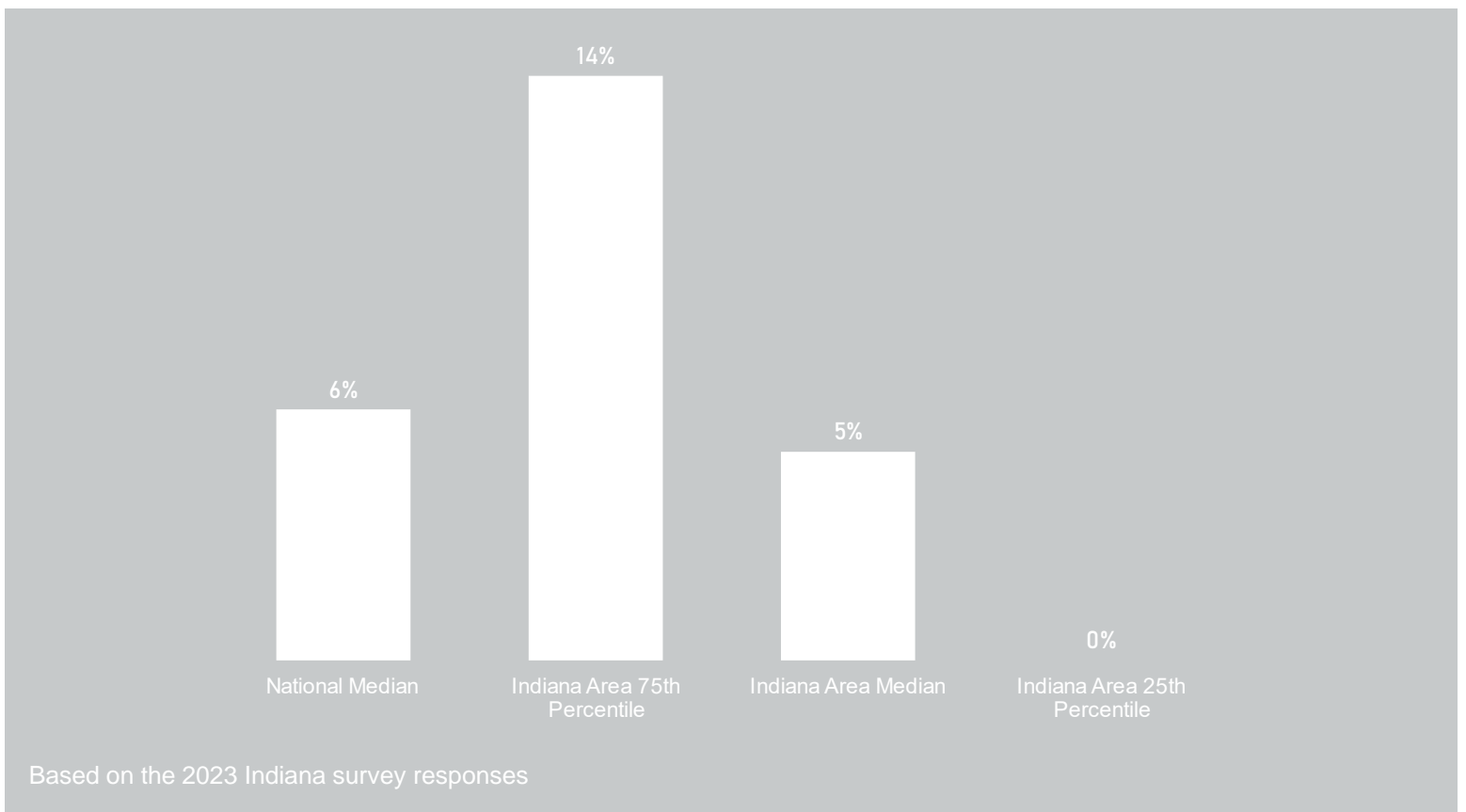


HEALTHCARE INFLATION

(EMPLOYER RENEWAL INCREASE AFTER PLAN DESIGN CHANGES)



Based on 2023 National survey responses



Based on the 2023 Indiana survey responses

Rx Drug Copays

	PPO
Generic	\$10
Form	\$35
Non-form	\$65
Specialty	\$200



35% of medical plans structure their prescription drug benefit as \$ copays (not subject to deductible)

16% of medical plans require mandatory generic drugs

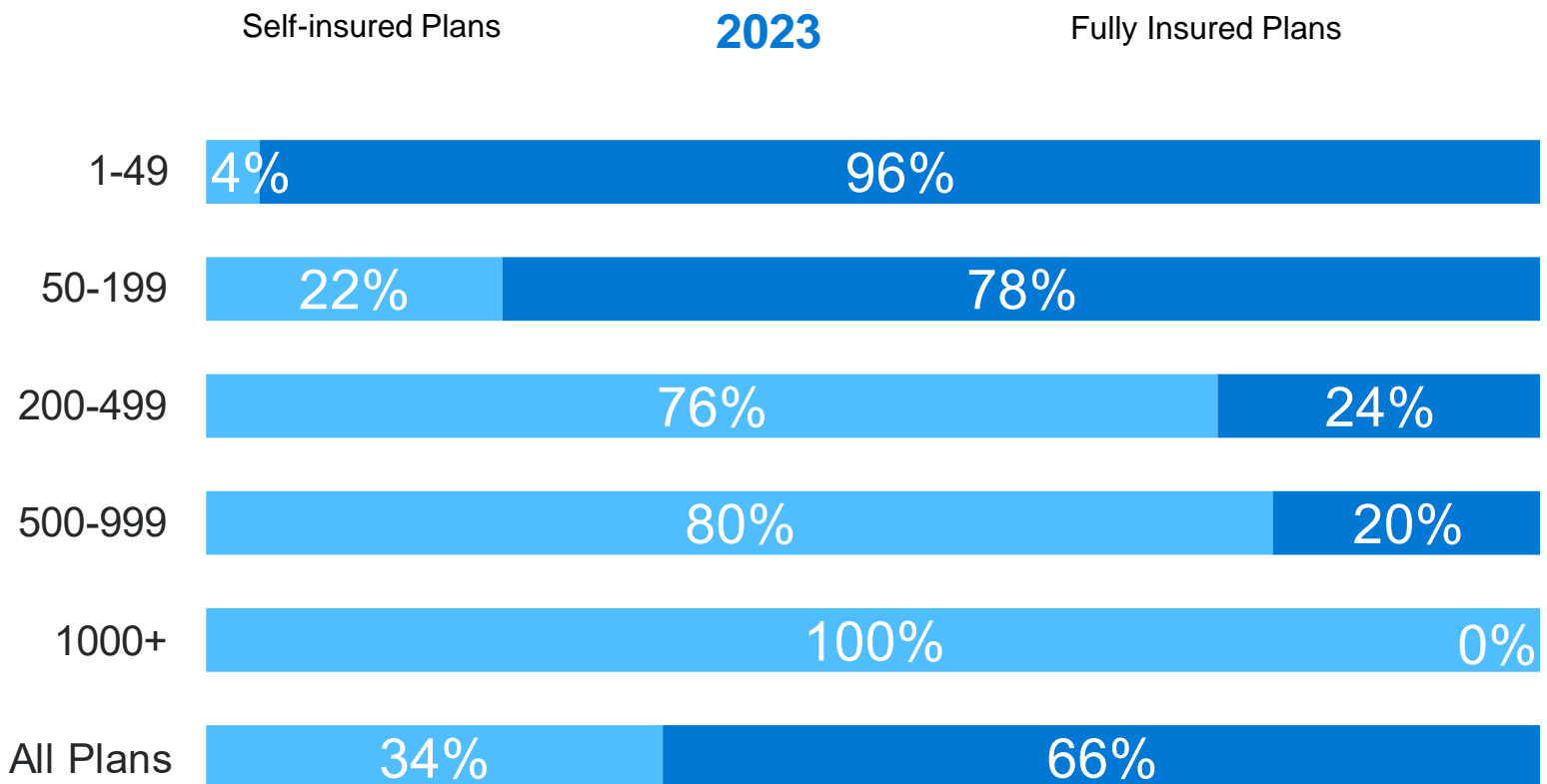
Based on the 2023 Indiana Area survey responses

Price Transparency

With a growing emphasis on price transparency, the healthcare market is one of the few that is a step behind - most do not know they can shop healthcare pricing. Among a few organizations that focus on shedding light onto price transparency, Milliman offers a [price transparency solution](#) for payers and providers through a partnership with Turquoise which details a variety of charges for common procedures in different areas. Another resource for Medicare can be found at Medicare.gov with their Procedure Price Lookup tool. This allows you to see how much a procedure would cost under Medicare. These are two ways to supplement clarity around healthcare costs.

Funding Strategies

Milliman's Self-Insured Feasibility Analysis (SIFA) calculates the cost savings or increase from a self-insured funding arrangement. We take the guess work out of an employer's difficult decision and provide a clear picture of what a funding change will look like for both the short and long term. If you are interested in finding your potential cost savings, contact your Milliman consultant.



Based on the 2023 Indiana Area survey responses

Additional Contribution Strategies

Spousal Carve Out 12%

Spousal Surcharge 4%

\$108 Median Spousal Surcharge Monthly Amount

Smoker Differential \$44

% of Employers Offering 17%

Wellness Differential \$94

% of Employers Offering 13%

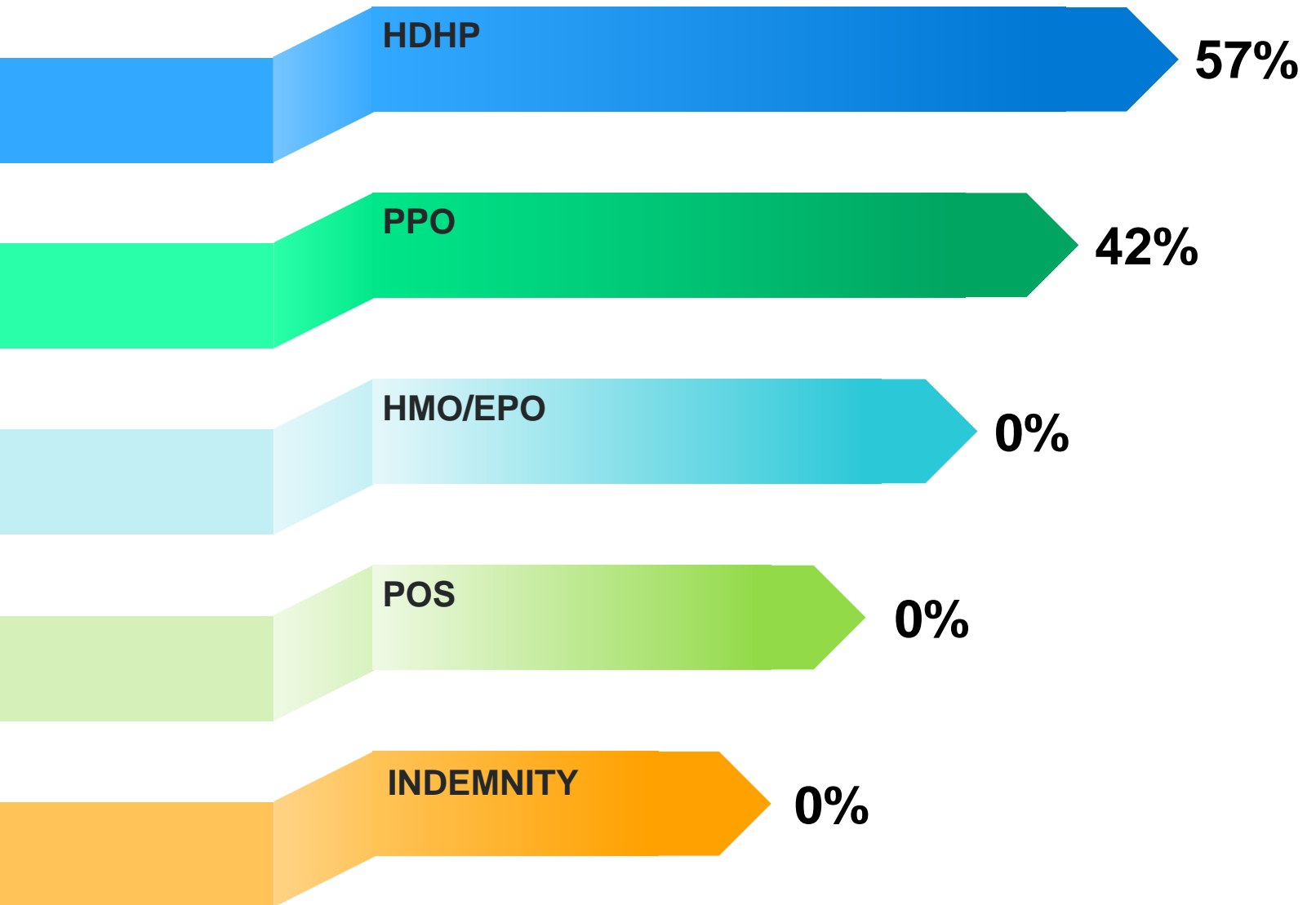
Medical Waiver Credit \$138

% of Employers Offering 4%

Based on the 2023 Indiana Area survey responses



Plan Prevalence



Number Of Plans Offered

49%

1 PLAN

34%

2 PLANS

13%

3 PLANS

4%

4+ PLANS

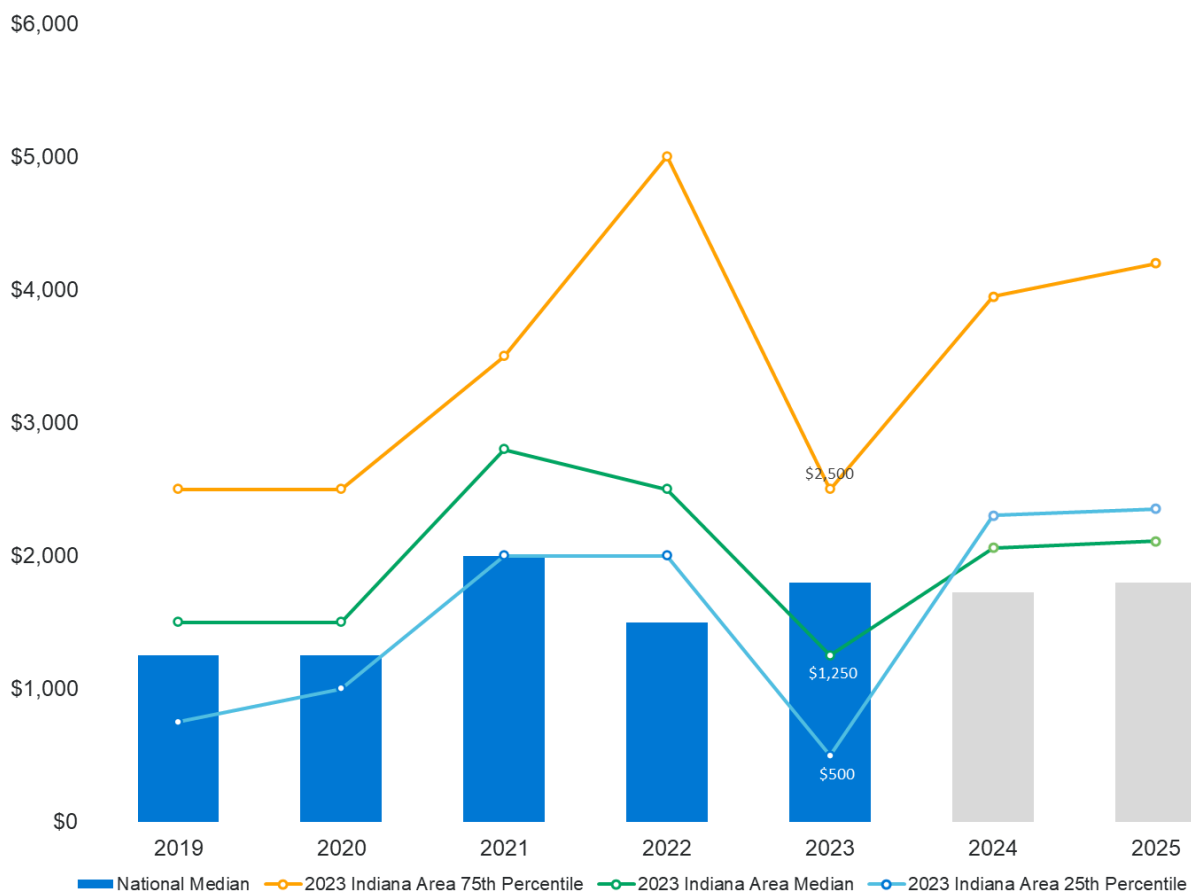
Based on the 2023 Indiana Area survey responses

PPO - Plan Designs

	2023 Indiana Area (In-network/Out-of-network)	2023 National (In-network/Out-of-network)
Deductible	\$1,250/\$4,500	\$1,800/\$4,450
Coinsurance	20%/40%	20%/50%
OOP Max	\$5,000/\$12,000	\$5,850/\$10,250
Office Visit Copay	\$25	\$25
Specialist Copay	\$50	\$25
Rx Copays (retail)	\$10/\$35/\$65/\$200	\$10/\$40/\$70/\$150

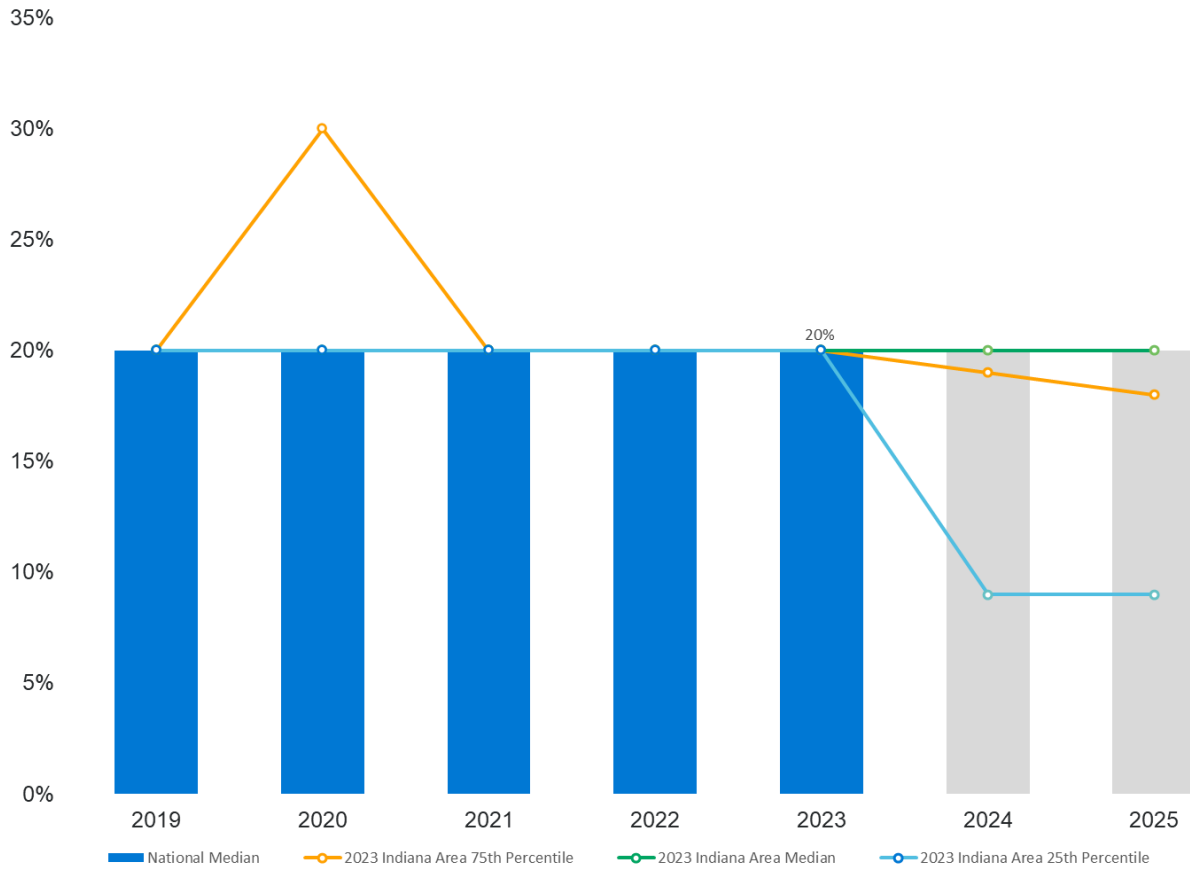
Deductibles and Out of Pocket Maximums are based on single coverage

Deductible

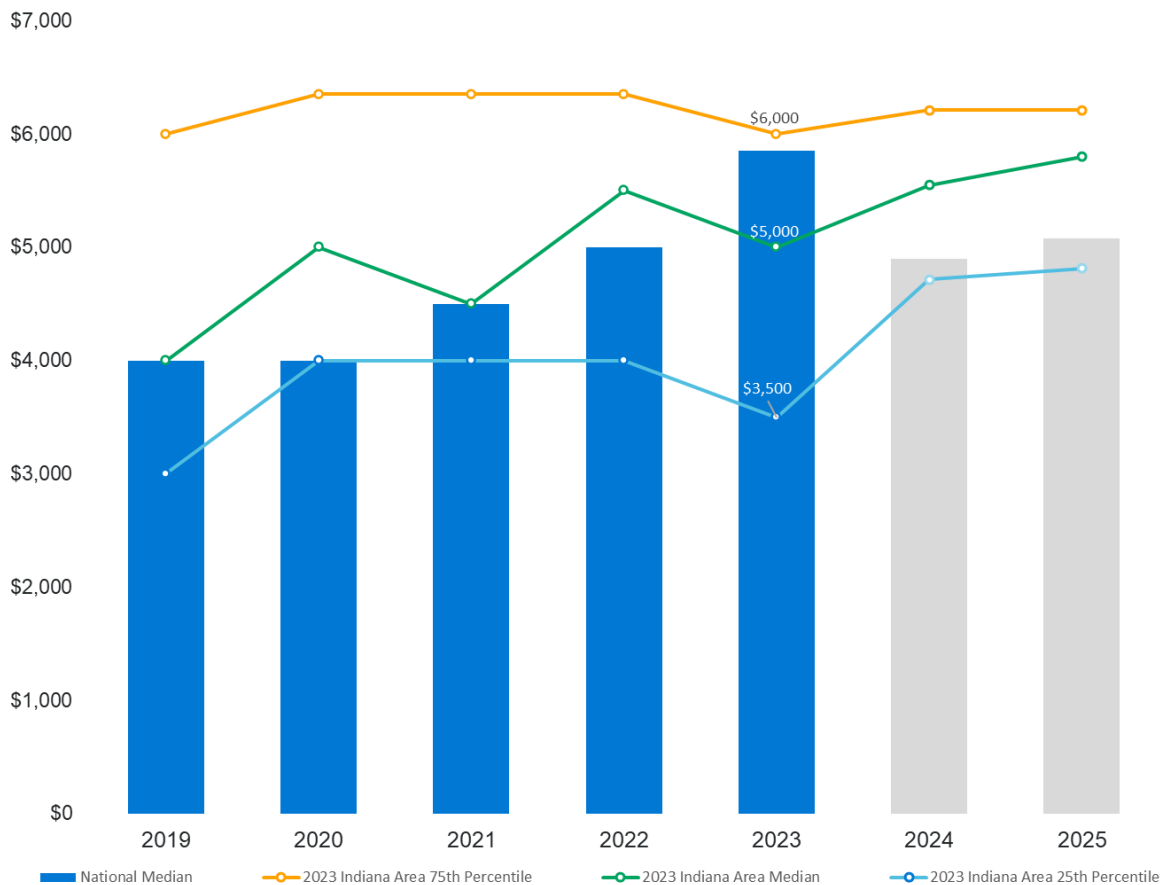


Data is forecasted for 2024 and 2025 based on historical trends

Coinsurance

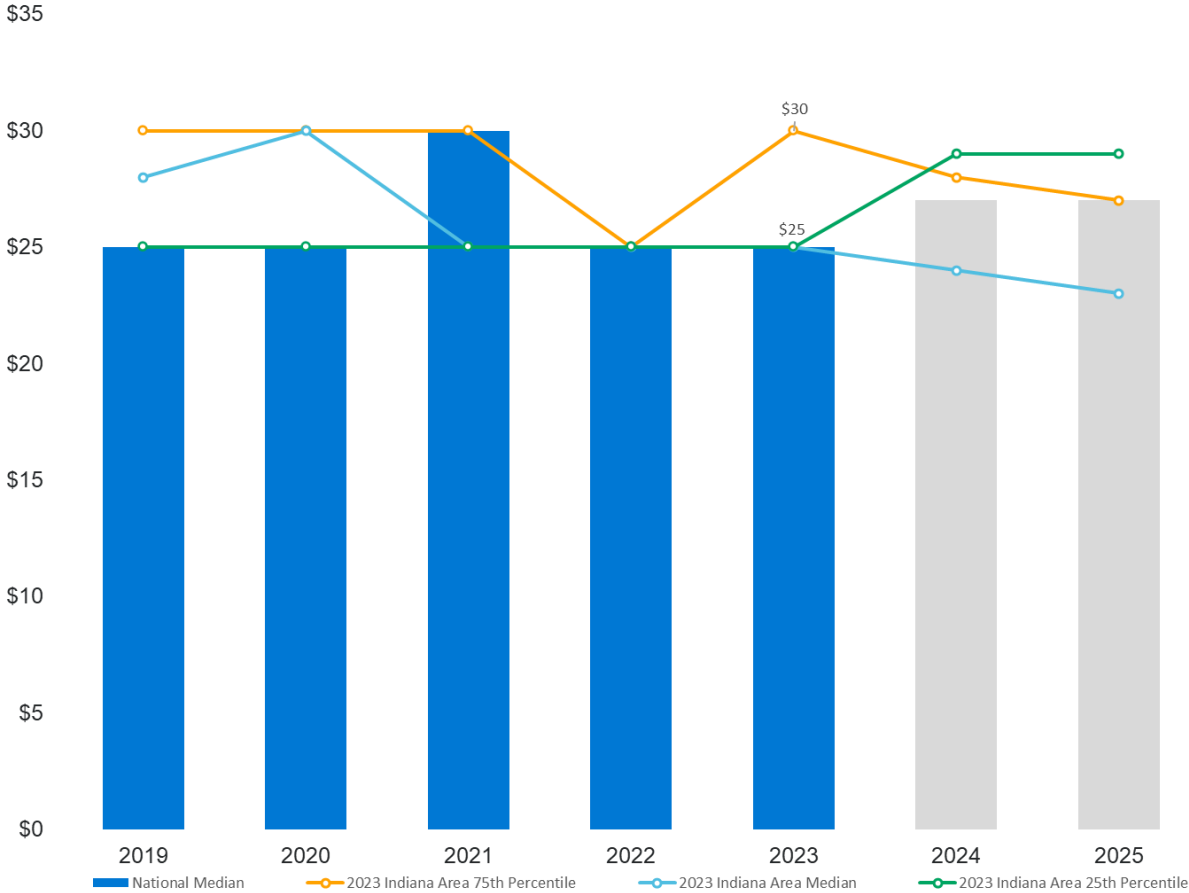


Out-of-pocket Max



Data is forecasted for 2024 and 2025 based on historical trends

Office Visit Copay



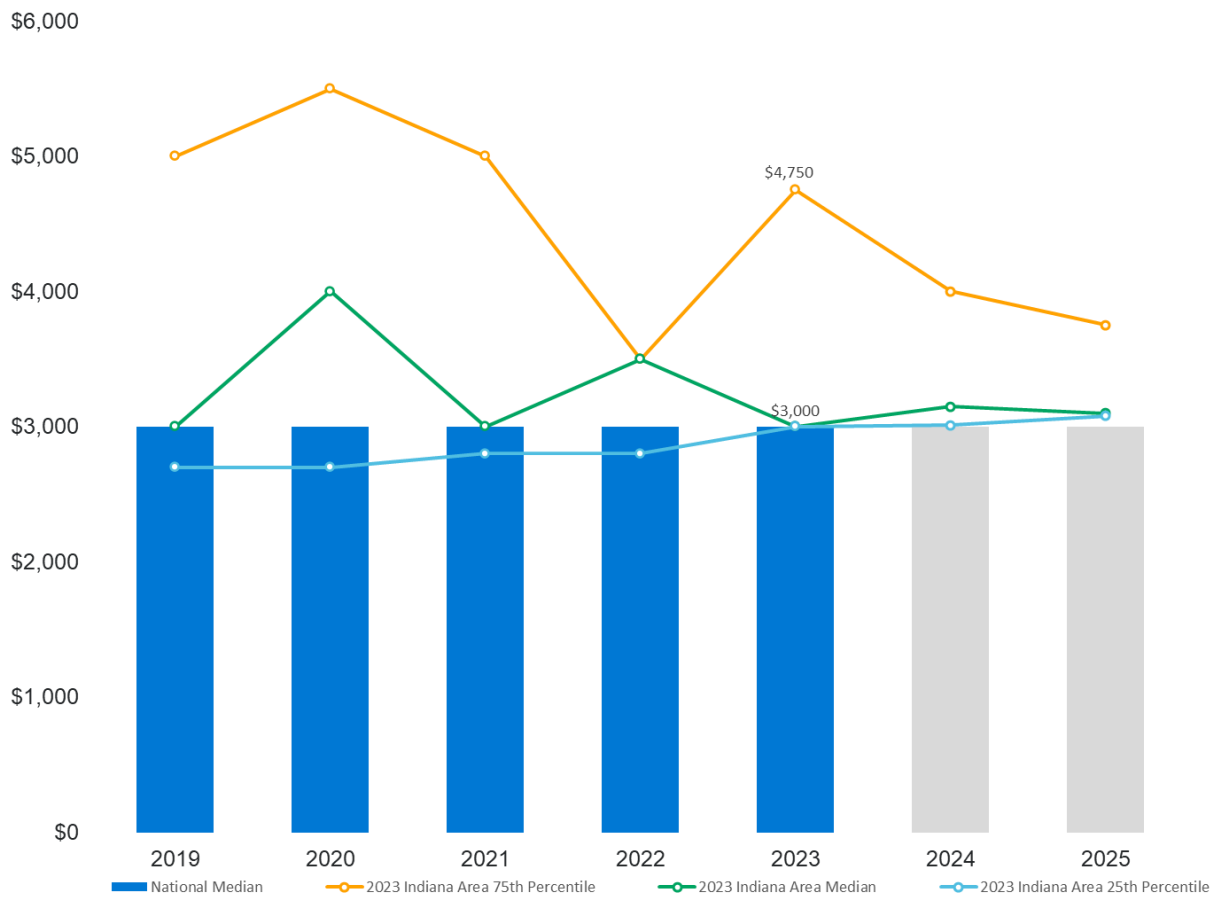
Data is forecasted for 2024 and 2025 based on historical trends

HDHP - Plan Designs

	2023 Indiana Area (In-network/Out-of-network)	2023 National (In-network/Out-of-network)
Deductible	\$3,000/\$8,200	\$3,000/\$6,000
Coinsurance	10%/30%	10%/40%
OOP Max	\$5,550/\$12,000	\$5,250/\$12,000
	Employee Only/Family	Employee Only/Family
Employer Contribution (HSA/HRA)	\$600/\$1,200	\$762/\$1,500

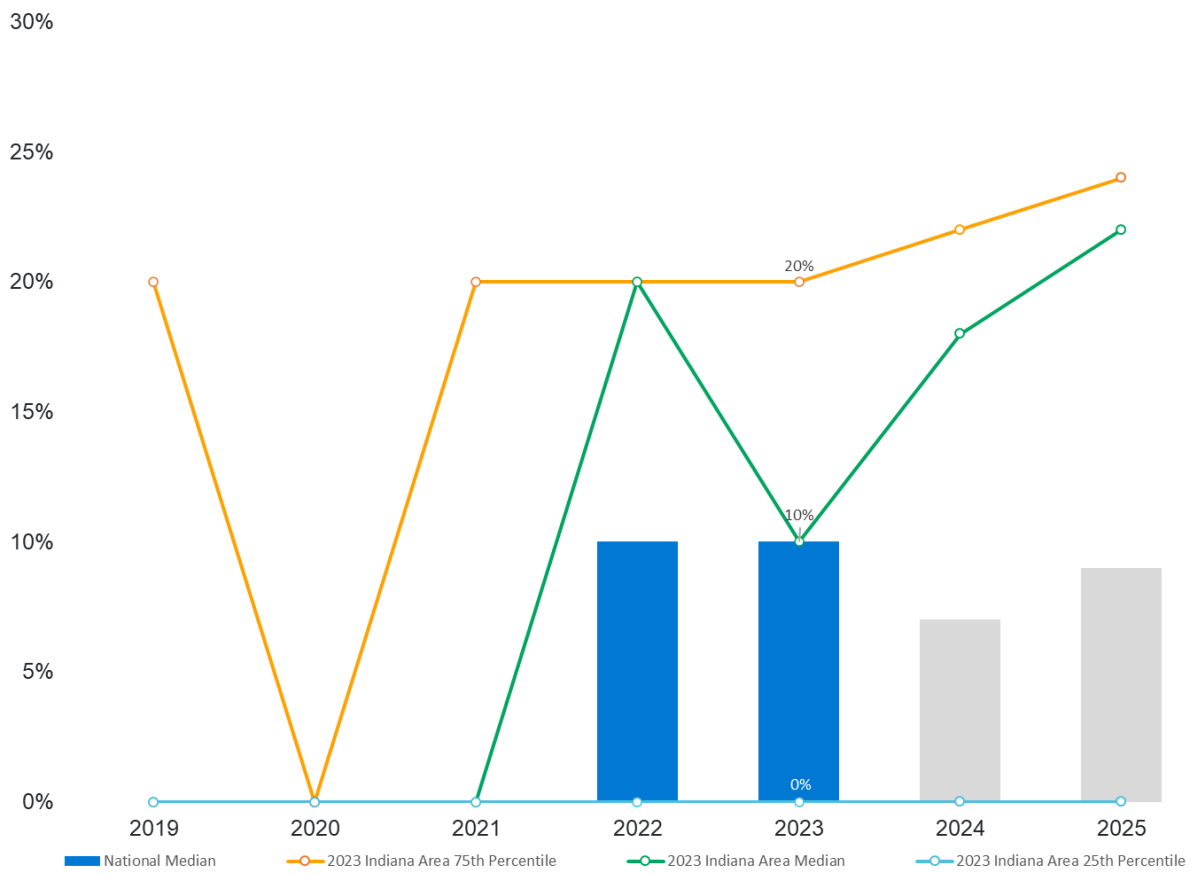
Deductibles and Out of Pocket Maximums are based on single coverage

Deductible

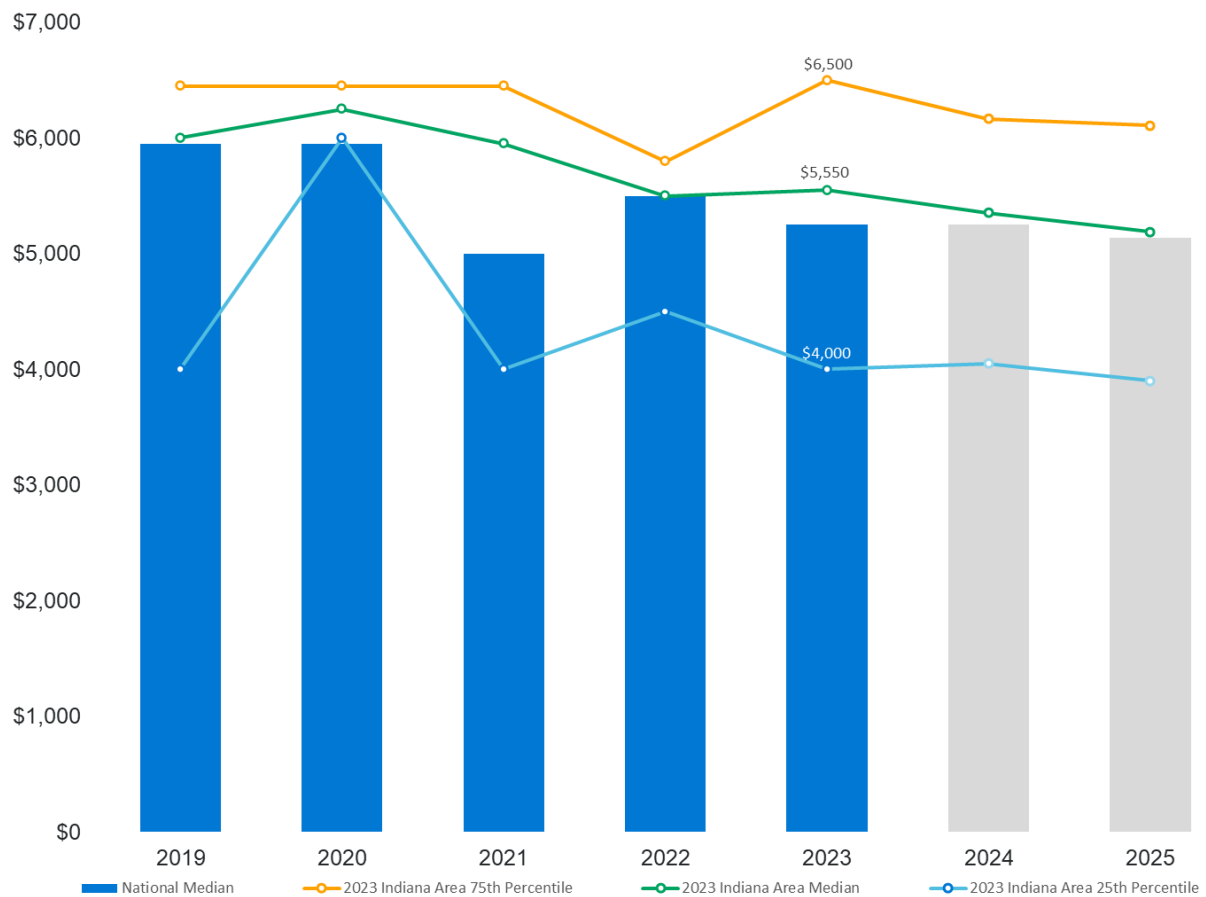


Data is forecasted for 2024 and 2025 based on historical trends

Coinsurance



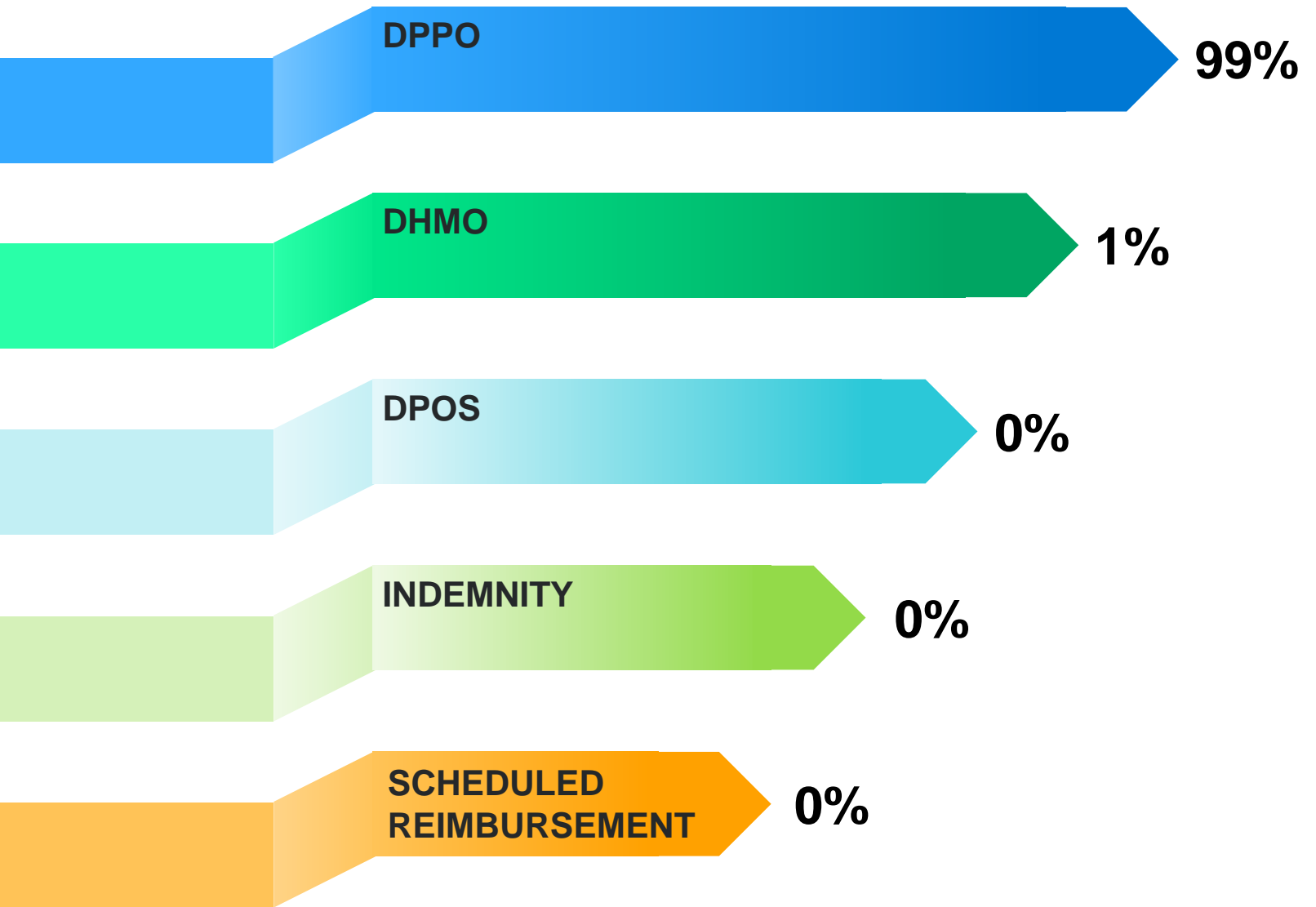
Out-of-pocket Max



Data is forecasted for 2024 and 2025 based on historical trends

Dental

Plan Prevalence



39% of employers offer no coverage

Number Of Plans Offered

81%

1 PLAN

19%

2 PLANS

0%

3 PLANS

Based on the 2023 Indiana Area survey responses

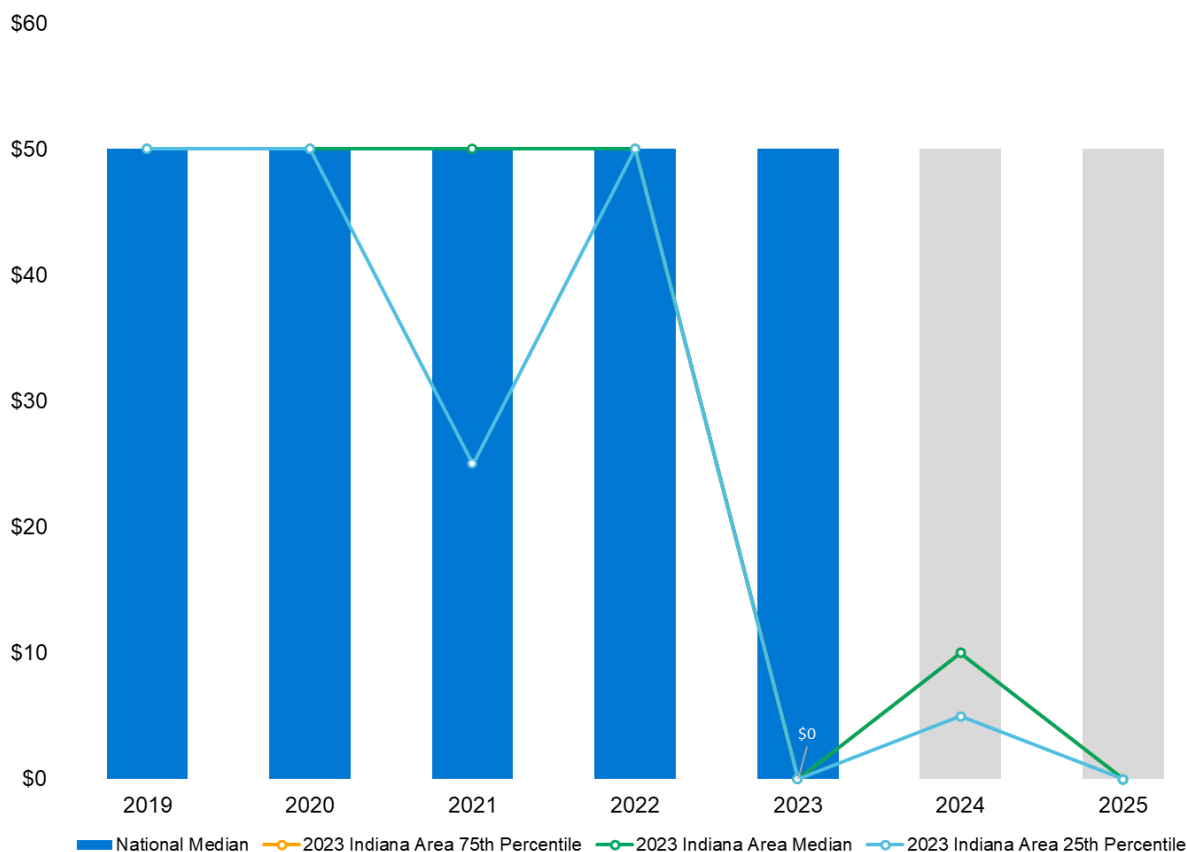
DPPO - Plan Designs

		2023 Indiana Area (In-network/Out-of-network)	2023 National (In-network/Out-of-network)
Deductible		\$0/\$50	\$50/\$50
Coinsurance	Preventative	0%	0%
	Basic	20%	20%
	Major	50%	50%
	Orthodontia	50%	50%
Annual Max		\$1,000/\$1,000	\$1,500/\$1,500
Ortho Max		\$1,000/\$1,000	\$1,000/\$1,200

Deductibles and Out of Pocket Maximums are based on single coverage

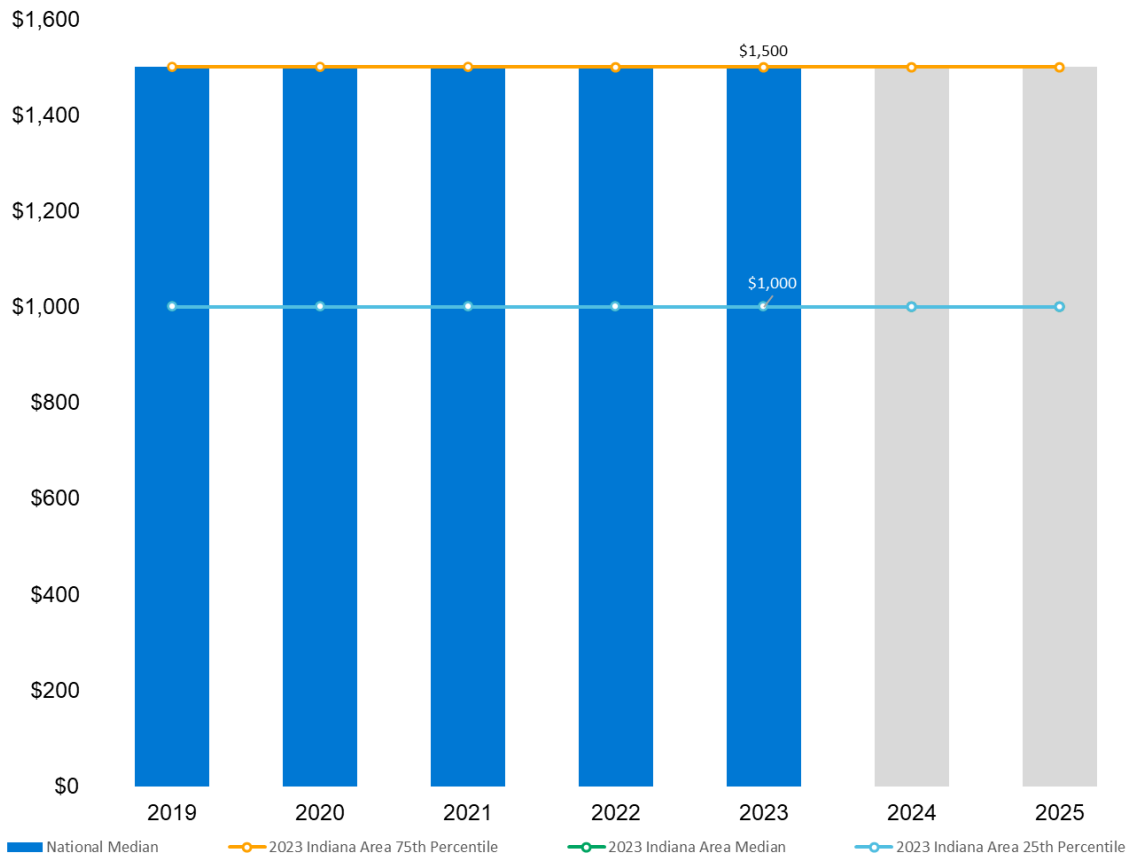
Dental plans have remained fairly constant over the past 5 years in terms of the deductible, annual benefit maximums, and orthodontia maximum. We expect these levels to remain constant.

Deductible

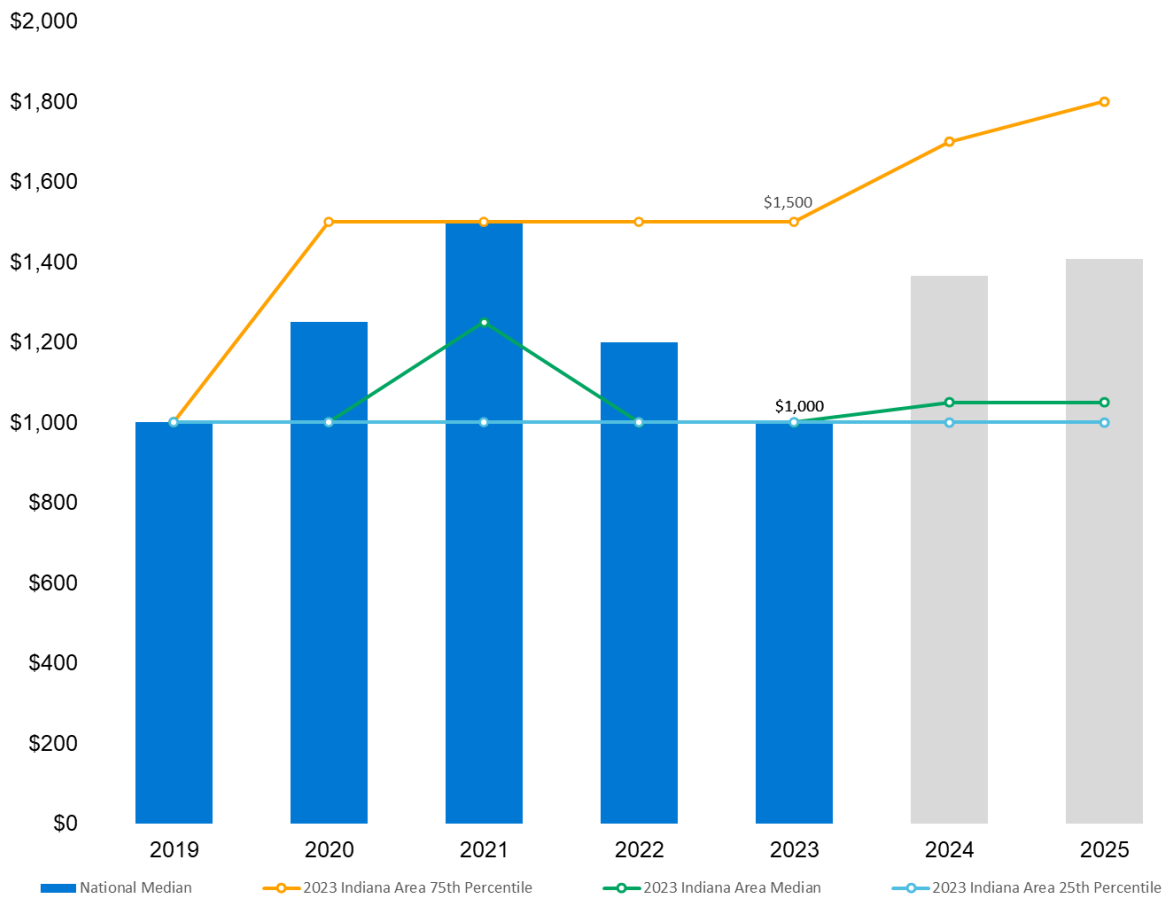


Data is forecasted for 2024 and 2025 based on historical trends

Annual Benefit Max



Ortho Max



Data is forecasted for 2024 and 2025 based on historical trends

Ancillary

Vision Benchmarks

EYE EXAMS

Once every 12 months

\$10

Copay

\$0

Coverage

FRAMES

Once every 24 months

\$130

Copay

\$130

Coverage

LENSES

Once every 12 months

\$20

Copay

\$128

Coverage

CONTACT LENSES

Once every 12 months

\$130

Copay

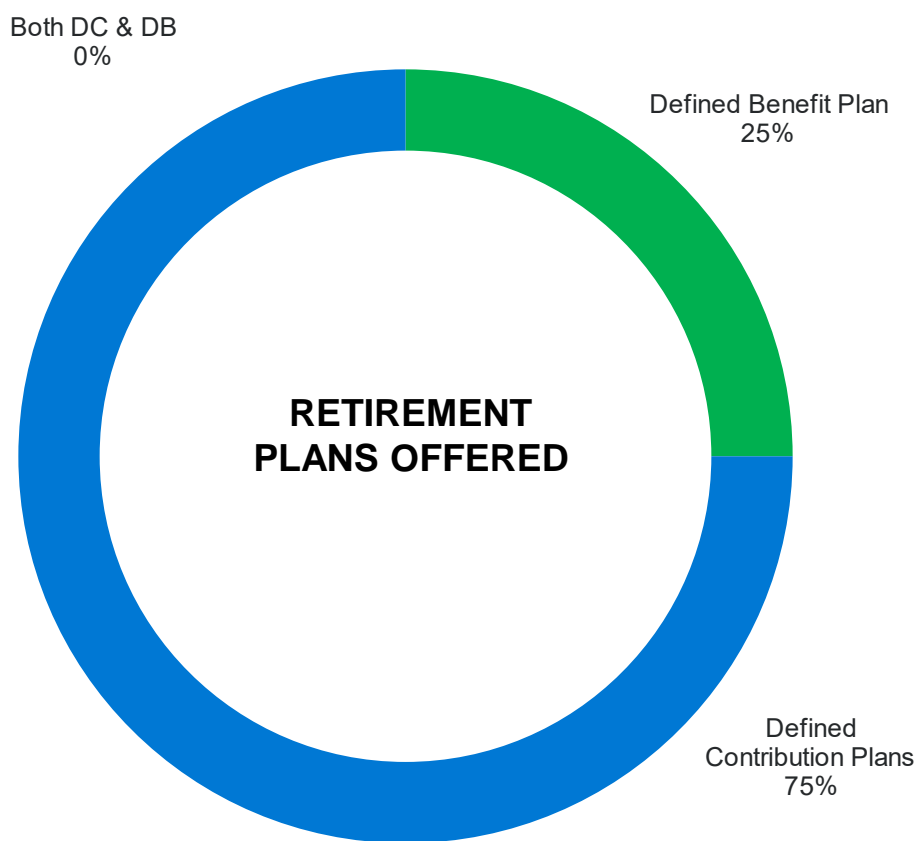
\$130

Coverage

Based on the 2023 Indiana Area survey responses

Retirement

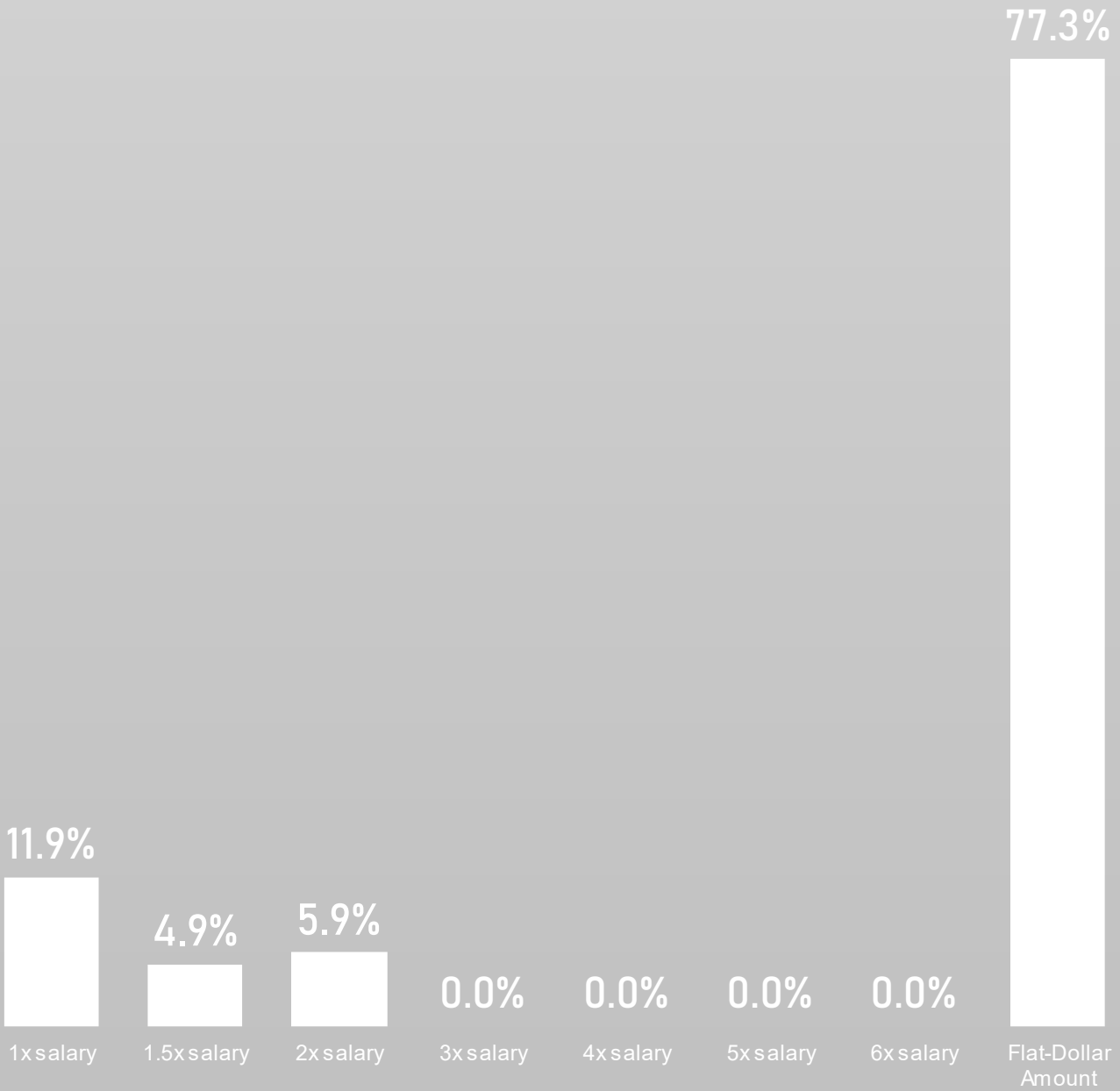
For many years, employer sponsored retirement plans have been shifting toward defined contribution (DC) plans such as 401(k) and 403(b), as opposed to the more traditional defined benefit (DB) plans. More and more, people are starting to save earlier.



Based on the 2023 Indiana Area survey responses

Life

Basic Life insurance benefit levels have remained constant for a number of years with Flat-Dollar amount being the most common and 1x Salary being the second most common.



Basic Life

Based on the 2023 Indiana Area survey responses

Disability

Long-Term

- 60% of salary replaced is offered by 79% of employers
- 100% premium paid is offered by 64% of employers
- 90-day elimination period is offered by 57% of employers

Short-Term Accident & Illness

- 60% of salary replaced is offered by 63% of employers
- 100% premium paid is offered by 71% of employers
- 13-week duration period is offered by 55% of employers

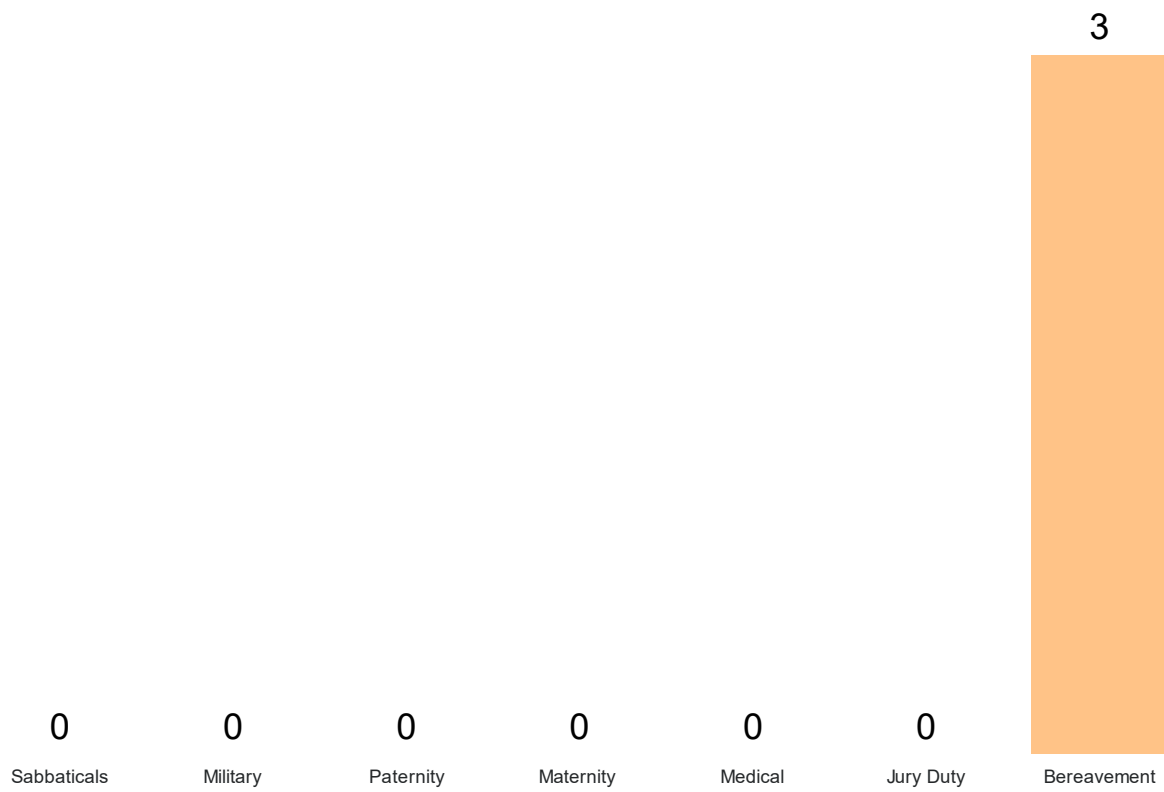
Time Off - PTO Bank Medians



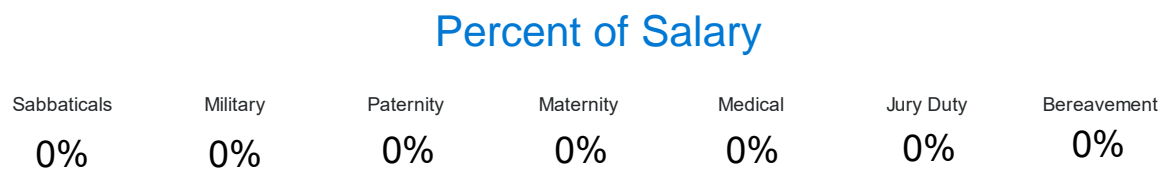
11% of employers offer unlimited PTO

Based on the 2023 Indiana Area survey responses

Leaves Of Absence



Duration (Days)



Percent of Salary

Wellness

Wellness programs are designed to better the health and morale of your employees. As an additional bonus, this creates savings within healthcare costs. Based on those offering nationally, below are the most common wellness programs.

Top 5 Wellness Programs

100%

Employee assistance programs

60%

Wellness newsletters

40%

Web-based resources for healthy living

30%

Flu shots

30%

Smoking cessation programs

*Health club discount/reimbursement, Onsite exercise facilities, and Weight loss programs also are offered by 30% of respondents.

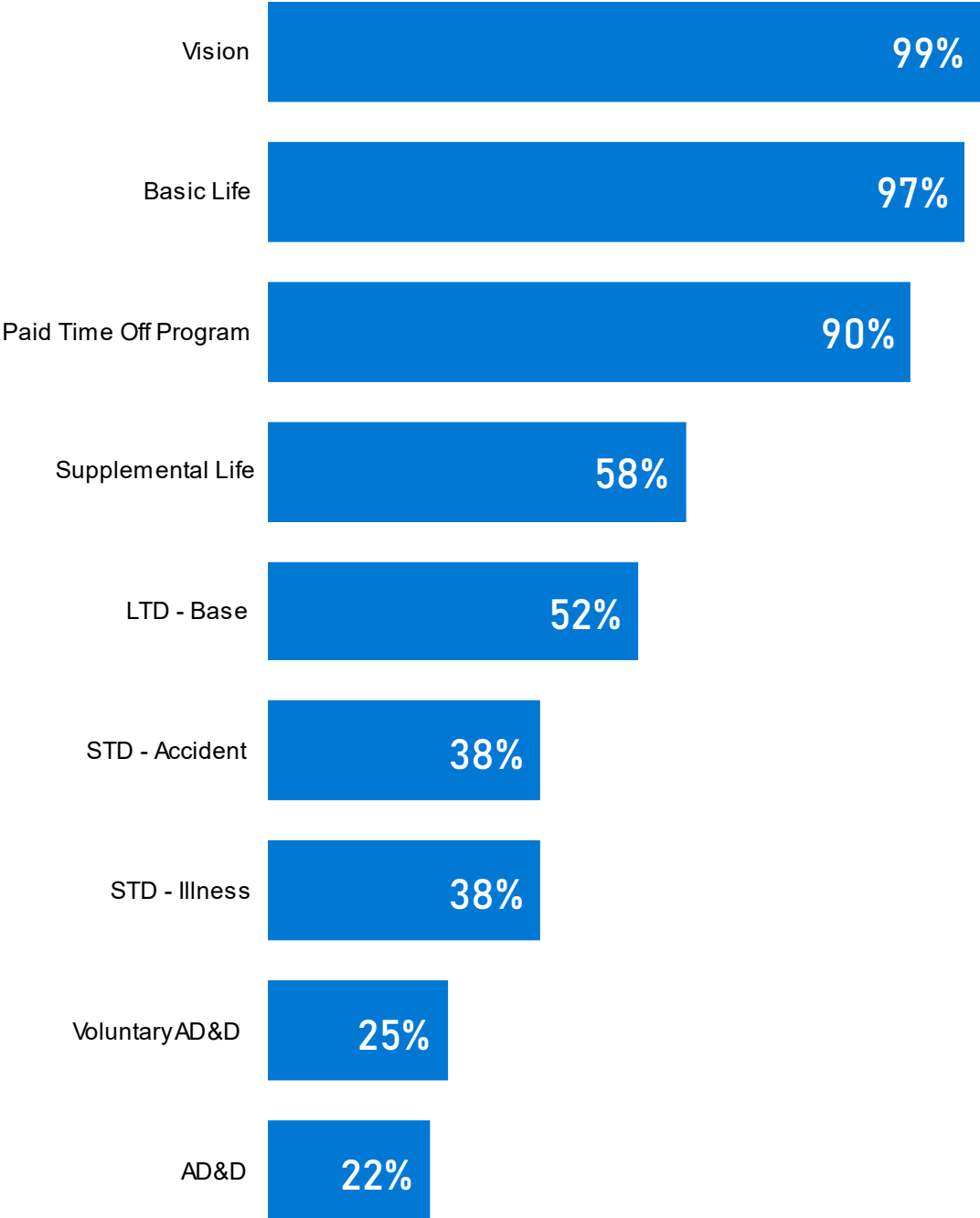
Reasons For Offering Wellness Programs

To improve the health of employees	44%
Reduce absenteeism	11%
Reduce health care costs	0%
Improve employee morale and productivity	0%
Benefits were part of the health plan	0%
Other	0%
Do not offer	45%

Based on the 2023 Indiana Area survey responses

Benefits Provided

Additional benefits come in a variety of forms and are continually evolving to better serve employees. Some companies have taken it upon themselves to offer truly unique perks such as pet-friendly work environments or daily ice cream pints. Below are the percent of employers that offer some of the most common benefits.



Based on the 2023 Indiana Area survey responses

Benefits Provided

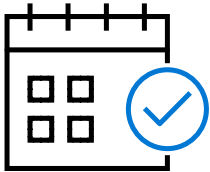
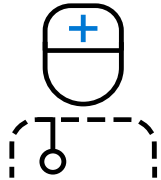
61% On site clinic

21% Free parking

18% Pet insurance

11% Flex time schedule

7% Telecommuting



Telemedicine available through health plan 92%

Casual dress code 33%

Sit-to-stand work stations 8%

Snacks provided 8%

Based on the 2023 Indiana Area survey responses offering the benefits described above

Reliance & Limitations

In performing our analysis, we relied on data collected from employers through an annual survey hosted by Milliman Benefits Benchmarking. This information was provided to us by various sources across the United States. We have neither verified nor audited the accuracy of the data contained in the files. If the underlying data is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete. Where practicable, the data was reviewed for consistency and reasonableness. Due to the nature of any medical block of business, results are highly variable. As such, actual results may vary from the results provided in this report.

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[milliman.com](https://www.milliman.com)

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