

# 2018 Survey Summary

SUMMIT SPECIAL EDITION

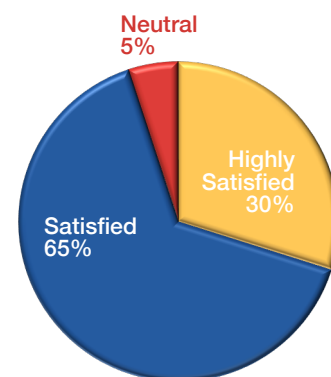
*The Minnesota Health Action Group Annual Employer Benefits Survey, designed by employers for employers, provides comprehensive health plan benefit benchmarks from Minnesota employers. This custom Survey offers an invaluable view of health care benefits, digging deep into what is and isn't working.*

## 2018 Minnesota Health Action Group Annual Employer Benefits Survey Summary

Minnesota employers are experiencing health care trend greater than the national average, and the majority of employers' concerns, goals, new programs and initiatives are aimed at combatting health care spend. Yet, a closer examination of emerging trends reveals powerful insights that complement today's Summit topics. The Survey includes 95 Minnesota employers, representing General industry, as well as cities, counties and school districts, with nearly a quarter million employees.

### Most Benefits Professionals are Satisfied and Find Purpose in Their Careers

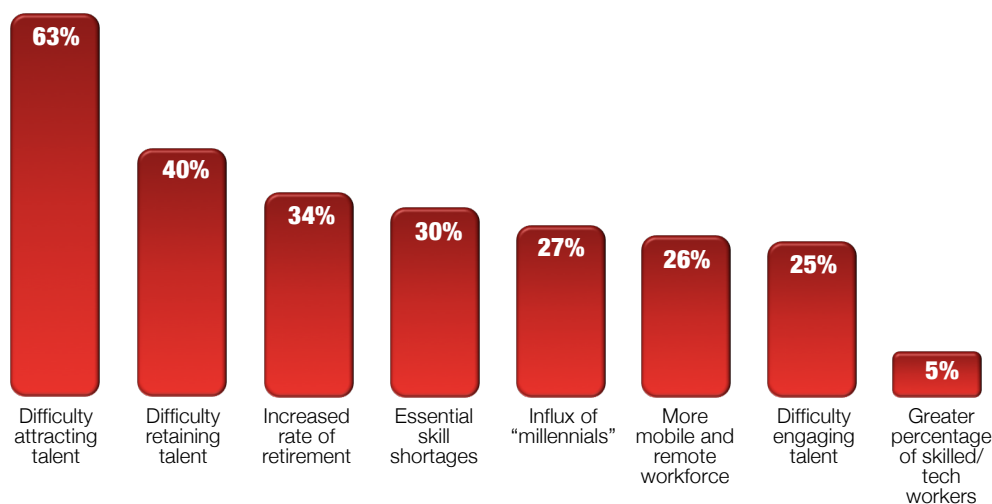
It's gratifying to learn that 95% of Survey respondents are satisfied or highly satisfied with their career in benefits. Survey results meeting attendees cited solving problems to make life easier for others, day-to-day job diversity, addressing challenging issues, and working with all types of people as top reasons they find purpose in coming to work each day.



### Keeping Pace with the Changing Workforce

To keep pace with the changing workforce, it's clear organizations must be willing to innovate, be flexible, challenge the status quo — even break the mold — to ensure benefits are meeting the needs and expectations of employees.

### Changes being experienced in workforce



Forward-thinking employers are creative when it comes to meeting the changing needs of today's workforce. For example, 64% have added or are considering new voluntary benefits. Over 40% are offering or considering additional paid parental leave. Another 30% are offering or considering enhanced caregiver support.

*"In today's competitive labor market, it is a business imperative for us to help employees be their 'best self.' For us, this means an enhanced focus on mental health and well-being, as well as new support for the caregivers in our workforce. It's the right thing to do for our people and the business and, honestly, it makes my job more engaging and fulfilling."*

Liz Beckius, Senior Manager Employee Benefits, Best Buy

## Employee Health Issues Worrisome to Employers

As employees struggle with concerning health issues, employers are responding by offering an array of benefits to help them lead healthier, happier, more fulfilling lives. Obesity, depression/anxiety/stress, and opioids/pain management topped the list of concerns.

	Significant issue/actively addressing	Significant issue/exploring alternatives	Emerging issue/working to understand
Obesity	17%	24%	29%
Depression/anxiety/stress	15%	24%	46%
Opioids/pain management	4%	8%	34%

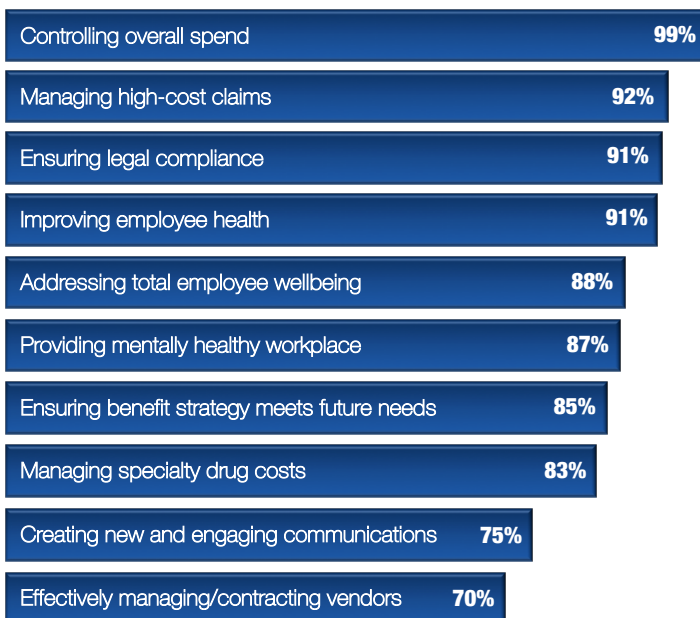
*“The Survey findings inform our work throughout the year. In addition to enabling us to benchmark against other Minnesota employers, we mine the results to ensure our benefits are continually refined to attract and retain top talent.”*

Jon Schloemer, Director of Compensation and Benefits, Mills Fleet Farm, Action Group Board Member

## Top 10 2018 Health Care Priorities

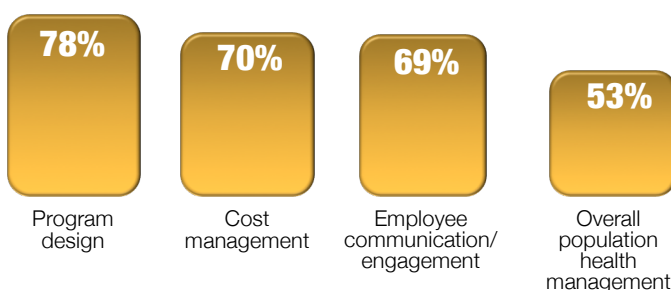
Benefits professionals face competing priorities every day. And, while many relate to gaining control over unsustainable health care costs, employee well-being, promoting and supporting a healthy workplace, and creating new and engaging employee communications are also top of mind.

### High or medium priorities



## Data Drives Decision Making

For many employers, data is not just used for traditional program design, cost management, and employee communications decision making. It's also used to assist with population health management.



## Leading Employers Taking Action to Improve Employee Mental Health

Leading employers know that reducing mental health stigma and improving access to care enables employees to bring their best work to life and their best life to work.

### Have you taken action to...

	Taken action in 2017	Plan to take action in 2018
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### Reduce stigma?

Communication/education for all employees	37%	22%
Communication/training for managers	20%	20%
Communication/training for executives	13%	14%

### Improve access to mental health?

Enhanced benefits available to employees	38%	7%
Provided resources to help employees navigate care	29%	11%
Added telemental health	24%	7%

## Of Employers Surveyed...

About 50% are offering or considering offering weight management programs.



Nearly 70% are offering or considering offering financial wellness education.



About 45% are offering or considering offering total wellbeing programs.

