



## NEWS RELEASE

### 5th Annual Arizona Employee Benefits Benchmarking Survey

#### Highlights Employers' Emphasis on Consumerism and Cost Control

Scottsdale, AZ, June 5, 2018 – The results of the 5<sup>th</sup> annual Arizona Employee Benefits Benchmarking Survey of mid-size employers (50-5,000 employees), presented today at a seminar held at The Camby, showed that:

- Employers in our state have been early adopters of high deductible health plans which emphasize healthcare consumerism, significantly exceeding the national average.
- For traditional copay plans often referred to as PPO plans, although deductibles and out-of-pocket maximums have increased, coinsurance and doctor office visit copays, on average, have stayed the same in Arizona for five years.
- Arizona employers are more active than the national average in managing the cost of their employee health plans.

This benchmarking survey, conducted by Benefit Commerce Group, a Scottsdale-based employee benefits firm, is in its fifth year of data collection. The survey was developed by one of the world's largest and most respected actuarial firms and is in its 16<sup>th</sup> year nationally.

"In these five years, over 800 Arizona employers have participated in this survey," said Scott Wood, Principal and CEO of Benefit Commerce Group, which hosted the Employee Benefits Benchmarking Results Seminar. "Over 225 people registered for our seminar, many of them Human Resources professionals who are focused on strengthening their benefits programs to attract and retain employees."

"With healthcare being the 2<sup>nd</sup> or 3<sup>rd</sup> highest cost for most employers, this topic also is critical for Chief Financial Officers and CEOs, as they manage their budgets while engaging their employees in their corporate cultures and business objectives," Wood added.

The data available through this survey provides mid-size employers a powerful tool in measuring, developing and maintaining their benefit programs to be valuable to employees and competitive in the marketplace.

"With the economic resurgence that has been occurring in most parts of the country and the lower unemployment rate, Arizona employers are very much interested in how they can design their employee benefits programs to give them a competitive edge," said Johnny Angelone, Principal of Benefit Commerce Group. "With the data from this benchmarking survey, compared to their own current benefit programs, participants can clearly see where they need to enhance their benefits and where they already are strong."

*Arizona employers can continue to participate in this survey through November by visiting the [Benefit Commerce Group website page](#).*

The seminar today featured:

--**Jason Speer, FSA, EA, MAAA, Principal and Consulting Actuary at Milliman**, who presented the survey results.

-- **C. Richard Weylman, CSP, CPAE, an international best-selling author and business consultant, chairman of Weylman Consulting Group**, presented *How to Create a Culture that Sets Your Organization Apart*, which was filled with actionable strategies and keen insights.

Over 320 Arizona employers have completed this year's benchmarking survey to-date, and that number is expected to increase in the next several months. The survey currently represents more than 175,000 employees at companies and organizations throughout Arizona with \$1.7 billion in total healthcare dollars spent.

Each employer that completes the survey receives an Individual Custom Report, comparing key components of its employee benefits against the other Arizona employers in the survey and against national medians of thousands of employers. In addition, employers receive a comprehensive summary of Arizona data.

### **Deeper dive, online interactive review by industry, size and location now available**

"Our survey output for participating employers also provides an online analysis that shows how their benefits compare to others in Arizona, the nation, their specific industry, city, size and other customizable benchmarks," said Chris Hogan, President of Benefit Commerce Group. "This interactive customized comparison is information these employers cannot get elsewhere, and it can show them how they can adjust their benefits and costs to be even more competitive."

### **HDHPs & cost control measures**

High deductible health plans (HDHPs, also known as consumer-driven health plans, CDHPs) are rapidly growing nationally as more employers offer them.

The use of HDHPs among mid-size Arizona employers that participated in this survey increased this year to 74 percent, compared to the national average of 63 percent.

Arizona mid-size employers also were shown to be very active in managing their medical plan costs, utilizing the following techniques at a higher percentage than the national average:

- Implemented medical plan design changes (34 percent, compared to 18% nationally)
- Increased employee share of monthly premium (26 percent, compared to 15% nationally)
- Explored the market and changed carrier, health plan and or third party administrator (17 percent, compared to 9% nationally)
- Implemented plan design changes for prescription drugs (15 percent, compared to 8% nationally)
- Implemented wellness program discounts (6 percent, compared to 2% nationally)

### **Richard Weylman's presentation – To set your organization apart**

The author of three international best-selling books, C. Richard Weylman has been called "brilliant" in his insights and presentations.

Weylman's clients range from the American Cancer Society, to Bank of America and Merrill Lynch, to Gulf Stream Aerospace and John Deere, to the Minnesota Vikings who have moved from 17th in NFL revenue to 7th in one year.

Just as employers use their employee benefits programs to set them apart from the competition, Weylman explained how to establish an organizational culture that is unique and that helps motivate employees and

customers. In his presentation at today's seminar, he explained strategies and insights on creating vision and culture that focuses on what customers want and need.

*For more information about the Arizona Employee Benefits Benchmarking Survey or the survey results, contact Benefit Commerce Group at 480-515-5010 or [info@benefitcommerce.com](mailto:info@benefitcommerce.com) or visit the website: [www.benefitcommerce.com](http://www.benefitcommerce.com).*

## **ABOUT Benefit Commerce Group**

Benefit Commerce Group is a progressive and results-driven employee benefits consulting firm that is changing the health care cost paradigm, one company at a time, and making life easier and better for HR teams. Benefit Commerce helps companies striving to control one of their highest expense items: employee benefits costs. We provide employers with sustainable strategies to lower health plan costs first-year and long-term. We are not your typical benefits firm, and we are not offering typical cost-shifting techniques. Our strategies yield real savings for both employer and employee and also integrate meaningful consumer-focused employee health and wellness programs. Our technology enhancements also set us apart, as we offer methods to streamline HR functions from enrollment through ongoing employee communication and administration. Through our proven programs, Benefit Commerce Group has helped our clients receive recognition from the Phoenix Business Journal's "Healthiest Employers" program, the Wellness Council of Arizona and The Institute for HealthCare Consumerism. Clients have received over 140 awards in the past four years. The company conducts an annual Arizona Employee Benefits Benchmarking survey for mid-size employers across the state. The success of our strategies is illustrated by our Inc. 5000 listing each year since 2015, a three-time honoree among the fastest-growing private companies in America. Principals of the firm include Scott Wood, Johnny Angelone and Chris Hogan. For more information on Benefit Commerce Group, call us at 480-515-5010 or visit our website <https://benefitcommerce.com/>.

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