

# Views on Health Benefits

U.S. Middle Market

2008

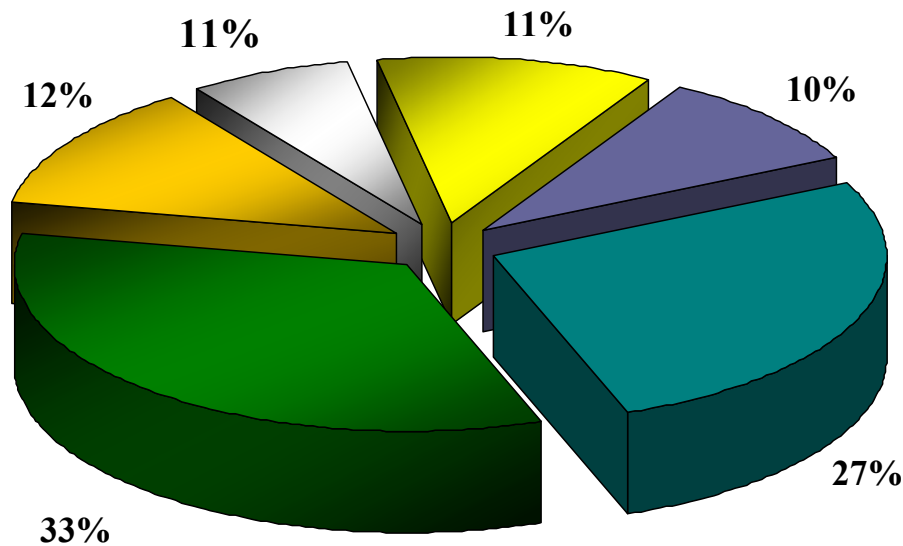
## Key Findings – U.S. Health Benefits

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- Employee contributions to their health plans is consistent across industries and ranges from 14-18% on average.
- Approximately two thirds of employee contribution levels have remained the same over the past 24 months .
  - An increase in employee contribution has led to a high number of “somewhat upset” employees, but relatively few “very upset” employees.
- A large majority of companies across regions offer a Health Savings Account (HSA) as part of their employee health benefits plan.
- Employers largely agree that HSA’s are efficient and/or cost-effective.

# Employee Contribution to Health Insurance Plans

## Contribution by Percent



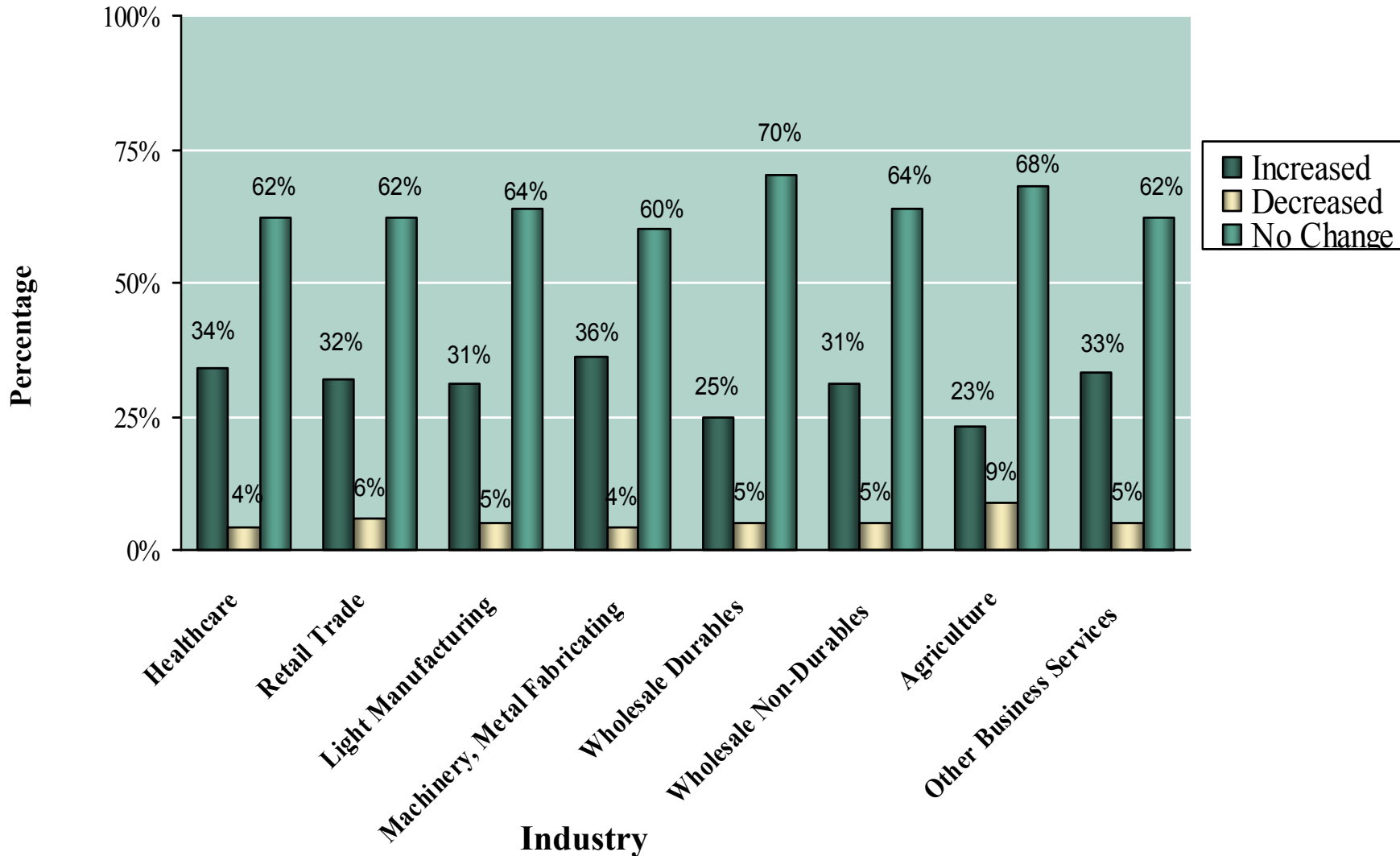
<i>Industry</i>	Average Employee Contribution
<i>Healthcare</i>	15%
<i>Retail Trade</i>	18%
<i>Light Manufacturing</i>	14%
<i>Machinery, Metal Fabricating</i>	17%
<i>Wholesale Durables</i>	16%
<i>Wholesale Nondurables</i>	15%
<i>Agriculture</i>	17%
<i>Other Business Services</i>	14%
<i>Total</i>	16%

Industry

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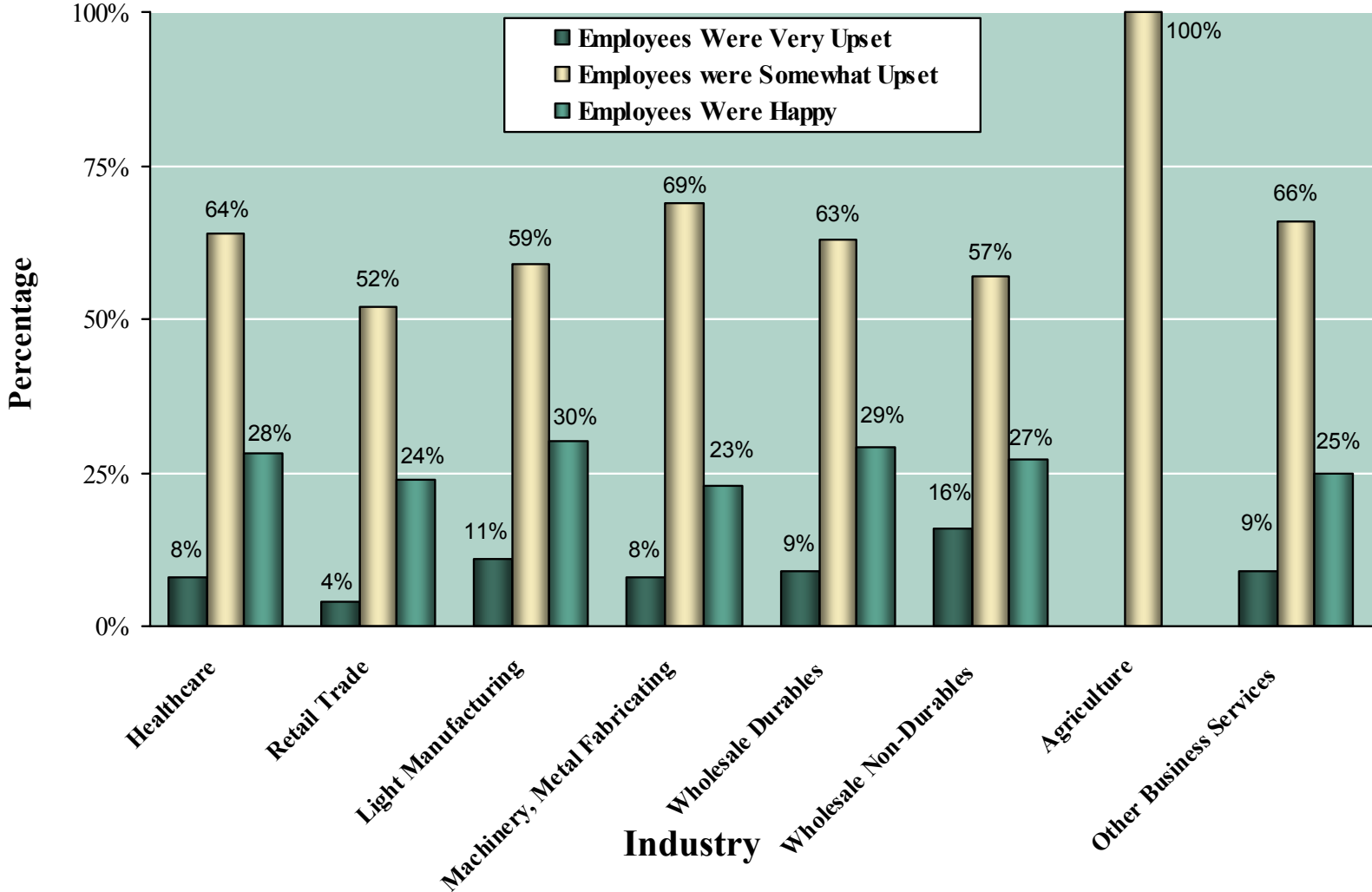
# Change in Employee Contributions

**Q: Has the employee contribution level increased or decreased in the past 24 months?**



# Satisfaction and Morale after Increase in Employee Contribution

**Q: What impact has the increase in employee contribution had on overall employee morale and satisfaction?**

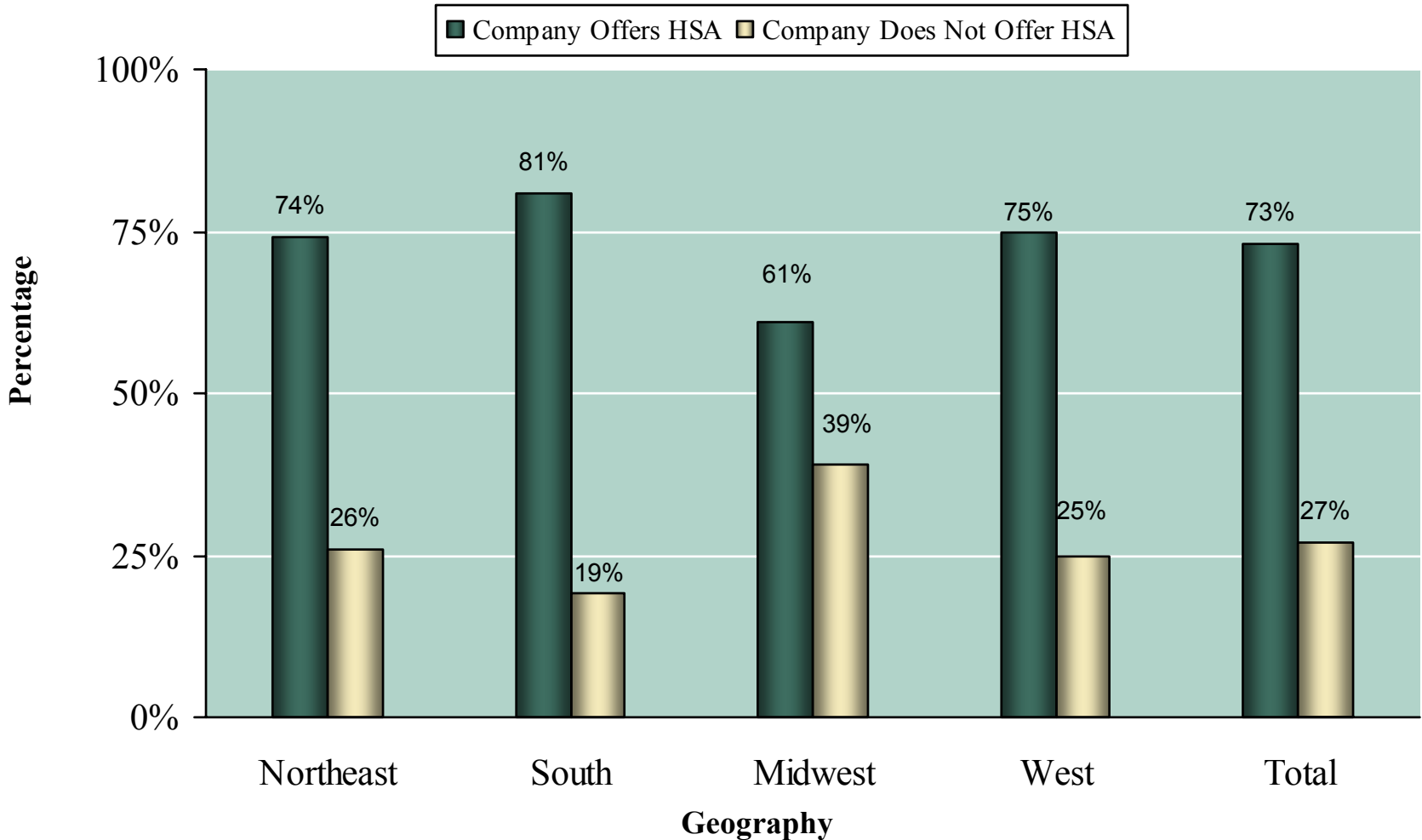


\*\*\*"Employees Were Happy" Indicated that Employees were happy because contribution levels are still below industry "norms."

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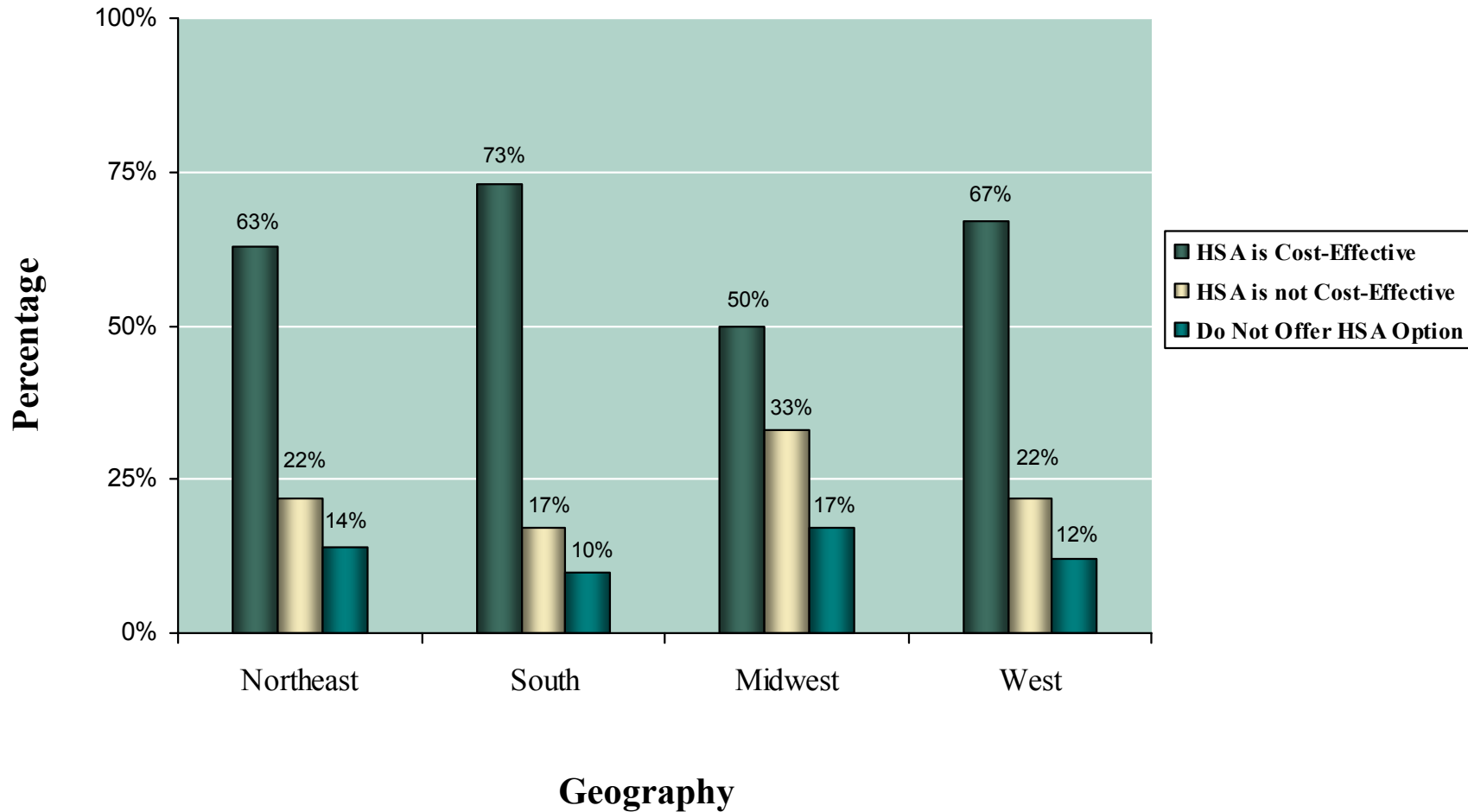
# Companies Offering a Health Savings Account by Region

**Q: Does your company offer a Health Savings Account (HSA) as part of your employee health benefits plan?**



# HSA Satisfaction Levels

**Q: Has your HSA proven to be an efficient and/or cost-effective decision as an alternative to full health insurance programs?**



# Overview of Greenwich Associates

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- Greenwich Associates is a research based consulting firm that for 35 years has specialized in institutional financial services.
- We conduct over 120 global research studies each year on topics that span the financial services landscape.
- During our 2008 U.S. Middle Market Study Greenwich Associates interviewed just under 17,000 senior executives at companies with annual revenues of \$10-500 million regarding their banking and insurance relationships.
- Interviews were conducted in February-June of 2008.