

## HEALTH PLAN TRENDS

### *group size & industry*

### NORTH CAROLINA



**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 North Carolina, the survey includes employee benefit plans offered by 141 employers covering nearly 10,000 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 and large employers
- Four of the top industries in North Carolina

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

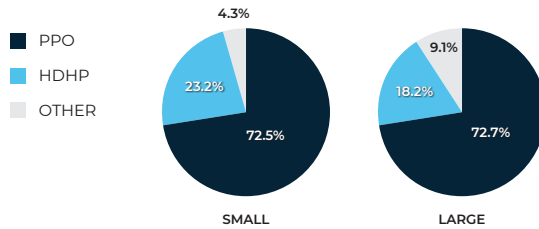
**UBA EMPLOYEE BENEFITS BENCHMARKING** provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

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

Employers in North Carolina overwhelmingly choose preferred provider organization (PPO) plans. After PPO plans, most groups offer high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. However, larger groups in the state have some limited instances of indemnity, health maintenance organization (HMO)/exclusive provider organization (EPO), and point of service (POS) plans which are not found among their smaller counterparts.

### PREVALENCE OF PLAN TYPE BY GROUP SIZE

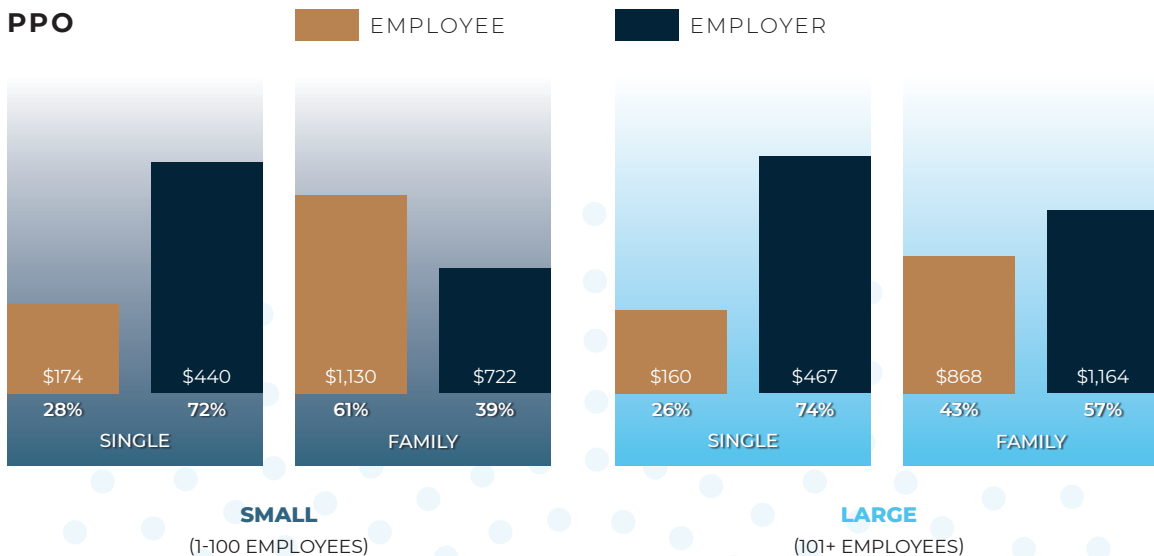
GROUP SIZE	PPO	HDHP
SMALL (1-100 EMPLOYEES)	72.5%	23.2%
LARGE (101+ EMPLOYEES)	72.7%	18.2%



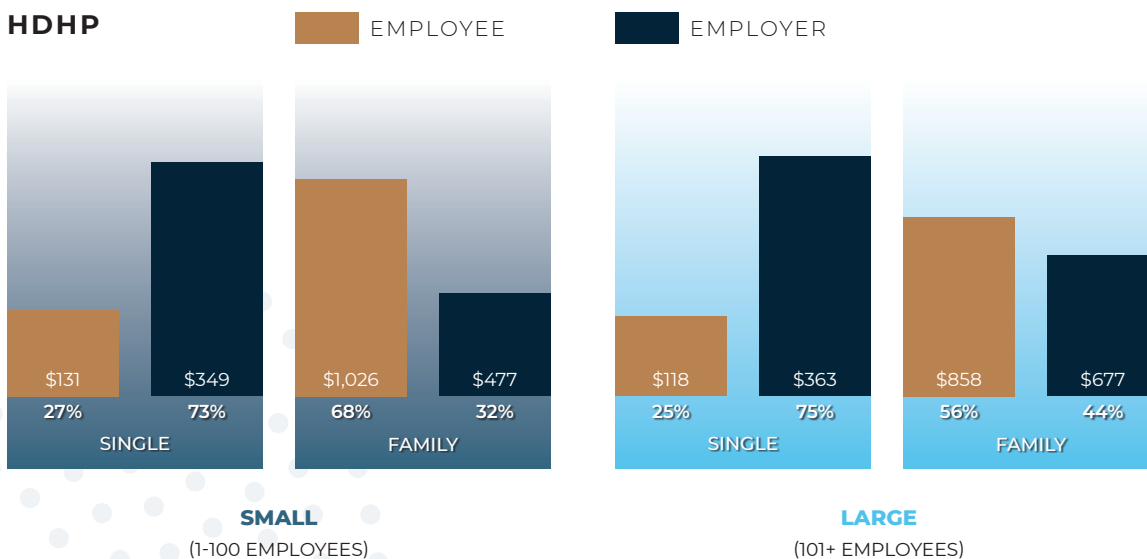
### HOW MUCH DO MY SIZE-BASED PEERS PAY PER EMPLOYEE?

Large businesses in North Carolina pay a greater percentage of health plan premiums for singles and families than their smaller counterparts, particularly when it comes to family coverage.

### AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



**AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT**



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

Larger groups in North Carolina have higher PPO plan deductibles but lower HDHP deductibles than their smaller peers. Generally, all groups in the state have deductibles above national and regional norms. For comparison, the national median PPO plan deductible is \$1,800 for singles; in the southeast region, it is \$2,000. The median in-network deductible for singles on HDHPs is \$3,000 nationally and \$3,500 in the Southeast. The larger the group in North Carolina, the lower the out-of-pocket maximums for employees.

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

GROUP SIZE	PPO		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-100 EMPLOYEES)	\$2,500	\$7,150	\$4,000	\$6,400
LARGE (101+ EMPLOYEES)	\$2,750	\$6,350	\$3,500	\$5,750

**TOP BENCHMARKS BY INDUSTRY**

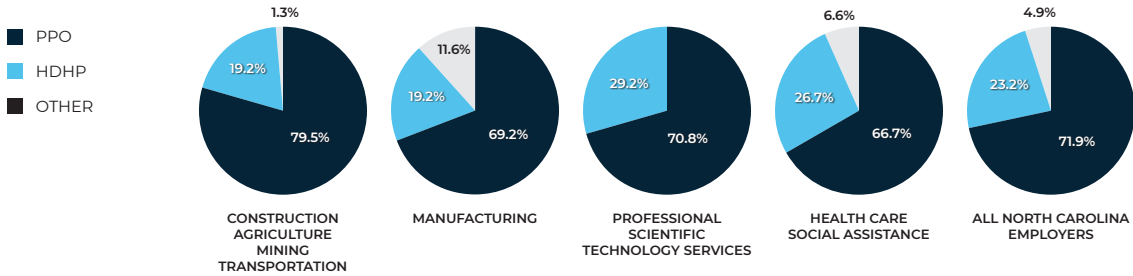
**IN NORTH CAROLINA,** four of the top industries studied in UBA’s Employee Benefits Benchmarking are Construction/Agriculture/Mining/Transportation, Manufacturing, Professional/Scientific/Technology Services, and Health Care/Social Assistance.

**WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?**

While all industries in North Carolina overwhelmingly choose PPO plans, the Construction/Agriculture/Mining/Transportation industry has the highest prevalence of these plans. The Professional/Scientific/Technology Services industry has above-average interest in HDHPs. The Manufacturing and Health Care/Social Assistance sectors have some limited POS and HMO/EPO plans not found among other industries.

## PREVALENCE OF PLAN TYPE BY INDUSTRY

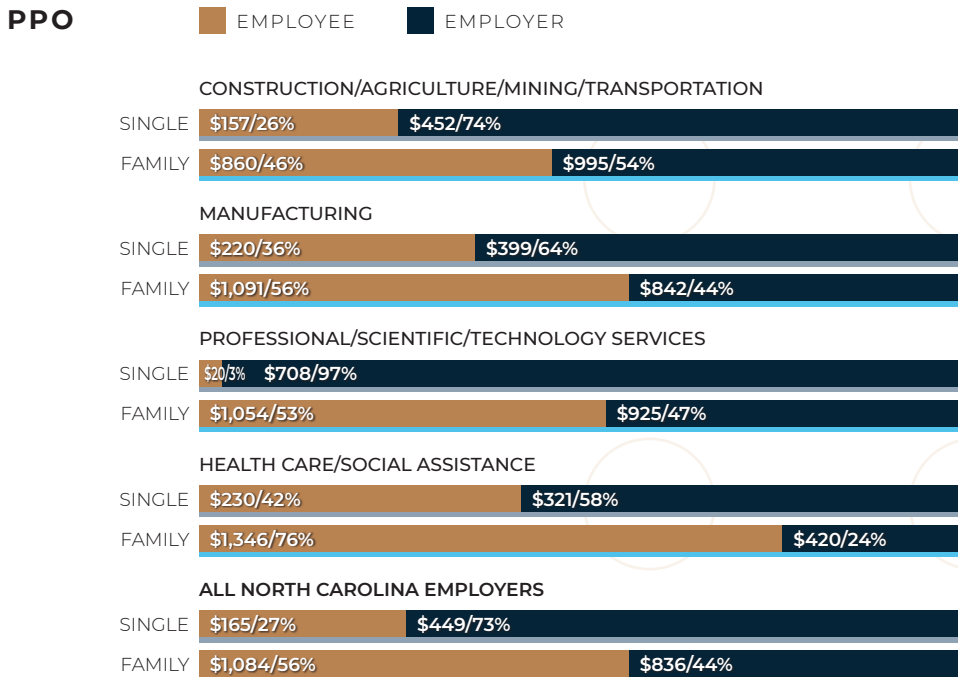
TOP 4 NORTH CAROLINA INDUSTRIES	PPO	HDHP
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	79.5%	19.2%
MANUFACTURING	69.2%	19.2%
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	70.8%	29.2%
HEALTH CARE/SOCIAL ASSISTANCE	66.7%	26.7%
<b>ALL NORTH CAROLINA EMPLOYERS</b>	<b>71.9%</b>	<b>23.2%</b>



## HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

The Health Care/Social Assistance industry in North Carolina pays the lowest percentage of PPO plan premiums for singles and families. The Professional/Scientific/Technology Services industry in the state pays the highest percentage of single PPO plan premiums, while the Construction/Agriculture/Mining/Transportation sector pays the highest percentage of family PPO plan premiums.

## AVERAGE MONTHLY PREMIUM CONTRIBUTION



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

The Manufacturing industry in North Carolina has set its PPO plan deductible well above the state median. The Professional/Scientific/Technology Services industry has set out-of-pocket maximums for PPO plans below the state median.

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

TOP 4 NORTH CAROLINA INDUSTRIES	PPO	
	DEDUCTIBLE	OOP MAXIMUM
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$2,500	\$6,350
MANUFACTURING	\$3,750	\$7,525
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	\$2,500	\$5,500
HEALTH CARE/SOCIAL ASSISTANCE	\$2,750	\$7,525
<b>ALL NORTH CAROLINA EMPLOYERS</b>	<b>\$2,500</b>	<b>\$6,850</b>



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Make informed health plan decisions  
that retain top talent and help recruit  
new talent.

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REPORT

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