

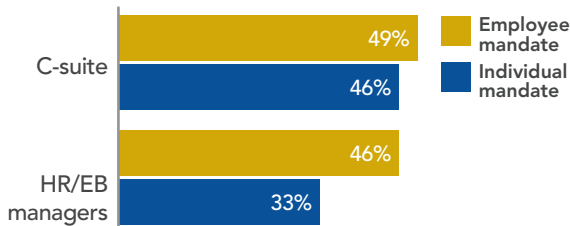


2017 STRATEGY, ACTIONS, AND BEHAVIORS STUDY

Early insights: Healthcare reform

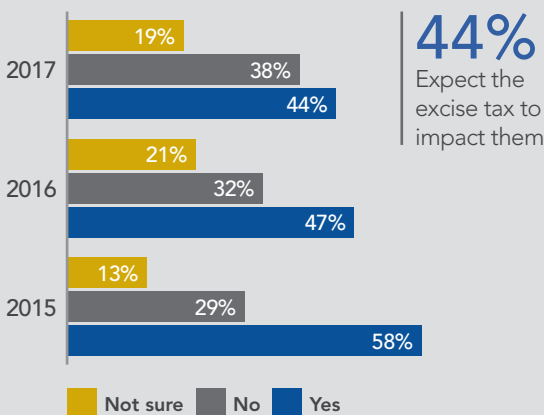
Healthcare reform continues to impact employee benefits decisions and employer attitudes

The top two aspects of the Affordable Care Act (ACA) that employers prefer to see repealed are the employer mandate and the individual mandate



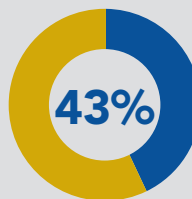
52% of employers felt the American Health Care Act bill would have been better for companies than the ACA

The number of companies projecting their costs will exceed the cost thresholds for the Cadillac tax in 2020 continues to decrease; however, it remains a significant issue for many

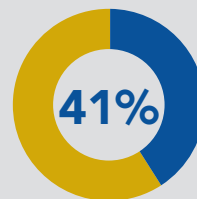


61% of employers are concerned about their Cadillac tax exposure with respect to their current plan design

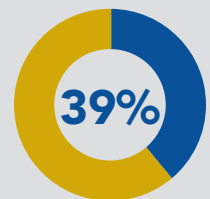
Employers are contemplating these top three changes to avoid the excise tax



Increase wellness initiatives to improve health of the population

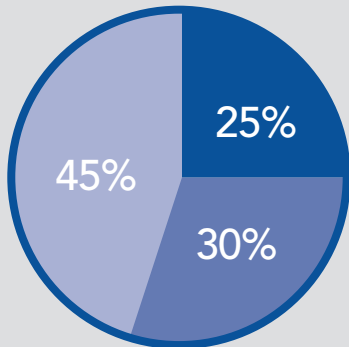


Reduce the value of the plan design

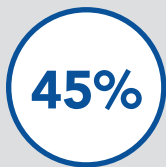


Changing employee Health Savings Account contributions to post-tax

Most employers want the exemption on employer-sponsored health benefits left in place

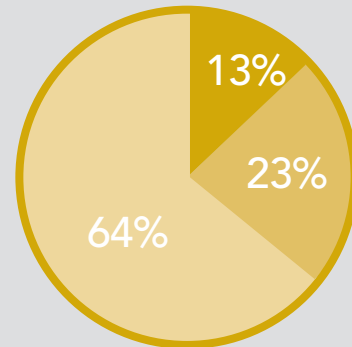


- Tax all employer-sponsored health benefits
- Tax a portion of employer-sponsored health benefits
- Leave the exemption in place where all employer-sponsored health benefits remain pre-tax



Want Congress to leave the exemption in place where all employer-sponsored health benefits remain pre-tax

Few employers would stop offering health benefits to employees if Congress limited the exemption on employer-sponsored health benefits



- Stop offering health benefits to employees
- Consider no longer offering health benefits to employees
- Continue to offer health benefits to employees



Would continue to offer health benefits to employees

Source: USI 2017 Employee Benefits Strategy, Actions, and Behaviors Study

About the research: The Strategy, Actions, and Behaviors Study of executives and benefit managers from across the United States at companies with 50 or more employees, was conducted from July 6–21, 2017. In the poll, a total of 695 surveys were collected (348 from C-suite executives, 347 from human resources/employee benefits directors/managers). In order to qualify, the respondent had to have knowledge about the company's benefits offerings. The total data are weighted to reflect the actual distribution of companies by employee size and revenue as specified by Dunn & Bradstreet. The survey was designed to better understand how employers view benefits as part of their human capital attraction and retention strategy, and trends, as well as capture current marketplace trends and concerns related to employee benefits.

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