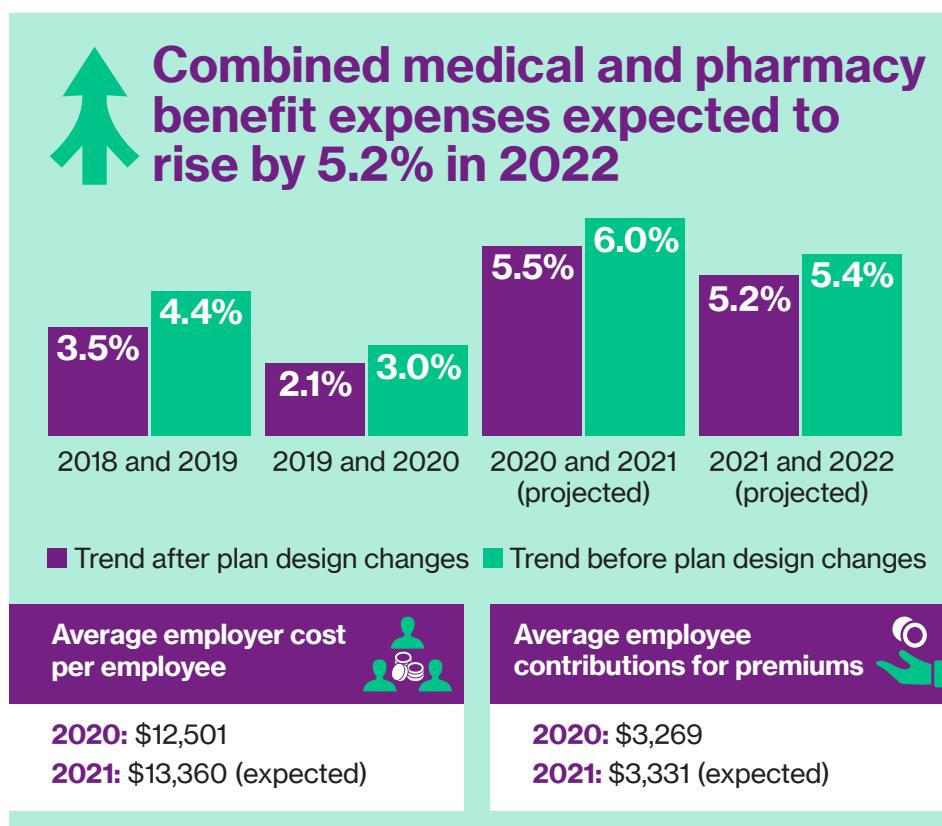


U.S. employers prioritize providing affordable health programs and boosting employee wellbeing



Taking action to address affordability and financial management issues

Contributions and premiums	Today	Planning or considering*
Structure employee contributions based on pay levels or job grades	22%	8%
Use working spousal surcharges when additional employer coverage is available	25%	9%
Network and provider strategies		
Offer a narrow network of higher-quality and/or lower-cost providers	21%	30%
Use centers of excellence within health plans	48%	23%
Offer access to concierge services with integrated care management programs	31%	25%
Offer coverage for tele-behavioral health services	89%	7%

*In next two years



Measures to improve the employee experience around health and wellbeing

	45% integrate wellbeing vendors into the overall employee experience	+37% planning or considering*
	52% enhance the enrollment experience	+34% planning or considering*
	49% add more choices in all benefits	+23% planning or considering*
	50% collect feedback of benefit preferences from employees	+34% planning or considering*

*In next two years

Next steps and considerations

- What changes to benefit designs and employee cost sharing would improve the affordability of health programs for your workforce and specifically for lower-wage employees?
- Are you leveraging network and provider strategies that offer employees access to high-quality, affordable care?
- What steps are you taking to redesign wellbeing programs to have a meaningful impact on employees and their families?
- Are you ready to take action to improve the employee experience by enhancing the enrollment experience, improving choice and better integrating wellbeing vendors?

About the survey. A total of 378 U.S. employers participated in the survey, which was conducted during June and July 2021. Respondents employ 5.9 million workers.

Source: 2021 Best Practices in Health Care Survey

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