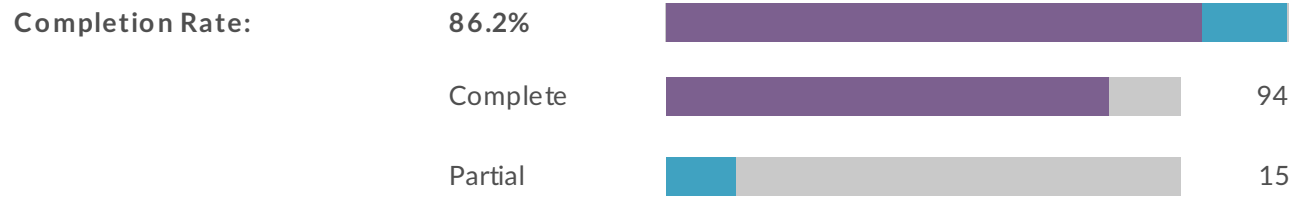













# Survey Brief: Coronavirus/COVID-19 Benefit Policies

## Response Counts



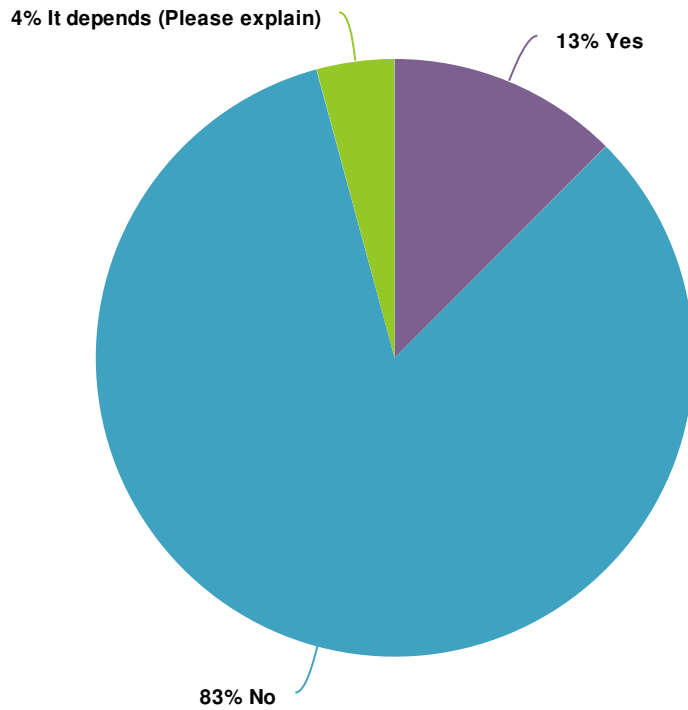
Totals: 109

How is the pandemic affecting your workforce? (Please select all that apply.)

Value		Percent	Responses
Employees have been terminated		25.0%	27
Employees have been furloughed		34.3%	37
Salaried employees have had their pay reduced		23.1%	25
Hourly employees have had their hours reduced		22.2%	24
Scheduled pay raises have been cancelled/postponed		34.3%	37
Incentive/commission/bonus compensation has been reduced or eliminated		14.8%	16
Engagement of contract workers has been reduced or terminated		39.8%	43
Employees have had their hours increased		9.3%	10
New employees have been hired		13.0%	14
Engagement of contract workers has been initiated or increased		2.8%	3
Our workforce is generally unaffected		34.3%	37

The following question was asked of the 27 respondents (25% of the total survey population) who indicated that they had terminated employees as a result of the pandemic.

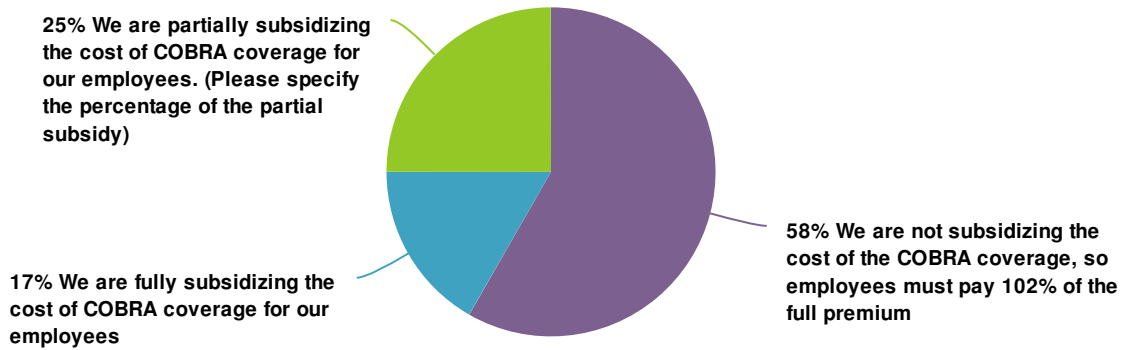
Are any terminated employees still eligible for the health plan (that is, coverage for ongoing employees, rather than COBRA coverage)?



Value	Percent	Responses
Yes	12.5%	3
No	83.3%	20
It depends (Please explain)	4.2%	1

Totals: 24

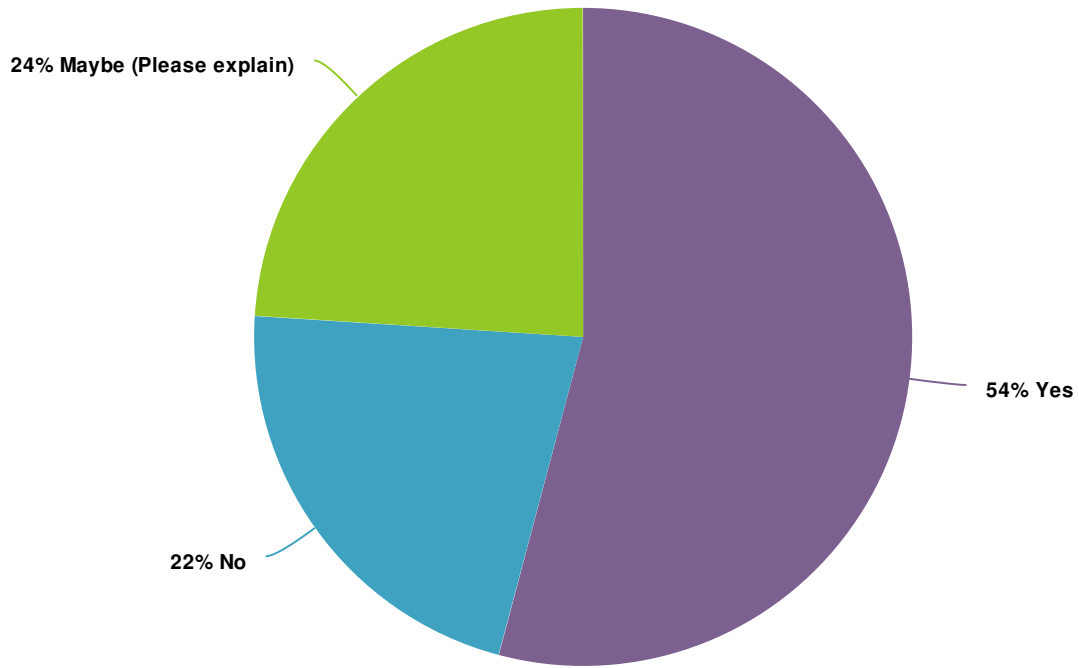
## To what extent are you subsidizing the cost of COBRA for your employees?


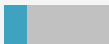



Value	Percent	Responses
We are not subsidizing the cost of the COBRA coverage, so employees must pay 102% of the full premium	58.3%	21
We are fully subsidizing the cost of COBRA coverage for our employees	16.7%	6
We are partially subsidizing the cost of COBRA coverage for our employees. (Please specify the percentage of the partial subsidy)	25.0%	9

Totals: 36

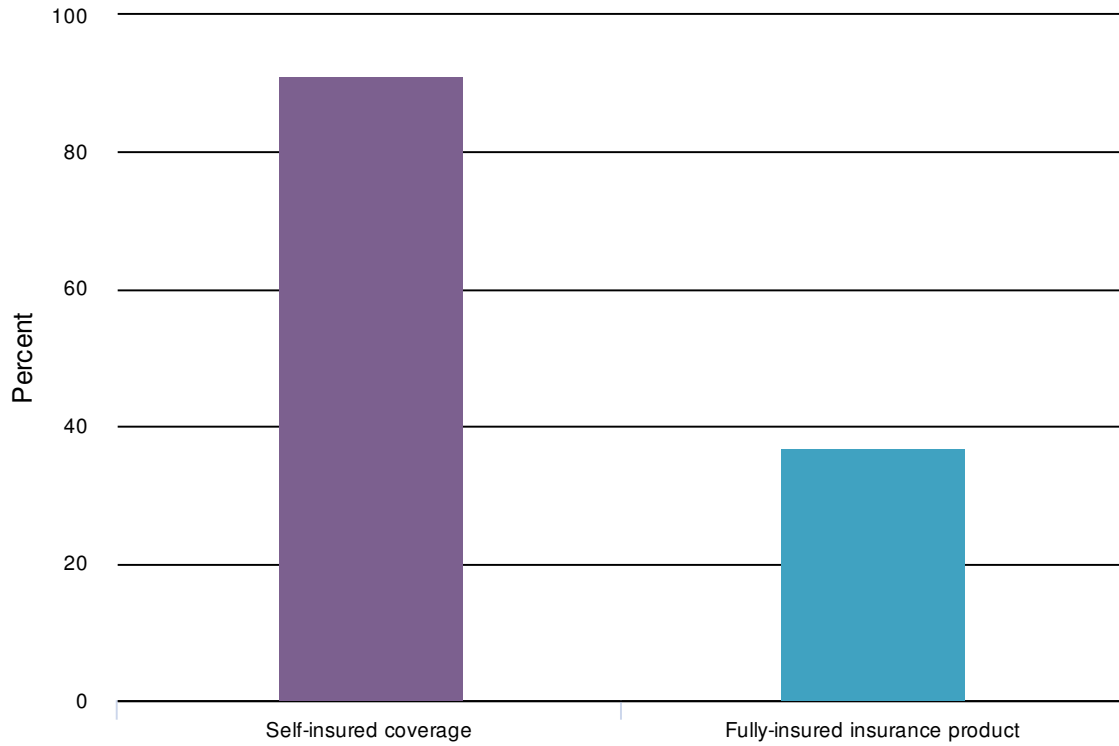
Would your organization support federal legislation that provides federal subsidies for COBRA for furloughed/terminated employees?





Value		Percent	Responses
Yes		54.2%	52
No		21.9%	21
Maybe (Please explain)		24.0%	23

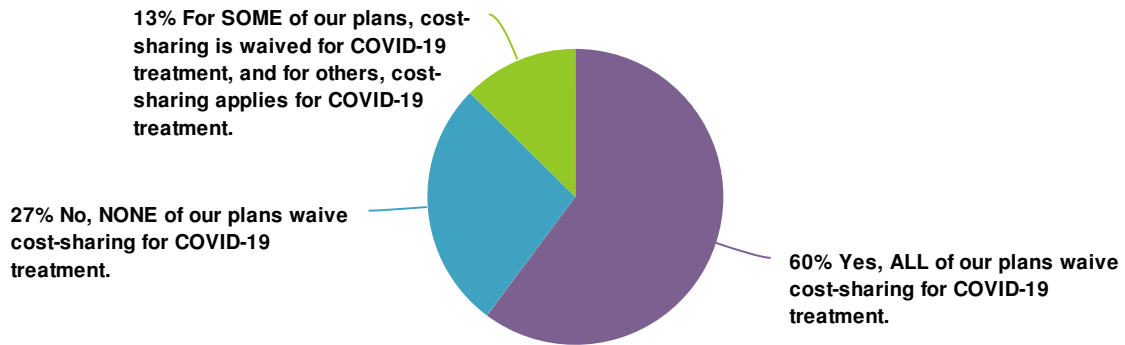
Totals: 96




Which of the following does your organization include among its health care coverage offerings for active U.S. employees? (Please select all that apply)



Value		Percent	Responses
Self-insured coverage		91.3%	94
Fully-insured insurance product		36.9%	38

For the health plan(s) your organization offers, is COVID-19 treatment covered without cost-sharing?

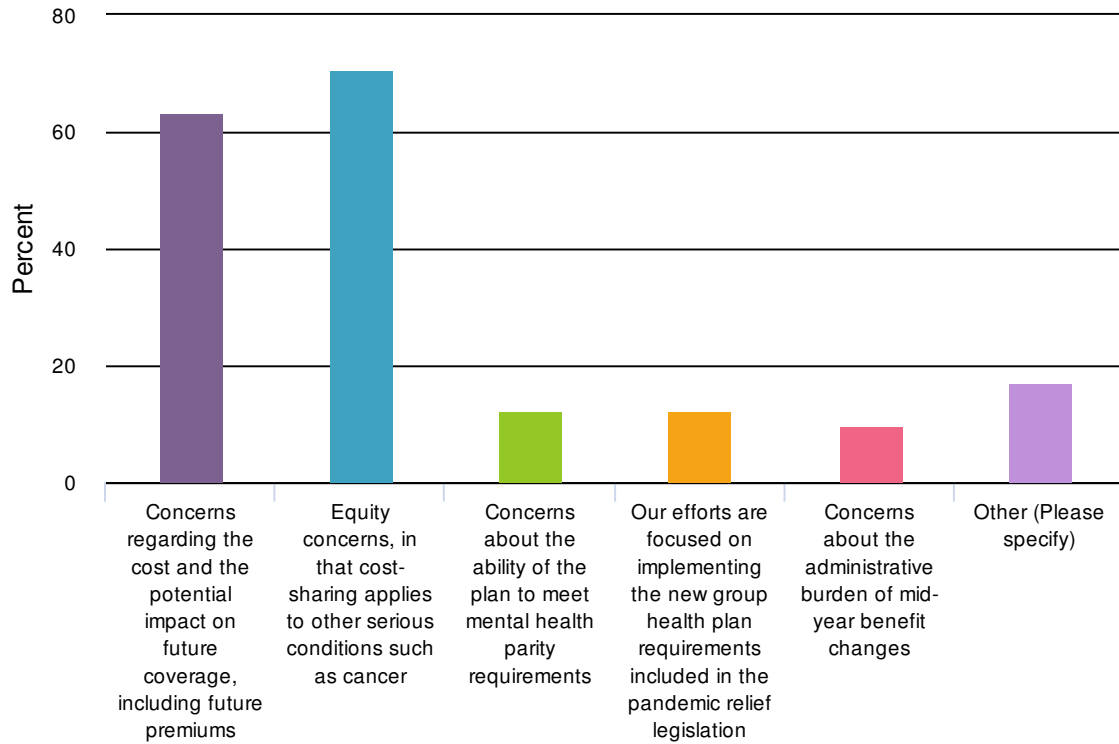


Value		Percent	Responses
Yes, ALL of our plans waive cost-sharing for COVID-19 treatment.		60.2%	62
No, NONE of our plans waive cost-sharing for COVID-19 treatment.		27.2%	28
For SOME of our plans, cost-sharing is waived for COVID-19 treatment, and for others, cost-sharing applies for COVID-19 treatment.		12.6%	13

Totals: 103

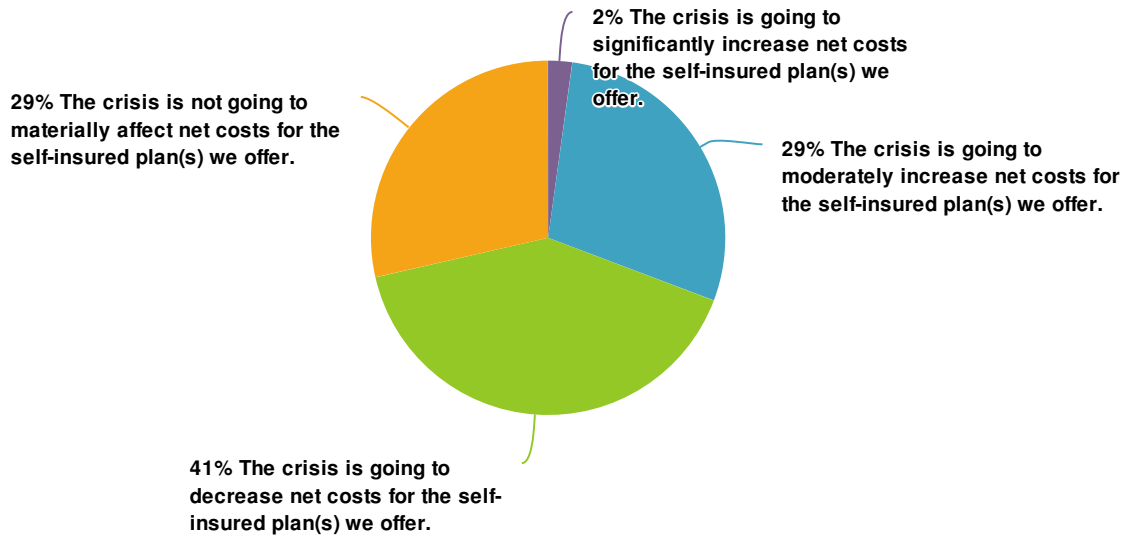


What were your organization's reasons for NOT waiving cost-sharing for COVID-19 treatment for some or all health plans? (Please select all that apply.)



Value	Percent	Responses
Concerns regarding the cost and the potential impact on future coverage, including future premiums	63.4%	26
Equity concerns, in that cost-sharing applies to other serious conditions such as cancer	70.7%	29
Concerns about the ability of the plan to meet mental health parity requirements	12.2%	5
Our efforts are focused on implementing the new group health plan requirements included in the pandemic relief legislation	12.2%	5
Concerns about the administrative burden of mid-year benefit changes	9.8%	4
Other (Please specify)	17.1%	7

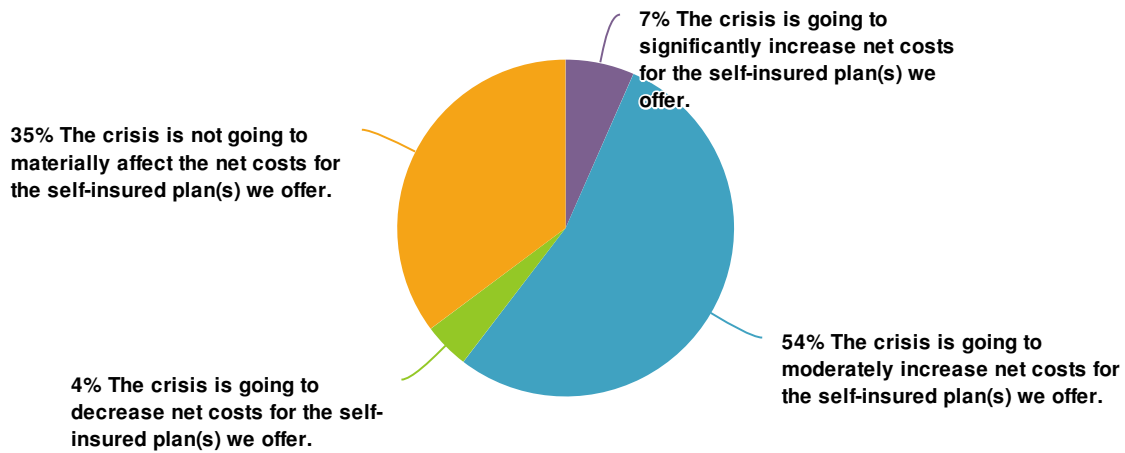
Recognizing there is still much uncertainty, please make your best guess as to how the COVID-19 crisis will affect your organization's self-insured plan(s) for 2020 alone.



Value	Percent	Responses
The crisis is going to significantly increase net costs for the self-insured plan(s) we offer.	2.2%	2
The crisis is going to moderately increase net costs for the self-insured plan(s) we offer.	28.6%	26
The crisis is going to decrease net costs for the self-insured plan(s) we offer.	40.7%	37
The crisis is not going to materially affect net costs for the self-insured plan(s) we offer.	28.6%	26

Totals: 91

Recognizing there is still much uncertainty, please make your best guess as to how the COVID-19 crisis will affect your organization's self-insured plan(s) for future plan years.

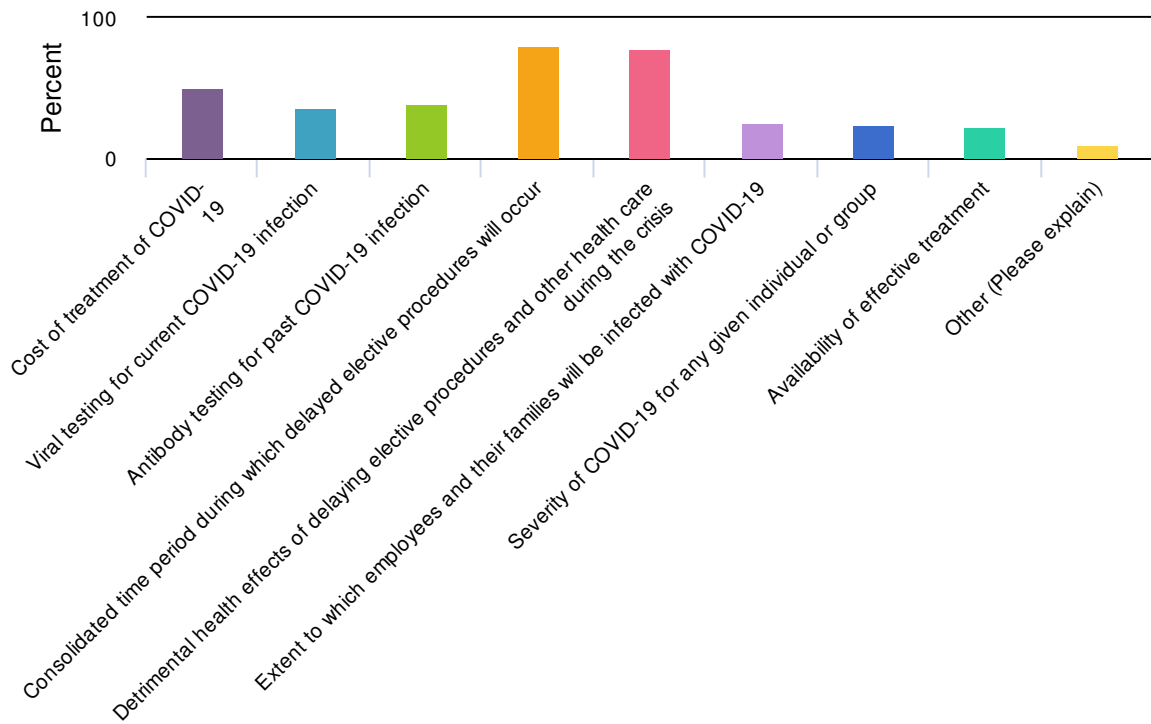


Value	Percent	Responses
The crisis is going to significantly increase net costs for the self-insured plan(s) we offer.	6.6%	6
The crisis is going to moderately increase net costs for the self-insured plan(s) we offer.	53.8%	49
The crisis is going to decrease net costs for the self-insured plan(s) we offer.	4.4%	4
The crisis is not going to materially affect the net costs for the self-insured plan(s) we offer.	35.2%	32

Totals: 91

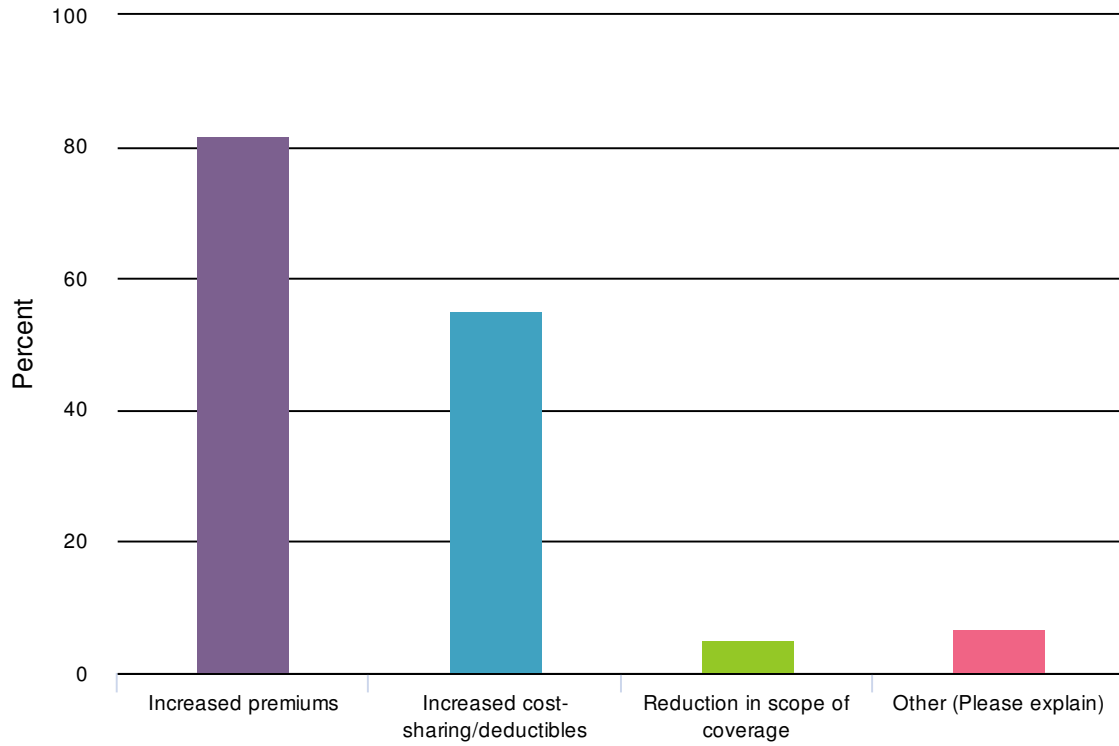
The following two questions were asked of all respondents predicting increased costs in 2020 *or* future plan years.





## What do you anticipate will lead to the increased costs? (Please select all that apply.)



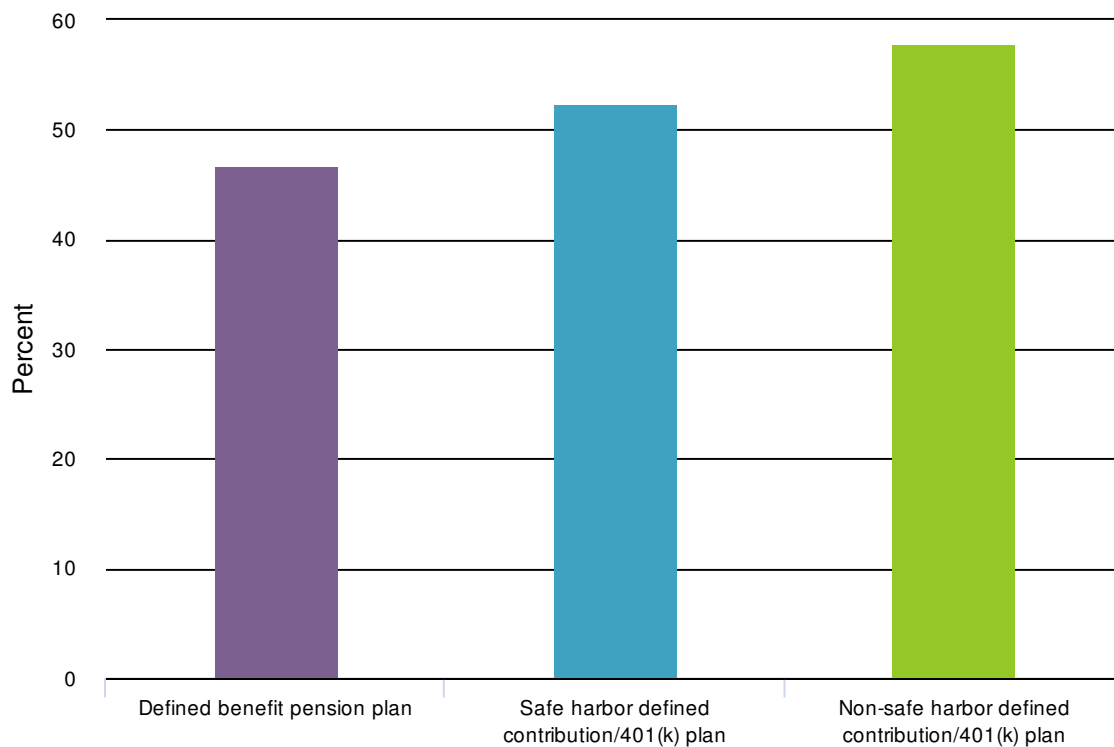
Value	Percent	Responses
Cost of treatment of COVID-19	50.0%	30
Viral testing for current COVID-19 infection	36.7%	22
Antibody testing for past COVID-19 infection	38.3%	23
Consolidated time period during which delayed elective procedures will occur	80.0%	48
Detrimental health effects of delaying elective procedures and other health care during the crisis	78.3%	47
Extent to which employees and their families will be infected with COVID-19	25.0%	15
Severity of COVID-19 for any given individual or group	23.3%	14
Availability of effective treatment	21.7%	13
Other (Please explain)	10.0%	6




What do you anticipate will be the potential effects of those increased costs?  
 (Please select all that apply.)



Value		Percent	Responses
Increased premiums		81.7%	49
Increased cost-sharing/deductibles		55.0%	33
Reduction in scope of coverage		5.0%	3
Other (Please explain)		6.7%	4

Which of the following retirement plan types are sponsored by your organization?  
 (Please select all that apply.)



Value		Percent	Responses
Defined benefit pension plan		46.7%	50
Safe harbor defined contribution/401(k) plan		52.3%	56
Non-safe harbor defined contribution/401(k) plan		57.9%	62

Is your organization taking or considering the following specific actions with respect to its defined contribution plan?

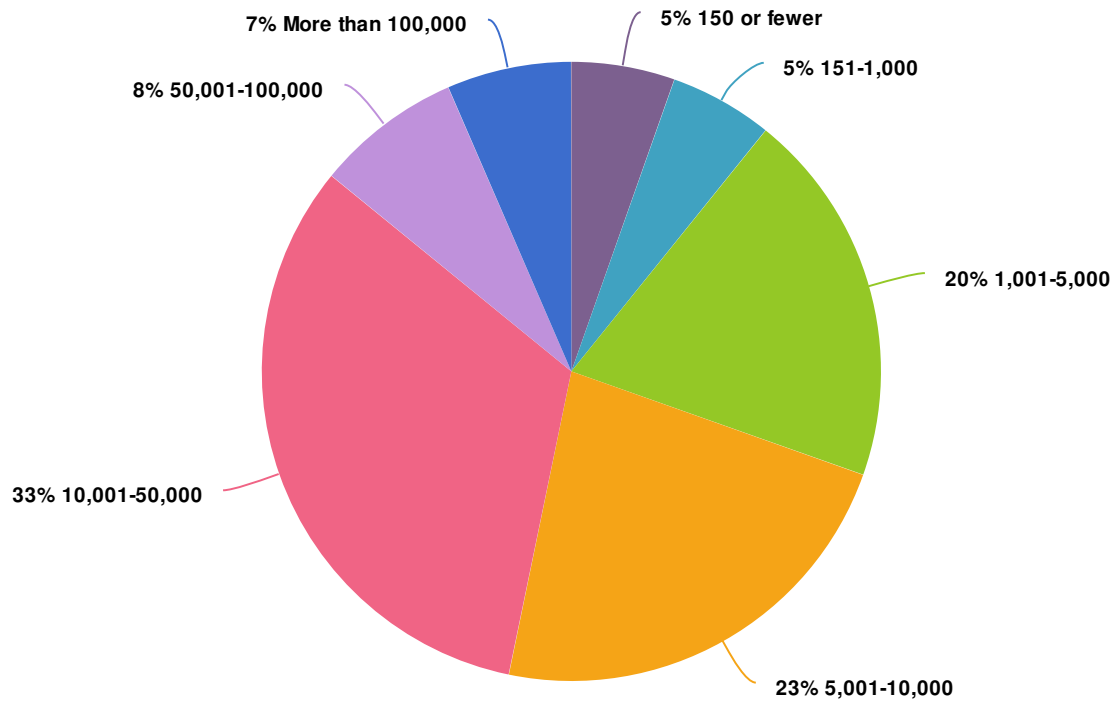
	<b>We have taken or are taking this action</b>	<b>We are considering / anticipating this action</b>	<b>We are NOT taking or considering this action at this time.</b>	<b>Responses</b>
Eliminate matching contributions Count Row %	15 14.4%	3 2.9%	86 82.7%	104
Reduce matching contributions Count Row %	3 3.1%	7 7.2%	87 89.7%	97
Eliminate non-elective employer contributions Count Row %	6 6.3%	10 10.5%	79 83.2%	95
Reduce non-elective employer contributions Count Row %	4 4.2%	12 12.6%	79 83.2%	95
<b>Totals</b> Total Responses				104



How helpful would the following defined benefit pension funding reforms be to your organization?

	Not helpful	Somewhat helpful	Very helpful	Not sure	Responses
Narrowing the interest rate corridor to smooth interest rate calculations Count Row %	7 14.0%	18 36.0%	18 36.0%	7 14.0%	50
Delaying the phase-out of current funding stabilization provisions Count Row %	9 18.0%	14 28.0%	18 36.0%	9 18.0%	50
Extending the amortization period for funding shortfalls from seven to 15 years Count Row %	11 22.4%	10 20.4%	20 40.8%	8 16.3%	49
<b>Totals</b> Total Responses					50

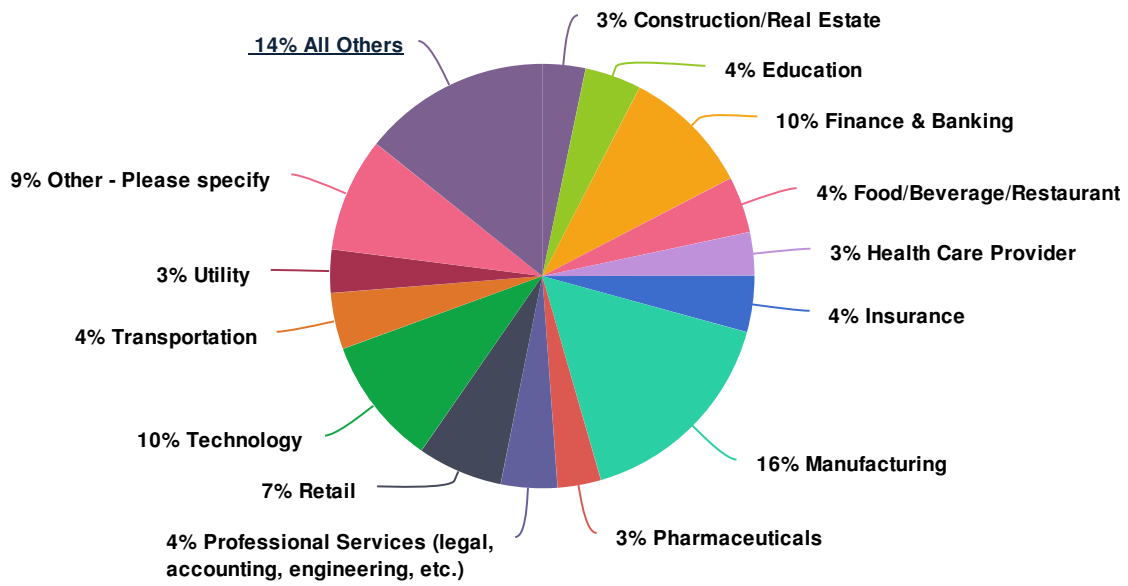
## How many full-time employees does your organization have?
























Value	Percent	Responses
150 or fewer	5.4%	5
151-1,000	5.4%	5
1,001-5,000	19.6%	18
5,001-10,000	22.8%	21
10,001-50,000	32.6%	30
50,001-100,000	7.6%	7
More than 100,000	6.5%	6

Totals: 92

What is your company's primary industry?



Value		Percent	Responses
Construction/Real Estate		3.3%	3
Education		4.3%	4
Finance & Banking		9.8%	9
Food/Beverage/Restaurant		4.3%	4
Health Care Provider		3.3%	3
Insurance		4.3%	4
Manufacturing		16.3%	15
Pharmaceuticals		3.3%	3
Professional Services (legal, accounting, engineering, etc.)		4.3%	4
Retail		6.5%	6
Technology		9.8%	9
Transportation		4.3%	4
Utility		3.3%	3
Other - Please specify		8.7%	8
Aerospace/Defense		2.2%	2
Agriculture		2.2%	2
Energy		2.2%	2
Entertainment		2.2%	2
Hospitality		2.2%	2
Media		1.1%	1
Telecommunications		2.2%	2

**Totals: 92**

