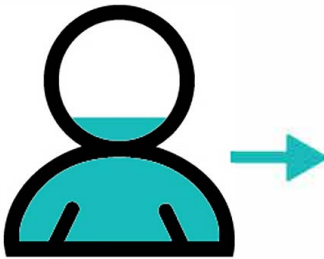


# Trends In Defined Contribution Health Plans - Infographic

How familiar are you with Defined Contribution Health Plans (DCPs)?



59.4% of employers are familiar with Defined Contribution Health Plans (DCPs)



54.1% believe DCPs will help employees make more cost-conscious benefit decisions



40.5% believe offering a DCP will also increase employee understanding of benefit costs



31.5% believe DCPs will allow the company to continue offering benefits otherwise in jeopardy



31.5% believe DCPs will lower health benefit costs for the company

Where are you in the process of exploring/adopting defined contribution plans?



36.1% indicated they were considering DCPs



18.9% indicated they are still learning

25.2% indicated they are not interested



14.4% indicated they are already using



What Information are you seeking regarding DCPs?



- How would our company benefit from DCPs? - 27.6%
- What are DCPs? - 25.7%
- Do employees like DCPs? - 19.1%
- What other health plan designs are available? - 15.8%
- Other - 9.2%
- Can our company offer a DCP plan under PPACA? - 2.6%

What partners would you depend on to help you learn about new health benefit designs such as defined contribution plans?

Insurance broker's (46.2%) and benefit consultants (45.3%) are the top two external partners employers will look to for more information about DCPs



44.9% of respondents reported they would do research independently