



## SMALL BUSINESS HEALTHCARE: HOW EMPLOYEES ARE FARING



## SMALL BUSINESS HEALTHCARE

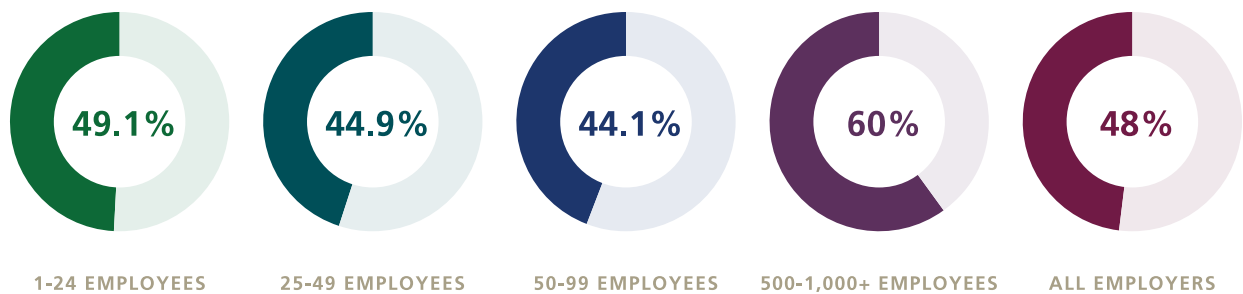


Conventional wisdom says small businesses in the U.S. don't offer competitive healthcare benefits compared to larger employers. While employers with 500 to 1,000 or more employees may indeed offer better coverage (lower copays, deductibles, in-network out-of-pocket maximums, and monthly premiums), the United Benefit Advisors (UBA) Health Plan Survey finds that when compared to all employers nationwide, small businesses are indeed keeping up with average benefits—at much lower costs. The downside for employees working at these small businesses is that they must shoulder a much greater portion of the monthly premiums, especially for families.

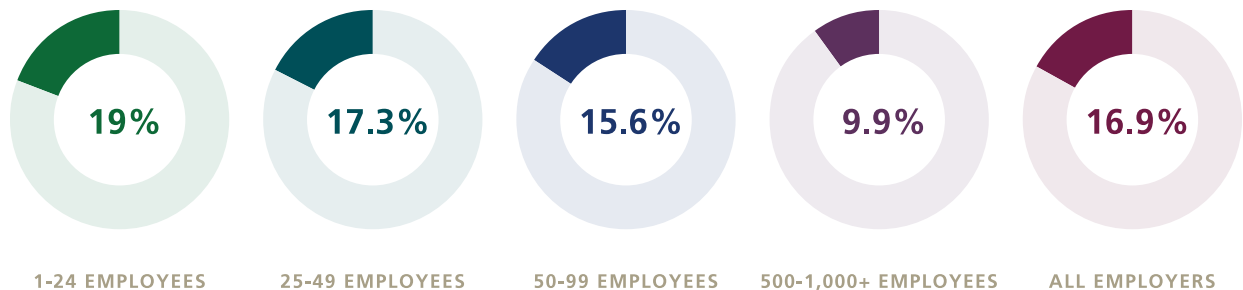
## TYPE OF PLANS OFFERED BY SMALL BUSINESS

Like other average employers, small businesses are primarily offering preferred provider organization (PPO) plans, though in some cases they are migrating more rapidly to HMO and consumer-directed health plans (CDHPs).

### EMPLOYERS PRIMARILY OFFERING PPO PLANS



### EMPLOYERS PRIMARILY OFFERING HMO PLANS



### EMPLOYERS PRIMARILY OFFERING CDHP PLANS



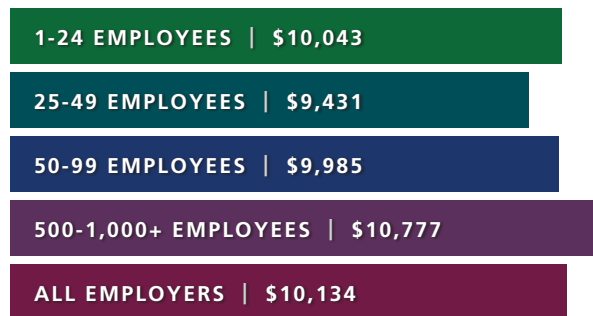




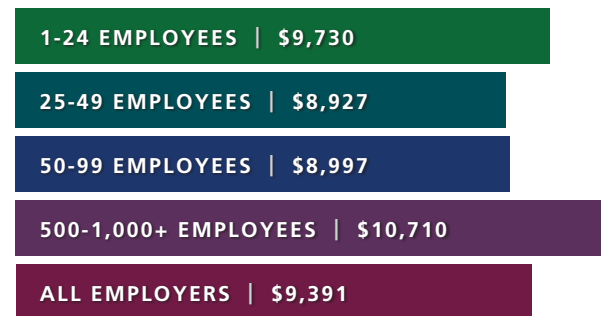
## SMALL BUSINESSES OFFER LOWER COST PLANS

*When looking at average annual cost per employee, small businesses actually cut a better deal even compared to their largest counterparts—their costs are generally below average—and not just because they are more apt to offer lower cost HMO and CDHP plans. (Keep in mind that relief such as grandmothers and the PACE Act helped many of these small groups stay in pre-ACA plans at better rates, unlike their larger counterparts.)*

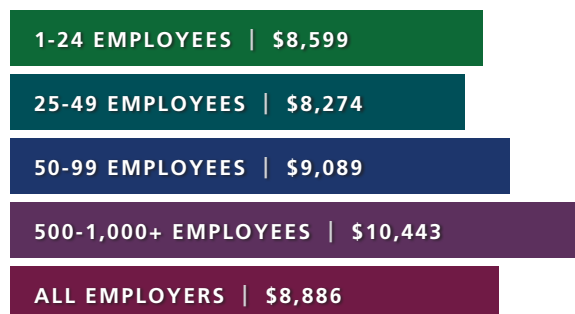
### PPO PLAN AVERAGE ANNUAL COST PER EMPLOYEE



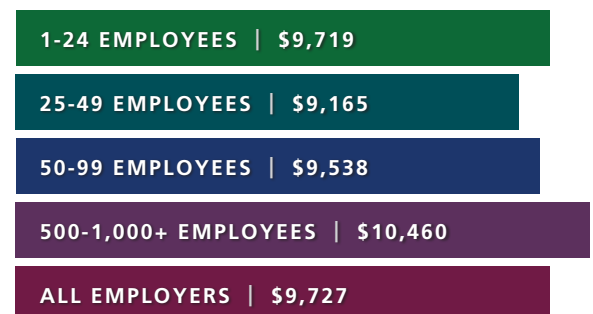
### CDHP PLAN AVERAGE ANNUAL COST PER EMPLOYEE



### HMO PLAN AVERAGE ANNUAL COST PER EMPLOYEE

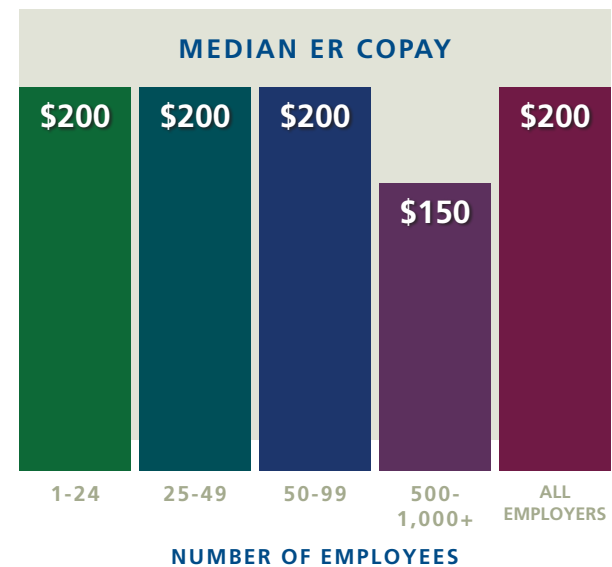
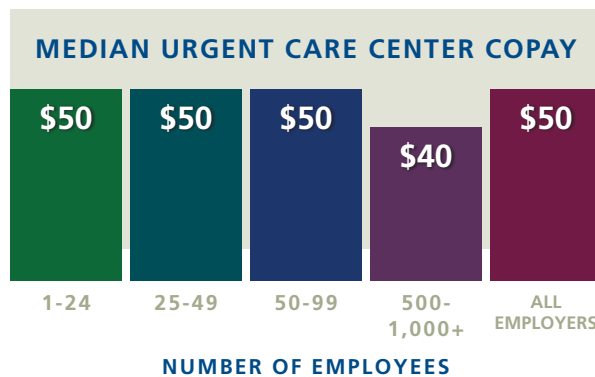
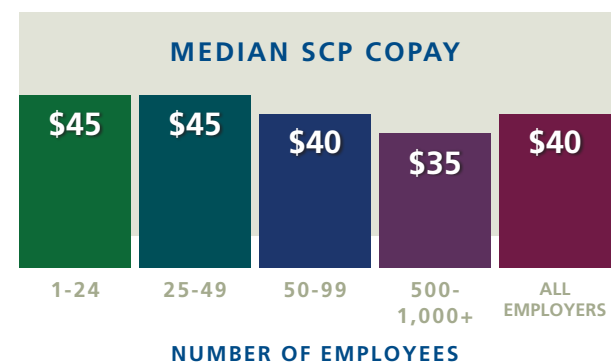
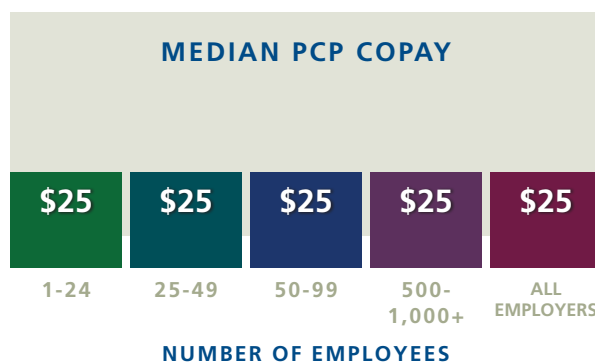


### AVERAGE ANNUAL COST PER EMPLOYEE (ALL PLANS)



## SMALL BUSINESSES ARE COMPETITIVE

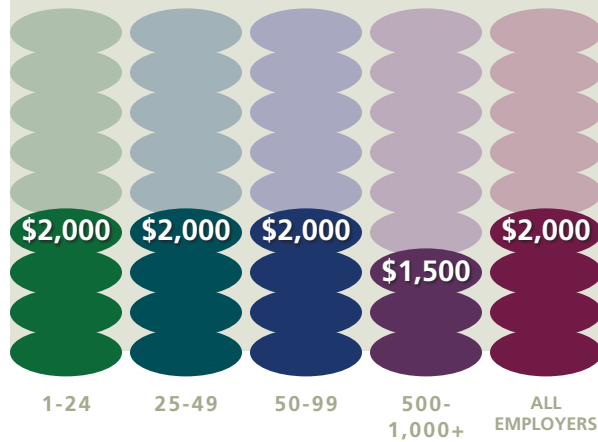
////// Generally, small businesses are not cutting corners with their coverage. Copays, deductibles, and HSA funding (when offered) are generally in line with average employers.





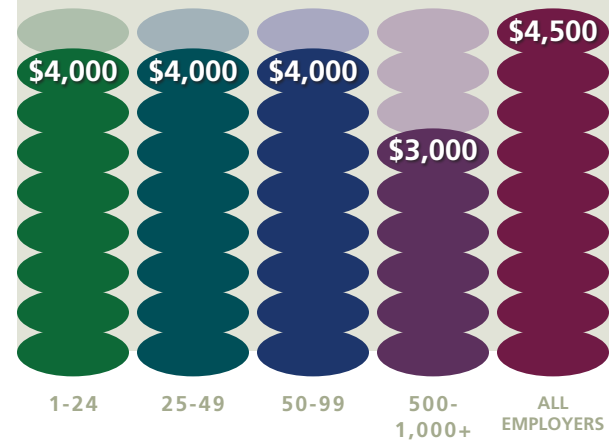
## SMALL BUSINESSES ARE COMPETITIVE

**MEDIAN SINGLE IN-NETWORK DEDUCTIBLE**



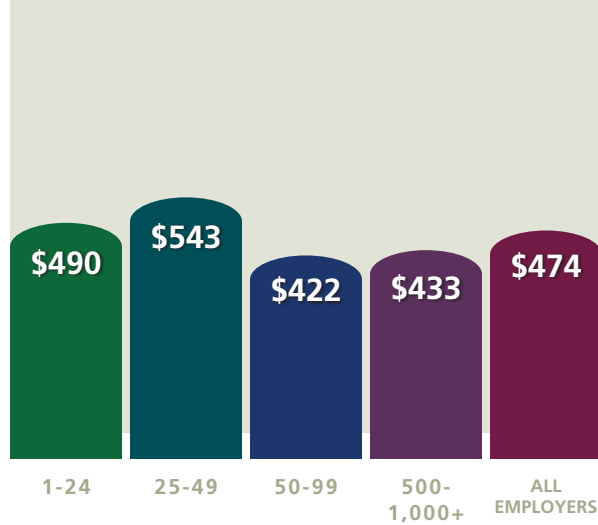
NUMBER OF EMPLOYEES

**MEDIAN FAMILY IN-NETWORK DEDUCTIBLE**



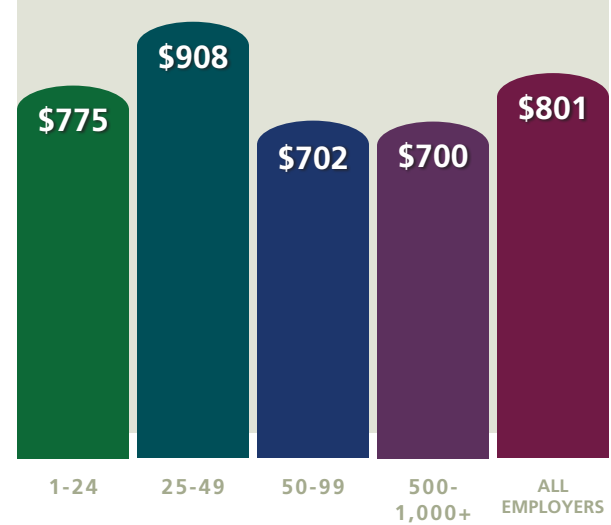
NUMBER OF EMPLOYEES

**AVERAGE EMPLOYER CONTRIBUTION TO SINGLE HSA**



NUMBER OF EMPLOYEES

**AVERAGE EMPLOYER CONTRIBUTION TO FAMILY HSA**



NUMBER OF EMPLOYEES

## SMALL BUSINESSES ARE COMPETITIVE

////// While in general small employers are very competitive with average employers nationwide, their healthcare benefits differ in two important ways.

1. Small businesses are passing nearly 6.6 percent more of the costs for single coverage and nearly 10 percent more of the costs of family coverage on to employees—and that number increases to 17.8 percent and over 50 percent more respectively when you compare small employers to their largest counterparts.

### AVERAGE SINGLE MONTHLY PREMIUM



### AVERAGE FAMILY MONTHLY PREMIUM



2. Small businesses also have higher out-of-pocket maximums, particularly for families.

