

# SEE WHERE YOU STAND

## 2018 Benefits Strategy & Benchmarking Survey

Finding the right benefits balance is a matter of steady improvement, not instant perfection. But getting there, and staying there, requires strategic investments in your people's total wellbeing, including their health, financial security and career growth — at the right cost structure. Our 2018 survey provides data and insights from over 4,000 U.S. organizations that help guide you to better outcomes through better benchmarking.



### ENHANCE EMPLOYEE FLEXIBILITY AND CHOICE



**46%**

OFFER TUITION ASSISTANCE

**68%**

PROVIDE EMPLOYER-SPONSORED DENTAL BENEFITS

**69%**

OFFER TWO OR MORE MEDICAL PLAN OPTIONS

### MAXIMIZE THE VALUE OF SPEND WHILE REDUCING RISK



**14%**

APPLY A MULTI-YEAR BENEFITS STRATEGY

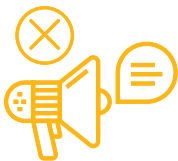
**16%**

CARVE OUT PHARMACY BENEFITS FROM THE HEALTH PLAN

**44%**

HAVE IMPLEMENTED AN ABSENCE MANAGEMENT STRATEGY

### DRIVE ENGAGEMENT THROUGH COMMUNICATION, EDUCATION AND EMPOWERMENT



**13%**

APPLY A COMPREHENSIVE COMMUNICATION STRATEGY VS. AN AD HOC APPROACH

**25%**

PROVIDE INTERACTIVE DECISION SUPPORT TOOLS

**63%**

OFFER EMPLOYEE DEVELOPMENT TRAINING

### PURSUE HEALTH MANAGEMENT SOLUTIONS FOCUSED ON INCENTIVES AND VALUE



**16%**

USE VALUE-BASED MEDICAL TACTICS

**46%**

PROVIDE HEALTHCARE COST-TRANSPARENCY TOOLS

**55%**

OFFER TELEMEDICINE SERVICES

It's time to see where you stand. With a better view of how you approach total rewards compared to your peers, you can identify and drive competitive opportunities that align with your strategic priorities, promote a healthy workplace culture and strengthen organizational wellbeing. Contact your Gallagher consultant to learn more.

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