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Sample Only

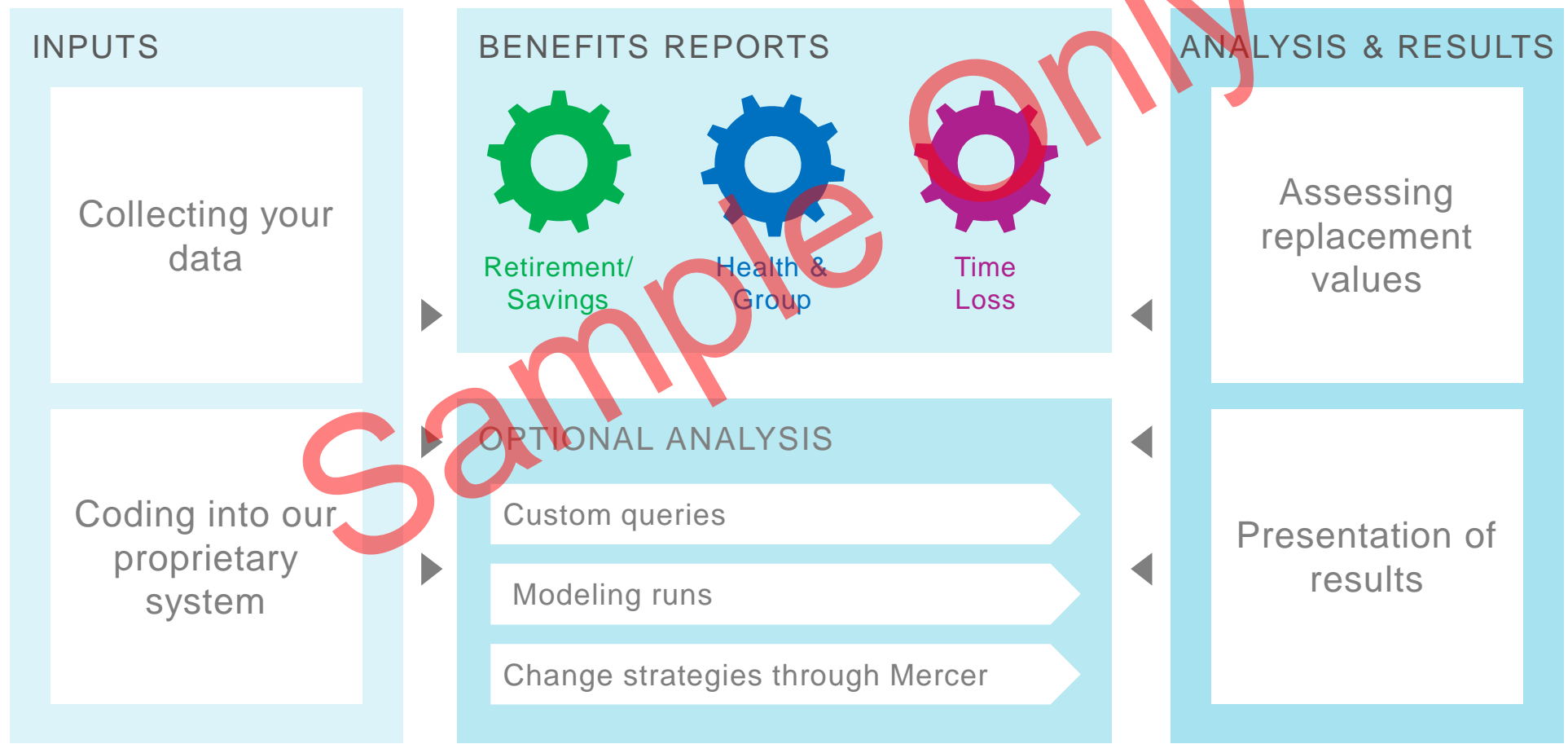
# INTRODUCTION

Sample Only



# INTRODUCTION DATA ANALYSIS

The US benefits database is comprised of organizations who have supplied their complete benefits information for inclusion. Data submissions are collected, cleaned, and input into our proprietary system by our operations team. The replacement value is then assessed and available for customized reports covering all benefits. The database is evergreen; therefore submissions for studies are collected throughout the year.



# RESULTS AND OBSERVATIONS

## RETIREMENT/SAVINGS PLANS

### DEFINED BENEFIT - STATISTICS

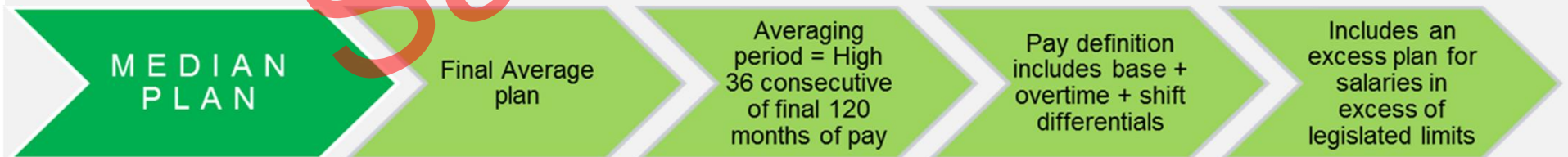
The most common features found within the pension plans submitted include the following plan details:

- 20% require employee contributions
- 35% offer an excess plan that pays benefits in excess of legislated limited and 33% include salaries in excess of legal limits
- 52% base eligibility on service, the most common being after one year

Throughout this summary, the plan details falling at the median value will be highlighted to give a basic idea of what this type of plan would look like. The median value is determined by finding the median dollar amount for the values generated by the market peer group. Values represent the amount of pre-tax pay the employee would need to duplicate in the marketplace the employer provided benefits if he or she left the employer. By pinpointing the plan details which fall at or near that median, we are able to show how your plans compare. Depending on the number of peers providing a particular plan, the median may fall between two organization's plans, when this happens either the closest is chosen or both are shown.

For DB plans, the details of the plan falling at the median value is highlighted below:

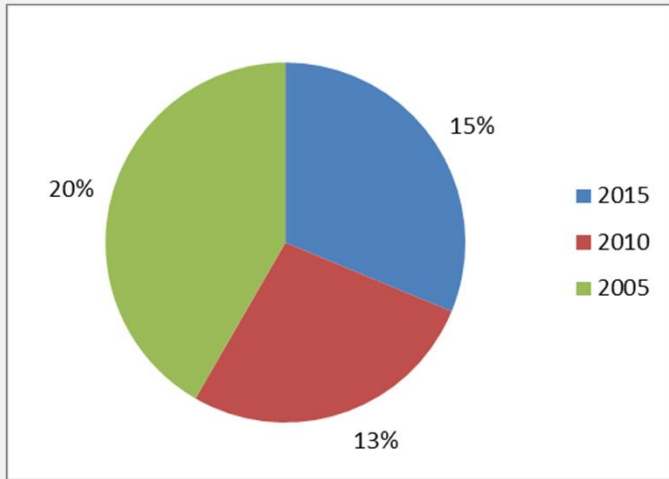
The median plan does not require employee contributions and has a benefit limit up to the IRS maximum (\$210,000). The formula definition is  $1.6\% * \text{Final Average Pay} * \text{Service} - 1.5\% * \text{PIA} * \text{Service}$  up to 33.33 years (i.e. 50% max).



# RESULTS AND OBSERVATIONS

## RETIREMENT/SAVINGS PLANS – STOCK PURCHASE QUICK LOOK

### EMPLOYERS OFFERING STOCK PURCHASE PLANS



There has been a slight decline in the percentage of organizations offering a stock purchase plan, with only 15% of organizations in this study offering any kind of option.

While trending shows a decline, we are closely watching for any increases as companies begin to rebound from the recession and look for ways to entice skilled workers through enhanced offerings.

### PREVALENT FEATURES – STOCK PURCHASE PLANS



63% offer a discount on stock purchase; usually 15%

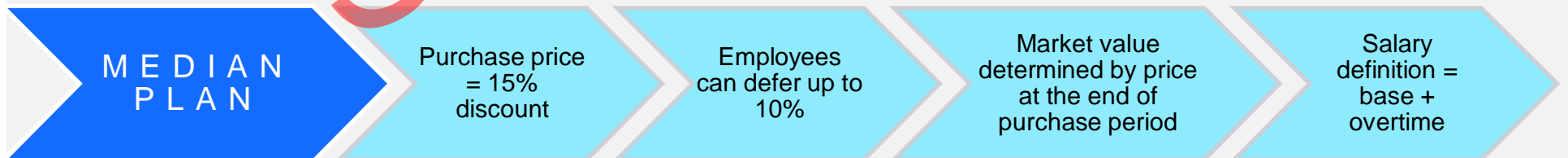


15% offer some form of employer match



10% of base salary is the typical max for employee contributions

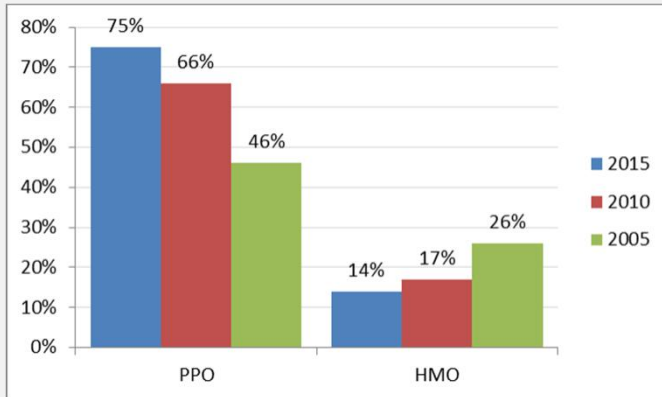
The median plan highlights are shown below:



# RESULTS AND OBSERVATIONS

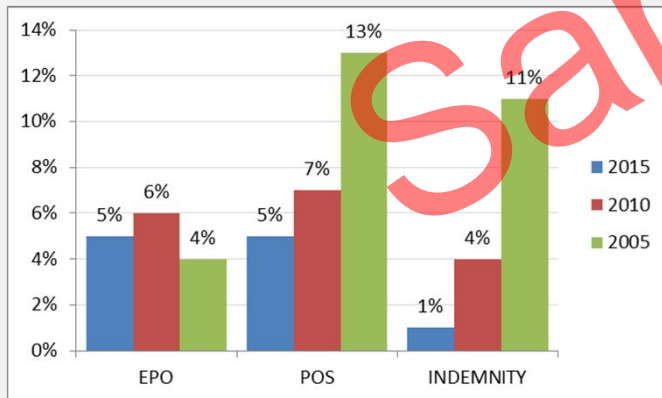
## HEALTH AND GROUP PLANS – MEDICAL QUICK LOOK

### PLAN TYPES



An overwhelming 75% of all plans offered are PPO's. The next most commonly offered plan at 14% is the HMO.

Many of the PPO plans include a CDHP element offered by 54% of the participants. This is a 170% increase over the past five years. Eighty percent of these include employer-funding through an HSA or HRA account.



When employers contribute to an account the amount is typically between \$250-\$500 for single coverage and \$500-\$1500 for family.

### PREVALENT FEATURES – PPO PLANS



16% is the average cost-share for employee-only



21% is the average cost share for family coverage



\$20 is the most common copay for office visits



\$1,500/\$3,000 is the average deductible for individual/family

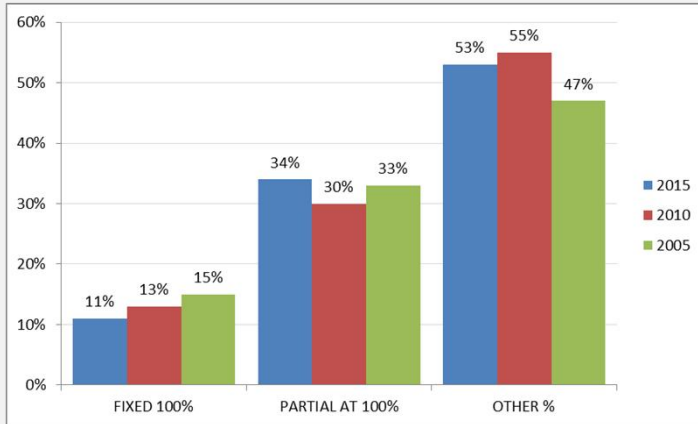


\$3,000/\$6,000 is the average OOP for individual/family

# RESULTS AND OBSERVATIONS

## TIME LOSS PLANS – LTD QUICK LOOK

### PLAN BENEFIT



Long-term Disability benefit values are based on amounts payable after 6 months of disability. Any STD benefits extending beyond 6 months can be valued if LTD begins upon its expiration. Ninety-nine percent of the survey participants offer an

LTD plan with 81% at no charge to the employee. The majority allow two years for period of own occupation, and offset by family Social Security and Worker's Comp benefits.

### PREVALENT FEATURES – LTD PLANS



6-month elimination period prior to benefits beginning



60% of base pay is the most common replacement



\$10,000 maximum dollar amount per month

### MEDIAN VALUED PLAN



MAKE  
TOMORROW,  
TODAY

The logo for MERCER, featuring a stylized blue icon of three overlapping squares to the left of the word "MERCER" in a blue, sans-serif font.

Sample Only