

HEALTH PLAN TRENDS

group size & industry

ARKANSAS



THE UNITED BENEFIT ADVISORS® (UBA) employee benefits survey is the nation's definitive employee benefits benchmarking survey. This valuable data enables meaningful study of trends among different size employer groups, within specific regions and states, and by industry groups. Data in the 2023 UBA Employee Benefits Benchmarking Trends Report and State Trends Reports are based on responses from 10,389 employers representing nearly one million employees across the nation—and more than \$28 billion in healthcare dollars spent. In Arkansas, the survey includes employee benefit plans offered by 152 employers covering nearly 45,000 employees.

With this granular data, UBA Partner Firms help employers avoid the top two benchmarking pitfalls:

- 1) Automatically adopting the practices of the nation's largest employers who are most often studied by other data sets but are not typically the best benchmarks.
- 2) Looking only at plan data supplied by a single carrier.

UBA Partner Firms help employers of all sizes benchmark their employee benefits plans more accurately based on both national and regional trends and also compared to local, industry, and sized-based peers.

This State Trends Report highlights key cost benchmarks among the following groups:

- Small, midsize, and large employers
- Three of the top industries in Arkansas

When employers compare their plan to local peers of the same size or industry, the top three questions typically asked are:

- 1) What type of plans do my peers offer?
- 2) What is the cost per employee?
- 3) What are the in-network deductibles and out-of-pocket maximums?

TOP BENCHMARKS BY GROUP SIZE

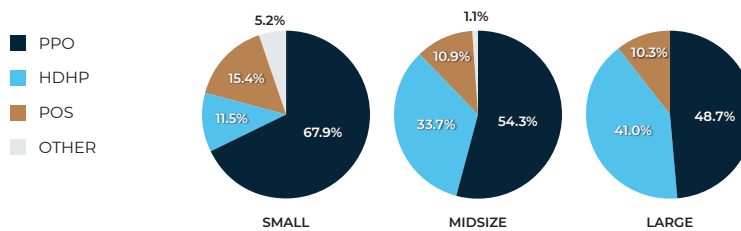
UBA EMPLOYEE BENEFITS BENCHMARKING provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

WHAT TYPES OF PLANS DO MY SIZE-BASED PEERS OFFER?

Small employers in Arkansas overwhelmingly offer preferred provider organization (PPO) plans. While PPO plans are also prevalent among larger groups, these employers have considerably more interest in high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Point of service (POS) plans are not common but are slightly more prevalent among small businesses in Arkansas. Health maintenance organization (HMO)/exclusive provider organization (EPO) plans are rare in the state.

PREVALENCE OF PLAN TYPE BY GROUP SIZE

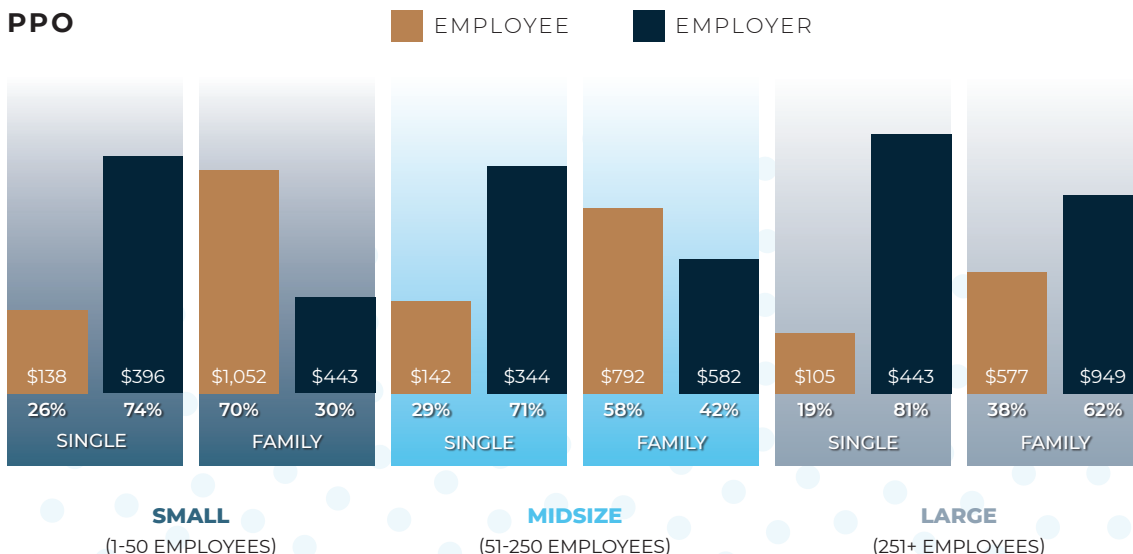
GROUP SIZE	PPO	HDHP	POS
SMALL (1-50 EMPLOYEES)	67.9%	11.5%	15.4%
MIDSIZE (51-250 EMPLOYEES)	54.3%	33.7%	10.9%
LARGE (251+ EMPLOYEES)	48.7%	41.0%	10.3%



HOW MUCH DO MY SIZE-BASED PEERS PAY PER EMPLOYEE?

Generally, the larger the group in Arkansas, the greater the percentage the employer contributes toward single and family health plan premiums compared to their smaller counterparts.

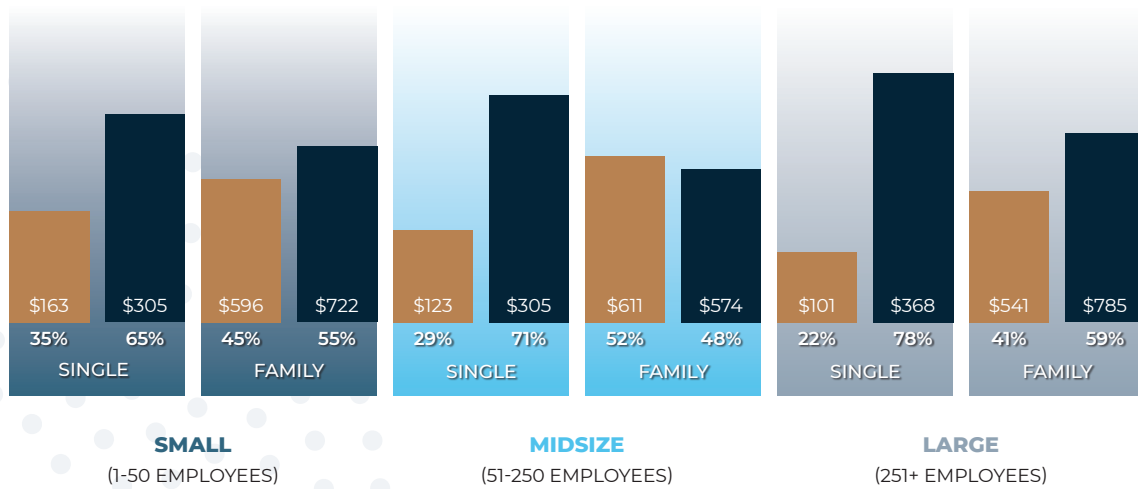
AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

HDHP

EMPLOYEE EMPLOYER



WHAT ARE THE DEDUCTIBLES AND OUT-OF-POCKET COSTS FOR MY SIZE-BASED PEERS?

Midsize groups in Arkansas have the highest PPO plan deductibles for singles. Large employers in Arkansas have the lowest PPO plan out-of-pocket maximums for single employees, but the highest HDHP out-of-pocket maximums. Small businesses have the highest PPO plan out-of-pocket maximums for single employees.

MEDIAN SINGLE IN-NETWORK DEDUCTIBLES AND OUT-OF-POCKET COSTS

GROUP SIZE	PPO		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-50 EMPLOYEES)	\$1,500	\$6,500	\$2,800	\$3,275
MIDSIZE (51-250 EMPLOYEES)	\$1,750	\$4,950	\$3,000	\$3,000
LARGE (251+ EMPLOYEES)	\$1,250	\$4,500	\$3,000	\$4,250

TOP BENCHMARKS BY INDUSTRY

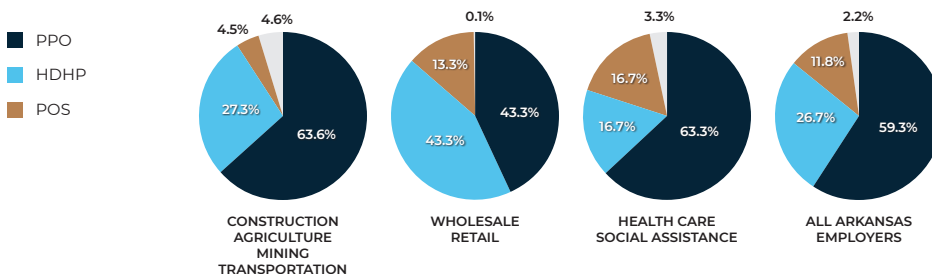
IN ARKANSAS, three of the top industries studied in UBA’s Employee Benefits Benchmarking are Construction/Agriculture/Mining/Transportation, Wholesale/Retail, and Health Care/Social Assistance.

WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?

The Construction/Agriculture/Mining/Transportation and Health Care/Social Assistance sectors in Arkansas prefer PPO plans while the Wholesale/Retail industry in the state more equally offers PPO plans and HDHPs. The Health Care/Social Assistance industry has an above-average prevalence of POS plans.

PREVALENCE OF PLAN TYPE BY INDUSTRY

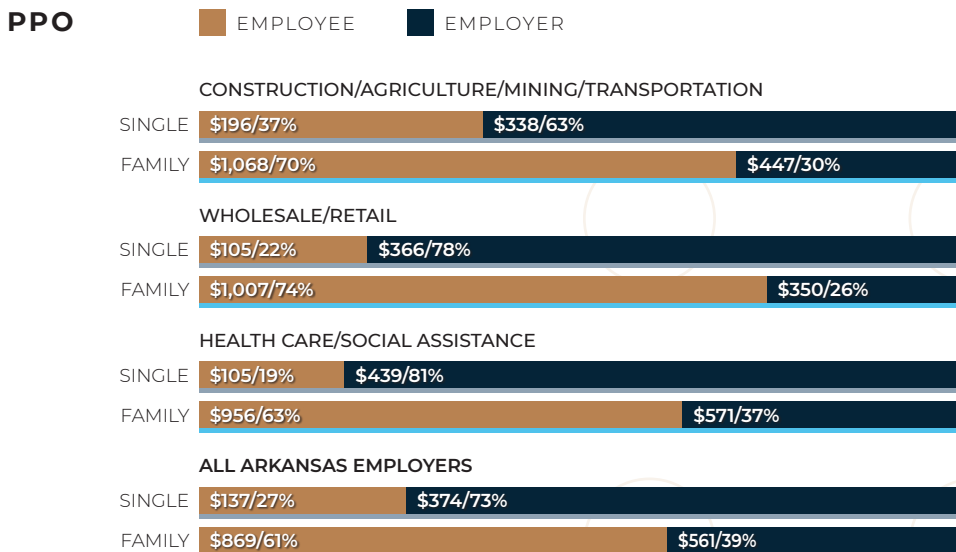
TOP 3 ARKANSAS INDUSTRIES	PPO	HDHP	POS
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	63.6%	27.3%	4.5%
WHOLESALE/RETAIL	43.3%	43.3%	13.3%
HEALTH CARE/SOCIAL ASSISTANCE	63.3%	16.7%	3.3%
ALL ARKANSAS EMPLOYERS	59.3%	26.7%	11.8%



HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

The Health Care/Social industry in Arkansas pays the highest percentage of PPO plan premiums for both singles and families. The Construction/Agriculture/Mining/Transportation sector in the state contributes the least toward single PPO plan premiums. The Wholesale/Retail sector contributes the least toward family PPO plan premiums and to both single and family HDHP premiums.

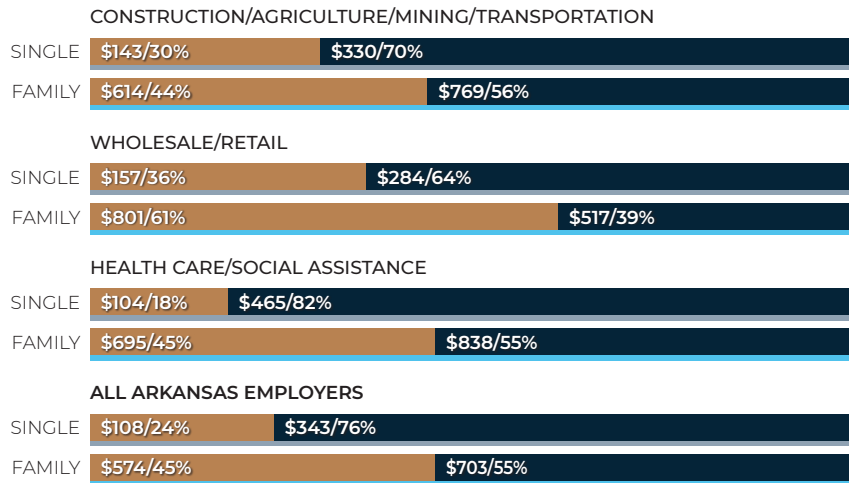
AVERAGE MONTHLY PREMIUM CONTRIBUTION



AVERAGE MONTHLY PREMIUM CONTRIBUTION

HDHP

EMPLOYEE EMPLOYER



WHAT ARE THE DEDUCTIBLES AND OUT-OF-POCKET COSTS FOR MY INDUSTRY PEERS?

The Wholesale/Retail industry in Arkansas has the highest PPO plan deductibles and out-of-pocket maximums for single employees. The Health Care/Social Assistance industry in the state has significantly higher HDHP out-of-pocket maximums for singles than other employers in the state.

MEDIAN SINGLE IN-NETWORK DEDUCTIBLES AND OUT-OF-POCKET COSTS

TOP 3 ARKANSAS INDUSTRIES	PPO		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$1,500	\$5,500	\$3,000	\$5,000
WHOLESALE/RETAIL	\$2,000	\$7,500	\$3,000	\$4,000
SOCIAL ASSISTANCE	\$1,500	\$4,900	\$3,000	\$6,000
ALL ARKANSAS EMPLOYERS	\$1,500	\$5,000	\$3,000	\$3,850



REALLY READY TO OFFER RAVED-ABOUT HEALTH PLANS?

A UBA Partner Firm is ready to help.
Make informed health plan decisions
that retain top talent and help recruit
new talent.

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REPORT
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