



**Benefitfocus<sup>®</sup>**

**S<sub>o</sub>EB**

**2021**

**State of Employee Benefits**

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<https://www.benefitfocus.com/state-of-employee-benefits>



## Trends and Insights Following a Year of Disruption

Benefitfocus is pleased to present the State of Employee Benefits™ 2021 report – the latest of our original series established in 2016. This year's report has been expanded to include four years of employee benefit plan design and participation, highlighting key trends that are shaping the future.

But first, here are a few things you should know about the report.

### Real benefits data, real employee behavior.

This report is not a survey.

Most reports on employee benefits are based on survey responses from a sample of a few thousand employees or administrators. While these surveys can be helpful trend indicators, they lack precision due to their reliance on retrospective, self-reported, algorithm-enhanced data. The State of Employee Benefits is different.

We've aggregated, anonymized and analyzed 3.5 million actual enrollment records from our large employer customers (1,000+ employees). Both the nature and scope of the data make this report

a one-of-a-kind look at employee benefits data and decisions – what benefit plans employers are offering, which plans employees are selecting, what it's costing and more.

### Who is this report intended to serve?

This report is for anyone seeking valuable insight into employee benefit trends over the last four years, with specific focus on the impacts of COVID-19. This includes benefit managers and administrators, HR executives, financial executives, insurance carriers, brokers, consultants, third-party administrators, policymakers, the media, and any other party who finds this information valuable or would simply like to read about employee benefits data and employee enrollment behavior.

### 2021: The year after ...

Not only does this year's report provide insight into employee enrollment behavior for the last four years, it's also our first benchmarking report following 2020 – the year that brought us COVID-19. As with our previous reports, you'll see analysis of a robust data set illustrated through graphs and appending tables. But you'll also see trends leading up to and following the onset of COVID-19 for benefit plan design and participation.



## Executive Summary

If we look back just a couple of years, the employee benefits scene was slightly different than what we're seeing today. The lowest unemployment rate since the 1960s, rising health care costs and an increasingly diverse workforce left employers to perform a balancing act between controlling costs and offering competitive benefits packages.

Fast forward three years to an unprecedented *global pandemic*, and the plot has twisted.

While employers are still concerned with mitigating costs, their focus has shifted to uncertainty. The potential of layoffs, furloughs and budget cuts loomed as they responded to the financial impact of COVID-19. On top of that, many employers were forced to conduct a fully virtual benefits enrollment process for the first time ever.

### **So how, and to what extent, did this impact benefit plan offerings and employee enrollment decisions?**

To answer this question, we looked to the data collected on our platform from the last four fall annual enrollment periods. We analyzed records from more than 3.5 million employees across nearly 350 large employers (1,000+ employees) from the last four years.<sup>1</sup> Here's what we found:

<sup>1</sup>The phrases "the last four annual enrollment periods" and "the last four years" refer to the fall of 2017 through the fall of 2020 for effective dates of 1/1/18 and 1/1/21.



**Employers are expanding benefit packages to address diverse needs within a multi-generational workforce.**

Nearly three quarters of large employer groups offered a mix of traditional health plans (PPOs) and high-deductible health plans (HDHPs) for 2021, moving away from single health plan strategies. Voluntary benefit offerings continued to expand — specifically income protection benefits — as a way to supplement core coverage and provide greater flexibility and choice.



**Employee health plan premiums saw moderate growth as employers took on more of the cost burden in 2021.**

While employee health plan premiums only saw a slight increase between 2020 and 2021, employers are paying more as a percentage of the total premium in 2021.



**HDHPs are catching up to traditional PPOs in popularity among employees.**

PPOs are still the health plan of choice among employees, however HDHPs have grown in popularity across the board, with participation up 30 percent since 2018.



**Consumer-directed health care accounts appeal to younger employees, in particular.**

Since 2018, the percentage of Gen Zers with a health savings account (HSA) has more than doubled. Gen Zers, millennials and Gen Xers increased HSA contributions by 10 percent or more in 2021.<sup>2</sup>



**Supplemental benefits gained significant traction among employees.**

Over the last four years, employee participation in hospital indemnity plans has more than doubled and increased by 13 percent in 2021 alone. Participation in both critical illness and accident plans has grown by 65 percent or more since 2018 as well.



<sup>2</sup>Age groups use in this report: Generation Z (born after 1997), millennials (born 1981-1996), Generation X (born 1965-1980), baby boomers (born 1946-1964), and traditionalists (born 1945 or before).

## Employer Benefit Offerings

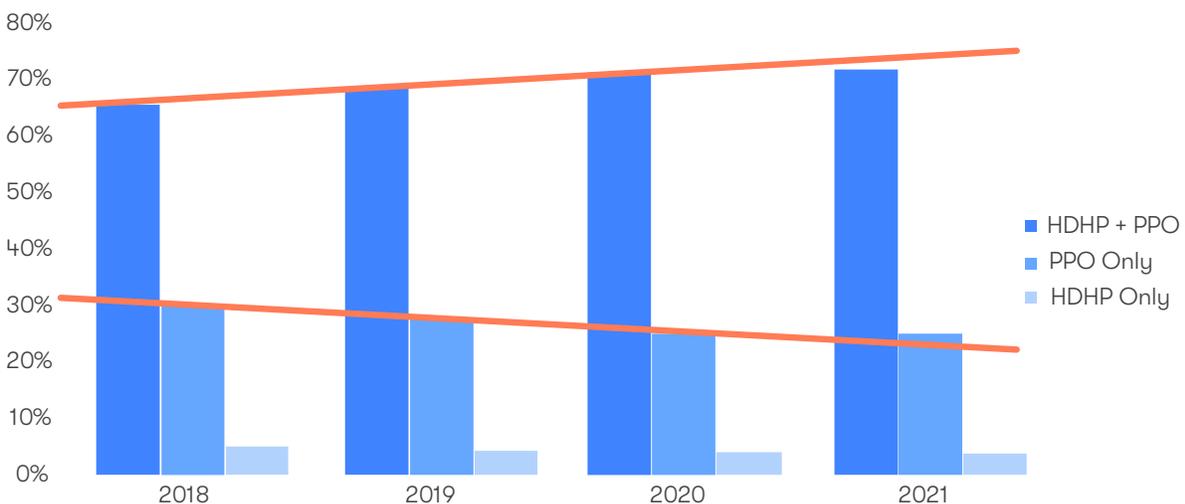


Employers are providing more robust and flexible benefit packages as they look to strike a balance between cost-sharing and meeting the increasingly diverse needs of a multi-generational workforce. We continue to observe a shift away from a single health plan strategy to offering more health plan options as well as supplemental coverage to support employees' total wellbeing.

### Health Plan Offerings

The percentage of large employer groups that offer at least one traditional health plan (PPO) and one HDHP has grown steadily since 2018. Almost three quarters of large employer groups offered a combination of both in 2021, an increase from 65 percent in 2018. At the same time, the percentage of employers offering HDHPs exclusively dropped by 24 percent, while employers offering only PPOs fell by more than 16 percent in the same timeframe.

**Figure 1.1: Annual Employer Health Plan Offering, 2018-2021**



The percentage of employers offering a combination of HDHPs and PPOs has increased to 71 percent. (See Appendix Table 1)

### Impact of Cadillac Tax Repeal

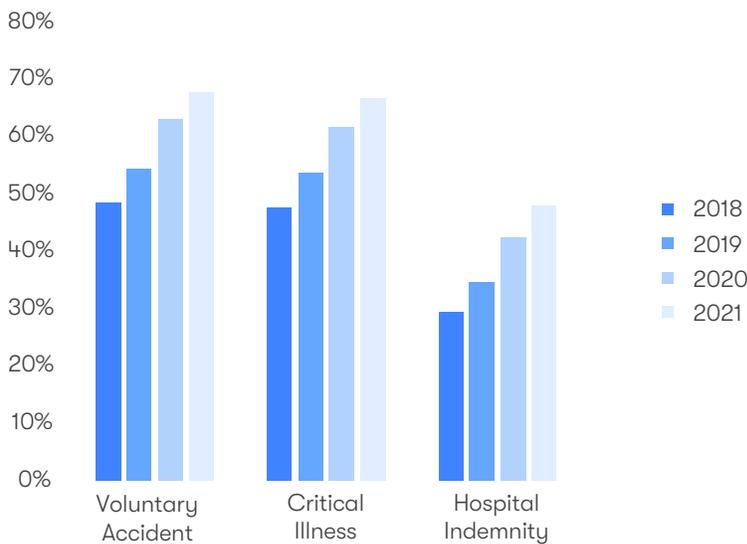
Up until 2019, the threat of the ACA's "Cadillac tax" – which would effectively limit richer employer-funded health care plans – loomed over employers. Many had adjusted by diversifying their offerings specifically to include HDHPs. Despite the repeal of the Cadillac tax, employers remain interested in making their health plans more efficient and see value in shifting costs with HDHPs.

## Voluntary Benefit Offerings

Before the COVID-19 pandemic, employers offered voluntary benefits as part of a total compensation package to attract and retain top talent in a competitive job market. Now, in the post-pandemic world, voluntary income protection benefits such as accident, critical illness and hospital indemnity insurance, as well as certain specialty benefit products, have become vital to protect employees against the unexpected and to support their total wellbeing.

Large employers have steadily increased their voluntary income protection benefits since 2018, with more than two-thirds offering accident and critical illness plans in 2021, and nearly 50 percent now offering hospital indemnity insurance. Specialty products, including identity theft protection, legal insurance and pet insurance, have experienced even higher growth in employer offerings since 2018, with identity theft protection and pet insurance increasing by more than 17 percent over the last year.

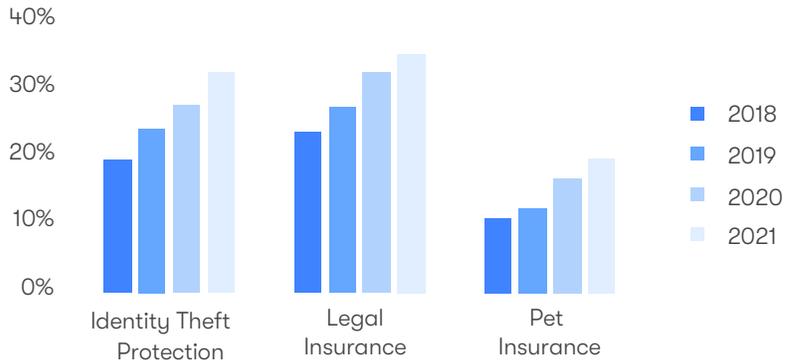
**Figure 1.2: Average Annual Percentage of Employers Offering Income Protection Benefits, 2018-2021**



(See Appendix Table 2)



**Figure 1.3: Average Annual Percentage of Employers Offering Specialty Voluntary Benefits, 2018-2021**



Both income protection and specialty product offerings have increased steadily since 2018, **an increase of almost 40 percent** or more across the board. (See Appendix Table 3)



It's clear that employers are continuing to explore ways to supplement medical coverage and enhance the value they provide their employees through benefits. As employers work with their brokers and consultants to develop the right strategies for their business, having on-demand insight into their workforce, benefit participation and plan performance is key to the decision-making process. Seamless integrations, simplified billing processes and an intuitive enrollment experience can also simplify the introduction and administration of any new benefits successful.

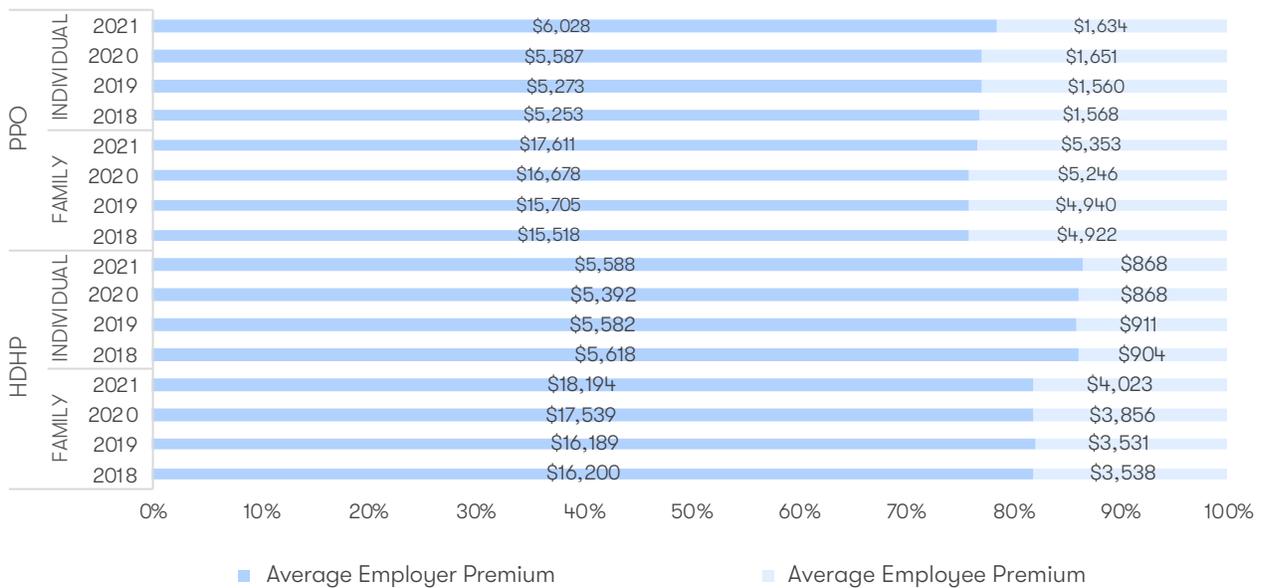
## Health Plan Premiums and Out-of-Pocket Costs

Over the last four years, employers continued to apply cost-sharing techniques across health plan premiums, deductibles and out-of-pocket (OOP) maximums as a means to keep health plans affordable for both their organization and their employees. Despite predictions that COVID-19 would cause spikes in health care premiums, growth in costs were moderate for most plan types.

**Most employees have experienced an increase in the dollar amount they're paying for health plan premiums each of the last four years.** Premiums for family coverage have increased by 14 percent for HDHP subscribers and nine percent for PPO subscribers. Individual HDHP subscribers actually saw a four percent decline in premiums, while premiums for individual PPO plans went the opposite direction with a four percent increase since 2018.

However, employees are contributing slightly less of a percentage of total premium in 2021 than they did in 2020 (with the exception of family-coverage HDHPs, which only increased by less than one percent). This is the first time any health plan has seen a decrease in employee cost-sharing since 2018.

**Figure 2.1: Average Annual Employee and Employer Premium Contribution, by Plan Type and Coverage Level, 2018-2021**



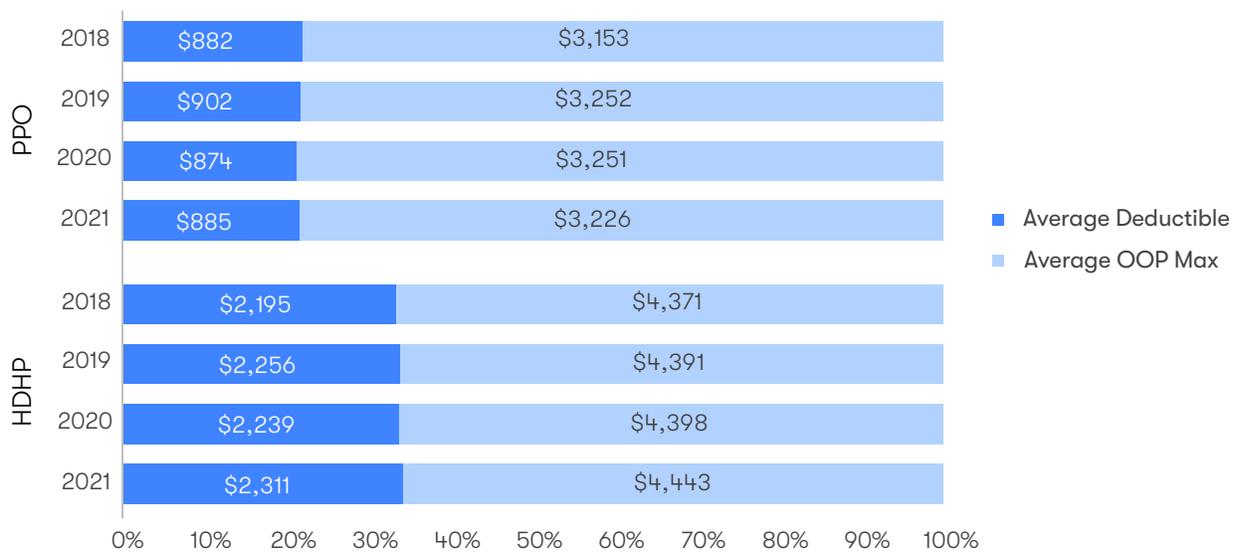
Employer-paid premiums are increasing at a faster rate than employee premiums, with the exception of HDHP family coverage.

(See Appendix Tables 4 and 5)



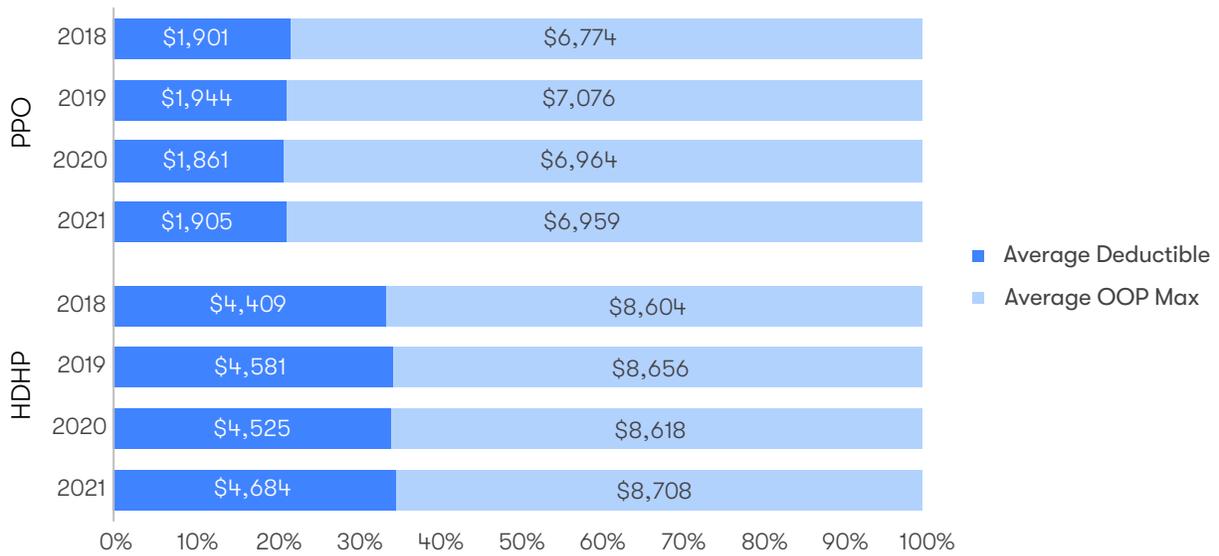
Overall, employees have experienced minimal change in their out-of-pocket cost exposure for health care. In fact, OOP maximums actually decreased slightly for PPO subscribers from 2020 to 2021. Deductibles remained steady as a percentage of OOP maximums across all four years, which is just over 50 percent for HDHPs and just under 30 percent for PPOs.

**Figure 2.2: Average Annual Individual Deductible and OOP Maximum Trend by Plan Type, 2018-2021**

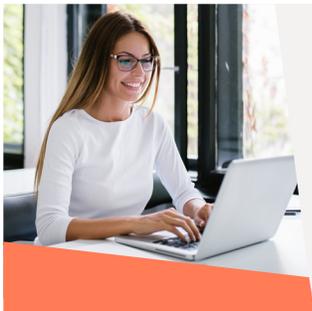


Individual HDHP deductibles and OOP maximums have increased the most since 2018, but only slightly higher than other plan types since 2020. (See Appendix Table 6)

**Figure 2.3: Average Annual Family Deductible and OOP Maximum Trend by Plan Type, 2018-2021**



Family deductibles and OOP maximums remained steady with slight growth in both HDHP and PPO plans since 2020.  
 (See Appendix Table 6)



Employers appear more willing to take on a greater share of the premium for HDHPs than PPOs, but health care costs continue to increase across the board and the impact of COVID-19 is still uncertain. Consumer-directed health care accounts and voluntary benefits can help limit the financial burden for employees.

## Health Plan Participation

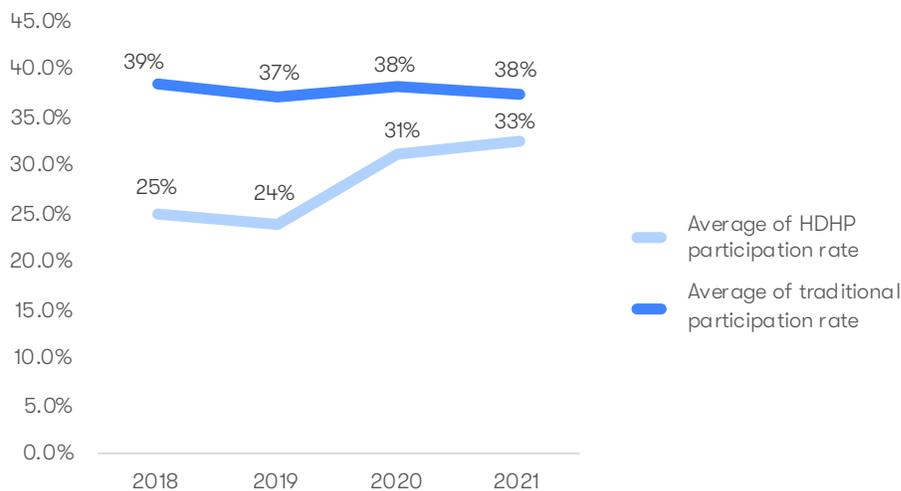
The limited out-of-pocket exposure of traditional PPOs has made them the plan of choice for a long time, which held true through 2021. However, HDHPs, paired with health savings accounts (HSAs), are gaining traction as they've become more ingrained in the health care landscape. **More specifically, younger employees, who are typically healthier and less risk-averse, are opting for the lower premiums offered by an HDHP.**

### Health Plan Participation

When given the choice between a PPO and an HDHP, employees are increasingly opting for the latter, with HDHP participation up 30 percent since 2018. Participation in HDHPs continues to be highest among millennials, although Gen Xers and baby boomers are showing an increased appetite for HDHPs, with participation up more than 20 percent since 2018.

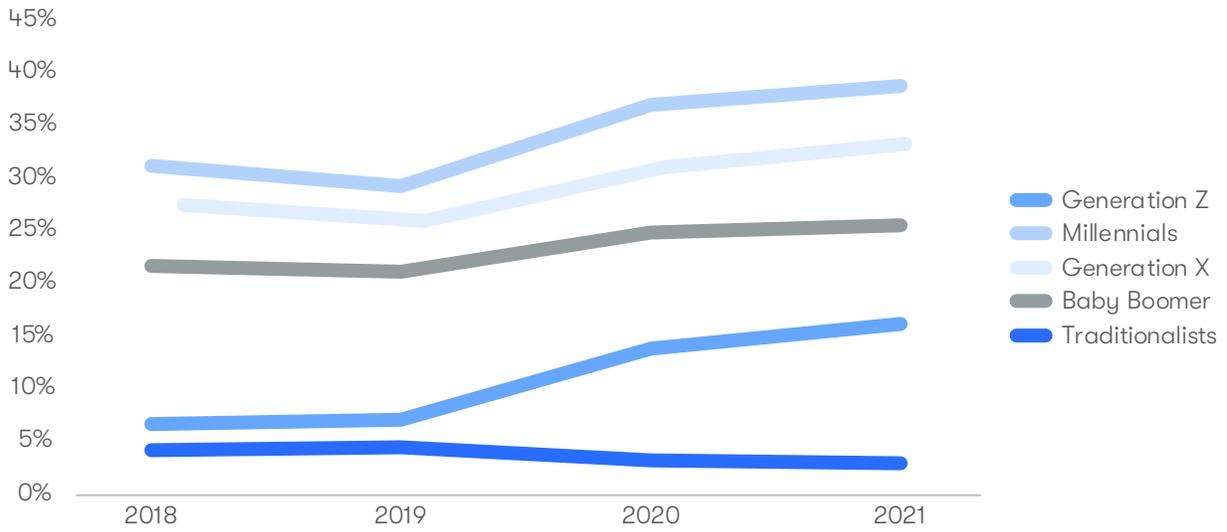
As the newest entrants to the workforce, Gen Zers saw the largest uptick in participation for PPOs and HDHPs. Overall, participation for this group is still relatively low as they remain eligible for their parents' health plans until age 26.

**Figure 3.1: Health Plan Participation Trend When at Least One HDHP and One PPO Are Offered by an Employer, 2018-2021**



Compared to HDHPs, PPOs are still the more popular plan choice among employees, but that gap has narrowed in recent years. (See Appendix Table 7)

**Figure 3.2: HDHP Participation Trend by Generation When at Least One HDHP and One PPO Are Offered by an Employer, 2018-2020**



Millennials and Gen Xers have the highest adoption of HDHPs, while Gen Zers account for the highest growth in HDHP participation since 2018. (See Appendix Table 8)

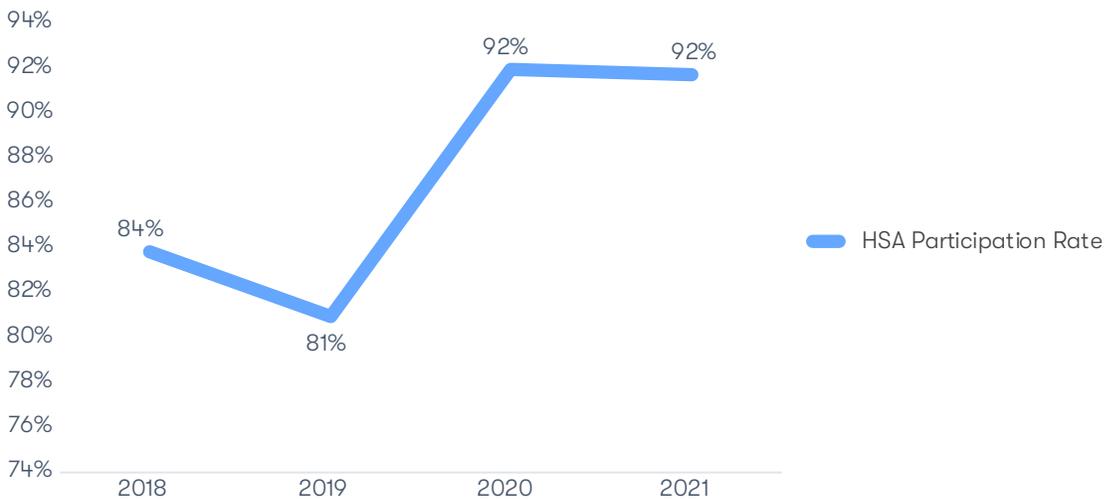


### Health Savings Accounts

The increase in HDHP adoption has naturally led to an overall increase in HSA participation. These accounts are a valuable tool to fund out-of-pocket costs and build savings with pre-tax dollars.

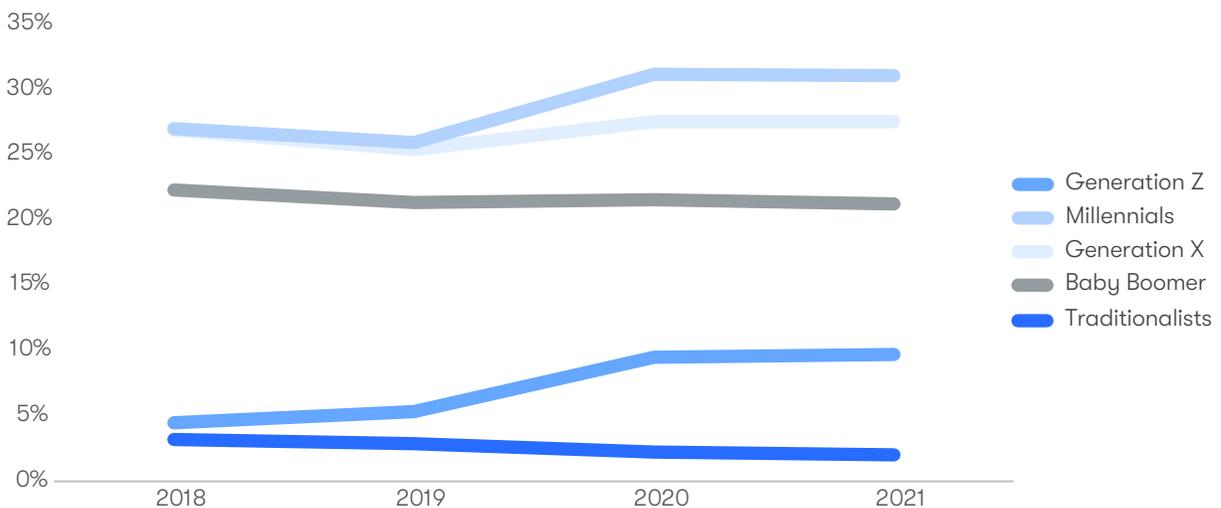
**More than 90 percent of HDHP subscribers opted into an HSA for 2021, up from 83 percent in 2018.** Consistent with the trend in HDHP adoption by generation, HSA participation has increased most significantly among younger employees, with millennials having the highest participation at 31 percent in 2021. Participation doubled among Generation Z, though total participation still remains under 10 percent.

**Figure 3.3: Annual Total HSA Employee Participation, 2018-2021**



HSA participation increased significantly since 2018.  
(See Appendix Table 9)

**Figure 3.4: Annual HSA Participation Among Eligible Employees by Generation, 2018-2021**

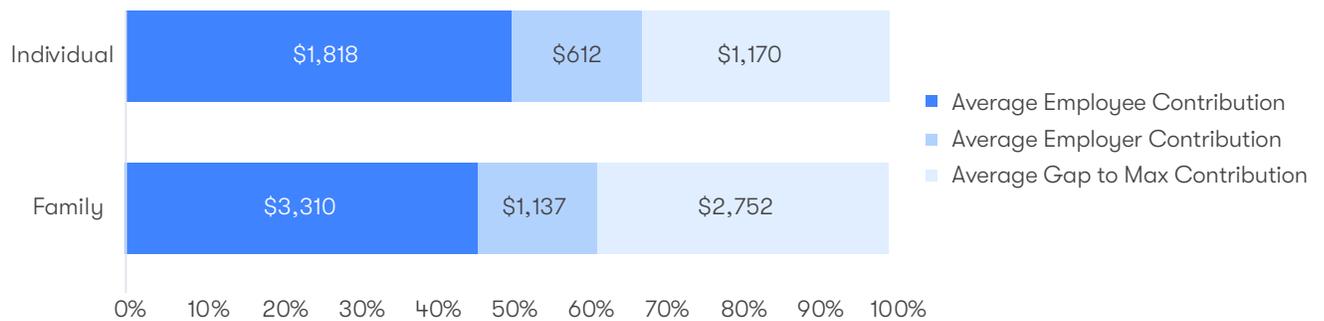


Gen Zers and millennials had the highest increase in HSA participation since 2018.  
(See Appendix Table 10)

Overall, employees have contributed more to their HSAs each of the last four years, with the most significant increases coming between 2020 and 2021 for both family- and individual-coverage accounts. **However, contributions are still below the 2021 limits set forth by the IRS.** When considering employee contributions alone, employees with a family HSA contributed less than 50 percent of the maximum allowed in 2021 on average, while employees with an individual HSA contributed just over 50 percent of the maximum.

**Employer contributions have remained relatively steady over the last four years.** When combined with employee contributions in 2021, the total contribution is 62 percent of the maximum allowed contribution for family HSAs and 67 percent for individual HSAs. Interestingly, the average total contribution for families is slightly less than the average family HDHP deductible, whereas the average total contribution for individuals exceeds the average individual HDHP deductible.

**Figure 3.5: Average Employee and Employer HSA Contribution for Individual and Family Coverage, 2021**

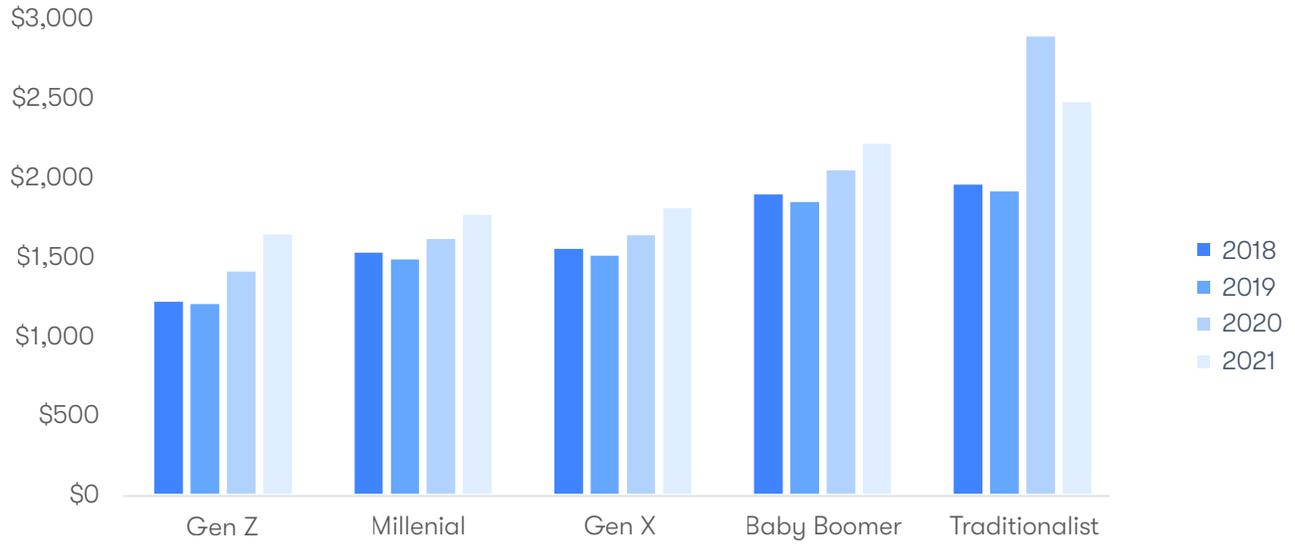


Total contributions for family-coverage HSAs are closer to the 2021 IRS limits than individual-coverage HSAs. (See Appendix Tables 11 and 12)

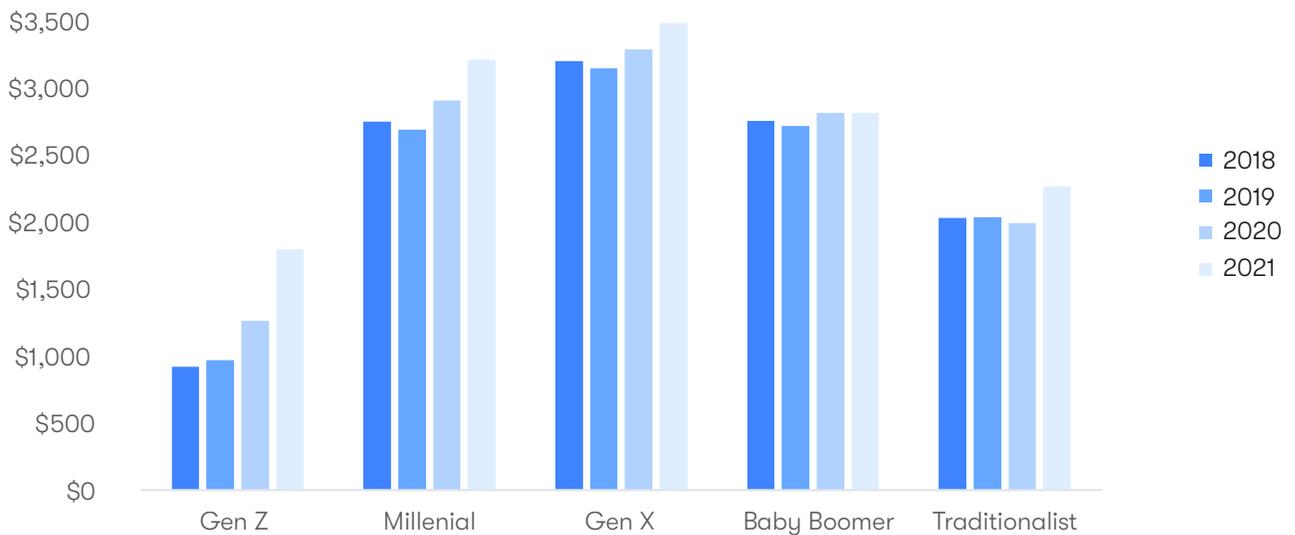


When looking across generations, younger employees with families had the highest growth in HSA contributions since 2018. Gen Zers nearly doubled family HSA contributions since 2018 and increased contributions by 42 percent in the last year alone. For 2021, millennials and Gen Xers contributed the most in actual dollar amount for family HSAs, while baby boomers and traditionalists contributed the highest amount for individual HSAs.

**Figure 3.6: Average Employee HSA Contribution Trend for Individual Coverage by Generation, 2018-2021**



**Figure 3.7: Average Employee HSA Contribution Trend for Family Coverage by Generation, 2018-2021**



HSA contributions increased for both family and individual accounts across each generation since 2018, except for a 14 percent decrease among traditionalists with individual HSAs in 2021.

(See Appendix Table 13)



Employees appear to be getting more comfortable with the combination of an HDHP and HSA – especially younger employees.

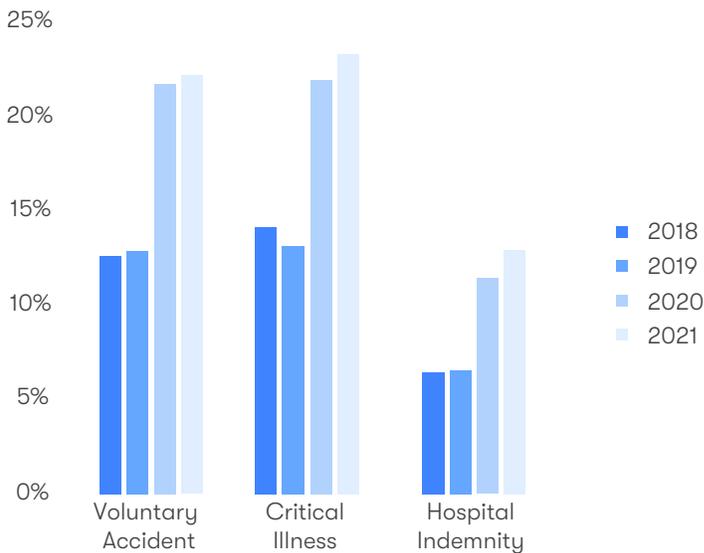
## Voluntary Benefits Participation

Employers are ramping up their voluntary and specialty benefit offerings to enhance their total compensation packages and help protect their employees' financial wellbeing. More and more, employees appear to be understanding the value of these plans to protect against unexpected events that result in unplanned expenses.

**Employee participation has increased in voluntary accident, critical illness and hospital indemnity insurance since 2018, with participation in hospital indemnity doubling.** Accident insurance saw the second-highest participation growth with an increase of 76 percent, followed by critical illness at 64 percent. Hospital indemnity also had the highest growth between 2020 and 2021, at 13 percent, but critical illness and accident remain well ahead in terms of overall participation.

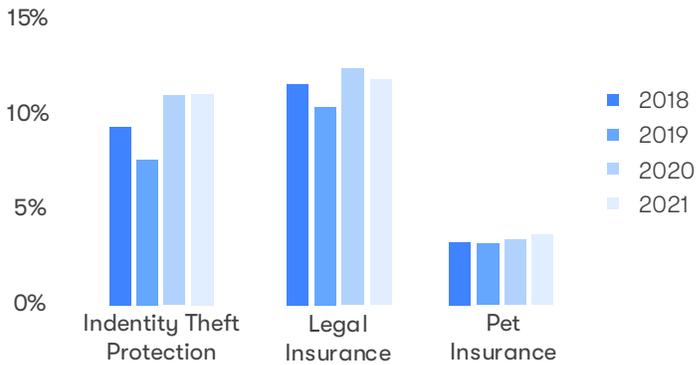
Specialty products have also increased in popularity over the last four years. **Identity theft protection experienced the most participation growth, with a 19 percent increase since 2018.** Pet insurance saw the highest participation growth among these options from 2020 to 2021, with a seven percent increase, but remains behind the others in terms of overall participation.

**Figure 4.1: Trend in Employees Participating in Income Protection Benefits, 2018-2021**



(See Appendix Table 14)

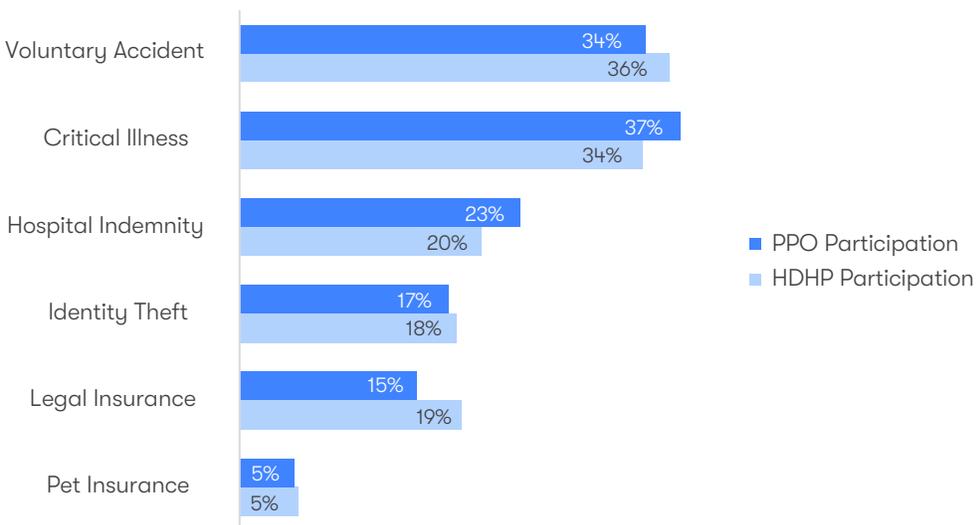
**Figure 4.2: Trend in Employees Participating in Specialty Voluntary Benefits, 2018-2021**



Employee participation in voluntary income protection and specialty benefit products have increased since 2018. (See Appendix Table 15)

Voluntary income protection benefits are often positioned to HDHP subscribers as a way to lessen the burden of the higher out-of-pocket costs. However, when comparing voluntary benefit elections of HDHP subscribers and PPO subscribers in 2021, participation rates were nearly even for all types of voluntary benefits. Based on the data, employees appear to be looking for financial security beyond just medical coverage, and the underlying reasons vary widely.

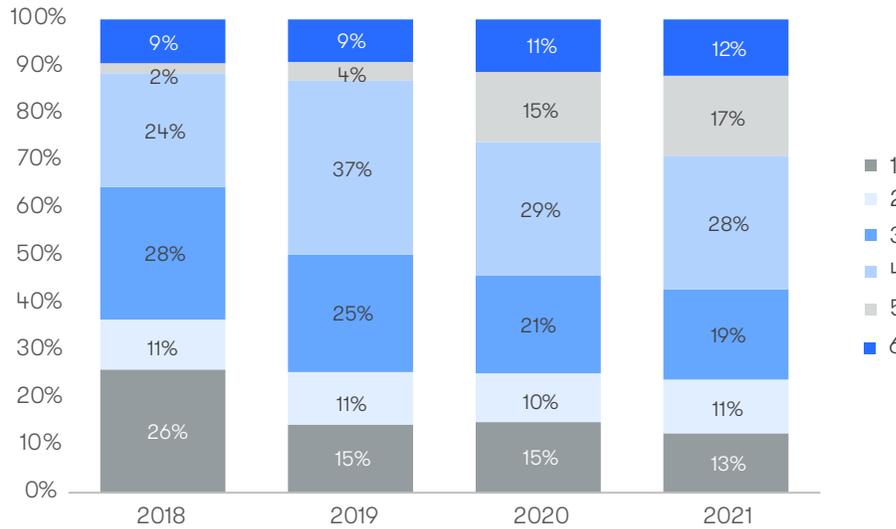
**Figure 4.3: Employee Participation in Voluntary Benefits (Income Protection Products and Specialty Products) by Health Plan Type in 2021**



Health plan choice doesn't appear to impact whether or not employees elect voluntary benefits. (See Appendix Table 16)

Another trend highlighting employees' demand for financial protection is the growth in the average number of voluntary benefits elected. In 2018, more than 60 percent of employees selected three or fewer of voluntary benefits. That has shifted to almost 60 percent of employees selecting four or more income protection and/or specialty products in 2021.

**Figure 4.4: Yearly Trend of Number of Voluntary Benefits Selected When Employee Selects at Least One Voluntary Benefit (Income Protection and Specialty Products).**



Employees are increasingly selecting more voluntary benefits.  
(See Appendix Table 17)



Voluntary benefits offer an efficient way for employees to supplement out-of-pocket medical costs and build financial security. However, with more and more options competing for employees' attention and budgets, they must have guidance in selecting the plans that make the most sense for their unique situation. Employers will need to educate employees on how the existing and emerging benefits they offer can build long-term resilience.

## Conclusion

Overall, employer benefit offerings and enrollment trends stayed on par with previous years, despite COVID-19. There was a clear upward trend for expanding benefit offerings as a way to differentiate in a competitive job market leading up to 2020. If anything, employers took a more paternalistic approach for 2021, continuing to offer more benefits and absorbing health plan cost increases to keep things consistent for employees. At the same time, employees took more advantage of savings opportunities and income protection.



### **Visibility into health care claims is necessary to identify and mitigate cost-drivers.**

Health care costs are expected to keep rising, and the long-term effects of COVID-19 on employer-sponsored health plans are still unknown. Whether it's an increase in chronic illness or a surge in previously delayed surgical procedures, employers will need ready access to data and insights to help make informed, proactive decisions to address whatever challenges arise in the wake of the pandemic.

The ability to identify and track trends in health care claims will help employers gather information on the effectiveness of their health plan strategy and employee health plan utilization. With on-demand reporting and analytics, employers can more easily identify what's driving their costs, understand potential risks and coverage gaps, and ultimately develop smarter plans and programs to build and support a happier and healthier workforce.



### **Flexible and diverse benefits should be a priority for employers.**

Understanding the specific needs and demands of employees is key for employers to curate a comprehensive benefits package that enables employees to build health and resiliency physically, financially and mentally. Now is the time to focus on providing options to support their unique needs, especially those that are emphasized as a result of the COVID-19 pandemic, including additional income protection options, telemedicine, mental health benefits and more.

Again, access to data analytics along with complementary consulting is essential for employers to not only identify which products and services to implement, but also measure performance and effectiveness of those programs. By investing in a benefits management platform that seamlessly integrates voluntary benefits and analytics capabilities, employers can not only streamline the roll out and administration of new programs, but also track participation in such programs and assess the impact they have on employee behavior. Value-added services from vendor partners can further amplify efforts to drive behavior change and improve employee total wellbeing.



### **Improving employee health requires effective communication and engagement.**

COVID-19 has put health care and financial wellness front and center for most Americans. And as employers roll out new health plan and benefit strategies, there's a critical need to help employees navigate the complexity and understand the full breadth of options. This goes beyond basic health literacy to helping employees optimize their benefits investment – from choosing the right medical plan and supplemental coverage to being proactive about preventive care.

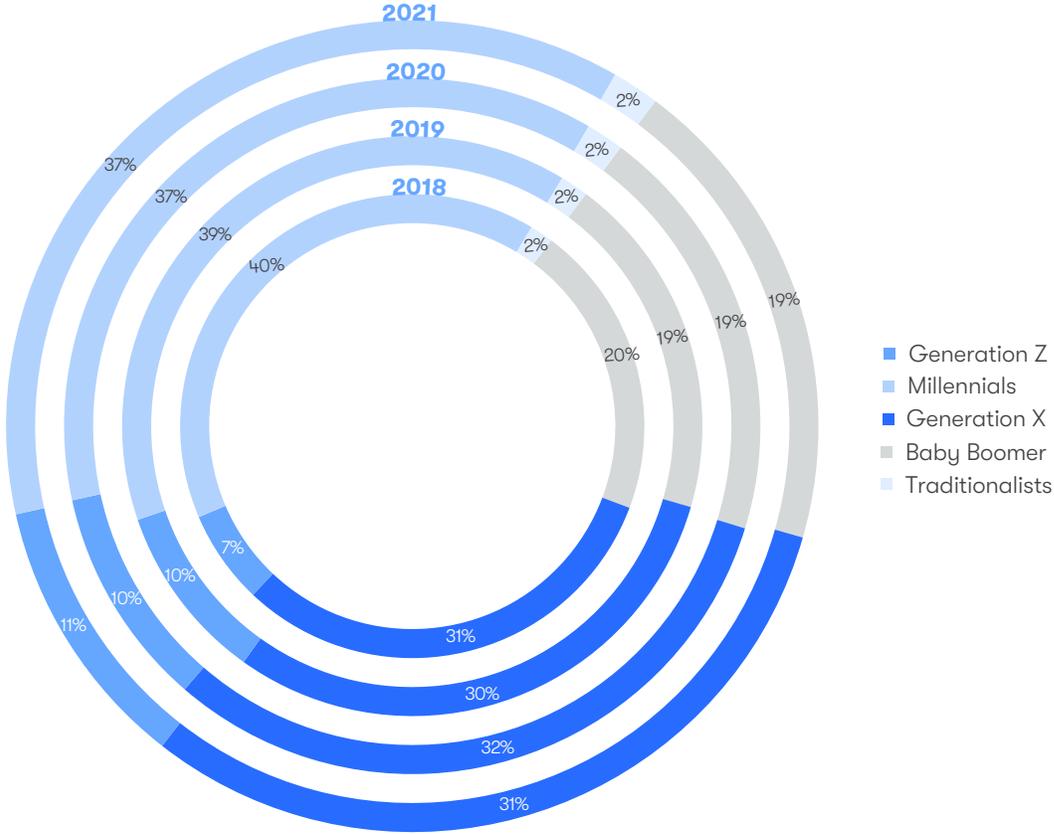
HR and benefit leaders must create and implement purposeful communication campaigns that help employees truly engage in their benefits throughout the year. This requires a benefits platform that enables them to target messages and reach employees where they are with timely information in an easily consumable format, including mobile alerts, impactful emails and video. More importantly, providing education at the point of decision during enrollment as well as at the point of care can help drive smarter enrollment and utilization decisions.

## About the Data

The State of Employee Benefits 2021 was compiled from enrollment transactions aggregated across 343 large employers (1,000+ full-time employees) within the Benefitfocus customer base, representing 3.5 million individual consumers in total. The data was evaluated on an anonymous basis. Enrollment records include both active and passive enrollments made by a variety of industry roles (employee, carrier representative, broker, benefits administrator, etc.) from the fall of 2017 through fall of 2020 for effective dates of January 1, 2018 and January 1, 2021. These measurements are not meant to be a nationally representative sample, but to represent the aggregate activity for large employers on the Benefitfocus platform.

“Family coverage” is defined as coverage levels that had at least one employee, one spouse/domestic partner and one child. For premium metrics, all averages are annual premium amounts. All dollar amounts have been rounded to the nearest whole dollar. All percentages, with limited exceptions, have been rounded to the nearest whole number within the report and single decimal within the appendix. Subscribers 17 years of age and under have been removed. The data for insufficient sample sizes has been withheld.

Annual Generational Representation, 2018-2021





## About Benefitfocus

Benefitfocus (NASDAQ: BNFT) provides technology and services that improve the way employers of all sizes manage their benefits investment. Through a combination of powerful cloud-based software, data-driven insights and thoughtfully-designed services, we provide employers, their brokers and insurance carriers with a single suite of solutions to deliver a world-class benefits experience.

Learn more at <https://resources.benefitfocus.com/open-enrollment>.

Benefitfocus is not an actuarial firm, and Benefitfocus is not acting as an actuary or determining any actuarial basis for employer benefit offerings. Benefitfocus does not underwrite insurance and does not give legal advice regarding the adequacy of coverage limits or types. This report is not a substitute for the advice of an attorney, tax, actuarial or other professional advisors.

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## Appendix



For the purposes of graphical reference, “trend” refers to the average annual data findings from the fall of 2017 through fall of 2020 for effective dates of 1/1/18 and 1/1/21. In addition, data tables include year-over-year percent change from 2020-2021, as well as since 2018 for comparison.

Table 1: Average Annual Employer Health Plan Offering, 2018-2021

Employer Plan Offering	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Both	65.3%	68.3%	71.1%	71.4%	+0.4%	+9.37%
Only HDHP	4.8%	4.2%	3.9%	3.7%	-5.7%	-23.3%
Only PPO	29.9%	27.6%	25%	24.9%	-0.3%	-16.7%

Table 2: Average Annual Percentage of Employers Offering Voluntary Income Protection Benefits, 2018-2021

Voluntary Benefit	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Voluntary Accident	48.5%	54.5%	63.0%	67.6%	+7.4%	+39.6%
Critical Illness	47.6%	53.7%	61.8%	66.7%	+7.8%	+40.0%
Hospital Indemnity	29.6%	34.7%	42.5%	47.9%	+12.7%	+61.9%

Table 3: Average Annual Percentage of Employers Offering Specialty Voluntary Benefits, 2018-2021

Voluntary Benefit	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Identity Theft Protection	20.8%	25.9%	29.5%	34.6%	+17.5%	+66.1%
Legal Insurance	25.4%	29.2%	34.7%	37.5%	+8.2%	+48.1%
Pet Insurance	11.8%	13.2%	17.9%	21.0%	+17.4%	+77.8%

Table 4: Average Annual Employee Health Plan Premium Contribution by Plan Type and Coverage, 2018-2021 Level

Health Plan	Plan Type	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
HDHP	Family	\$3,537.64	\$3,530.50	\$3,856.14	\$4,023.23	+4.3%	+13.7%
	Individual	\$904.39	\$910.83	\$867.69	\$868.09	+0.1%	-4%
PPO	Family	\$4,921.80	\$4,940.25	\$5,246.15	\$5,353.19	+2%	+8.8%
	Individual	\$1,568.03	\$1,560.17	\$1,650.87	\$1,633.70	-1%	+4.2%



Table 5: Average Annual Employer Health Plan Premium Contribution by Plan Type and Coverage Level, 2018-2021

Health Plan	Plan Type	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
HDHP	Family	\$16,200.28	\$16,189.18	\$17,539.22	\$18,194.28	+3.7%	+12.3%
	Individual	\$5,617.93	\$5,582.33	\$5,392.26	\$5,587.87	+3.6%	-0.5%
PPO	Family	\$15,517.78	\$15,704.75	\$16,677.86	\$17,610.96	+5.6%	+13.5%
	Individual	\$5,252.74	\$5,272.71	\$5,587.24	\$6,027.75	+7.9%	+14.8%

Table 6: Average Annual Health Plan Deductible and Out-of-Pocket Maximum by Plan Type and Coverage Level, 2018-2021

Plan Type			2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
HDHP	Individual	Deductible	\$2,195.07	\$2,256.40	\$2,239.24	\$2,311.29	+3.2%	+5.3%
		OOP Max	\$4,371.08	\$4,390.57	\$4,398.32	\$4,442.71	+1.0%	+1.6%
	Family	Deductible	\$4,408.89	\$4,581.04	\$4,524.91	\$4,683.59	+3.5%	+6.2%
		OOP Max	\$8,603.53	\$8,655.64	\$8,617.56	\$8,708.15	+1.1%	+1.2%
PPO	Individual	Deductible	\$882.32	\$902.22	\$874.11	\$884.75	+1.2%	+0.3%
		OOP Max	\$3,153.22	\$3,252.36	\$3,251.09	\$3,225.93	-0.8%	+2.3%
	Family	Deductible	\$1,900.66	\$1,944.26	\$1,860.61	\$1,905.46	+2.4%	+0.3%
		OOP Max	\$6,773.68	\$7,076.07	\$6,963.91	\$6,959.17	-0.1%	+2.7%

Table 7: Average Annual Employee Health Plan Participation by Employer Offering, 2018-2021

Employer Plan Offering	Plan Type	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Both	HDHP	25.1%	24.0%	31.1%	32.5%	+4.5%	+29.5%
	PPO	38.6%	37.1%	38.3%	37.5%	-2.1%	-2.8%
	No Election	36.4%	38.9%	30.7%	30.0%	-2.0%	-17.4%
HDHP Only	HDHP	57.2%	62.7%	79.3%	73.5%	-7.3%	+28.5%
	No Election	42.8%	37.3%	20.7%	26.5%	+27.9%	-38.1%
PPO Only	PPO	51.4%	49.3%	62.3%	57.6%	-7.6%	+12.0%
	No Election	48.6%	50.7%	37.7%	42.4%	12.5%	-12.7%



Table 8: Average Annual HDHP Participation by Generation When at Least One HDHP and One PPO Are Offered by an Employer, 2018-2021

Age Group	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Generation Z	6.7%	7.2%	13.9%	16.2%	+16.6%	+141.0%
Millennials	31.2%	29.9%	37%	38.8%	+4.8%	+24.4%
Generation X	27.5%	26%	31.4%	33.2%	+5.7%	+20.8%
Baby Boomer	21.6%	21.1%	24.9%	25.6%	+2.8%	+18.0%
Traditionalist	4.3%	4.4%	3.2%	3%	-7.1%	-29.8%

Table 9: Total Average Annual Employee Participation in Health Savings Accounts, 2018-2021

	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
HSA Participation	83.8%	80.9%	91.9%	91.7%	-0.3%	+9.4%

Table 10: Average Annual HSA Participation Among Eligible Employees by Generation, 2018-2021

Age Group	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Generation Z	4.4%	5.3%	9.4%	9.7%	+2.9%	+119.9%
Millennials	27.0%	25.9%	31.1%	31.0%	-0.5%	+14.9%
Generation X	26.9%	25.4%	27.5%	27.5%	+0.3%	+2.5%
Baby Boomer	22.2%	21.3%	21.2%	21.2%	-1.3%	-4.5%
Traditionalist	3.1%	2.8%	2.1%	2.1%	-7.8%	-34.9%

Table 11: Average Annual Employee HSA Contribution by Coverage Level, 2018-2021

Plan Type	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Family	\$2,988.97	\$2,933.49	\$3,085.79	\$3,310.17	+7.3%	+3.2%
Individual	\$1,580.94	\$1,537.93	\$1,656.30	\$1,818.14	+9.8%	+4.8%

Table 12: Average Annual Employer HSA Contribution by Coverage Level, 2018-2021

Plan Type	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Family	\$1,096.04	\$1,068.75	\$1,105.11	\$1,137.46	+2.9%	+3.8%
Individual	\$620.01	\$605.26	\$608.98	\$611.71	+0.4%	-1.3%



Table 13: Average Annual Employee HSA Contribution by Generation and Coverage Level, 2018-2021

Coverage Type	Age Group	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Family	Generation Z	\$928.94	\$974.50	\$1,269.02	\$1,802.77	+42.1%	+94.1%
	Millennials	\$2,757.18	\$2,695.10	\$2,915.04	\$3,220.26	+10.5%	+16.8%
	Generation X	\$3,205.60	\$3,152.17	\$3,295.54	\$3,491.44	+5.9%	+8.9%
	Baby Boomer	\$2,758.57	\$2,724.38	\$2,820.84	\$2,823.26	+0.1%	+2.3%
	Traditionalist	\$2,038.65	\$2,040.13	\$1,997.55	\$2,271.38	+13.7%	+11.4%
Individual	Generation Z	\$1,209.23	\$1,195.25	\$1,401.54	\$1,633.42	+16.5%	+35.1%
	Millennials	\$1,519.38	\$1,479.37	\$1,604.41	\$1,760.36	+9.7%	+15.9%
	Generation X	\$1,544.36	\$1,503.52	\$1,630.81	\$1,800.19	+10.4%	+16.6%
	Baby Boomer	\$1,885.98	\$1,839.03	\$2,042.03	\$2,206.24	+8.0%	+17.0%
	Traditionalist	\$1,948.36	\$1,907.61	\$2,883.43	\$2,467.78	-14.4%	+26.7%

Table 14: Average Annual Percentage of Employee Participation in Voluntary Benefits (Income Protection Products), 2018-2021

Voluntary Benefit	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Voluntary Accident	12.6%	12.8%	21.7%	22.2%	+2.1%	+76.2%
Critical Illness	14.2%	13.2%	22.0%	23.4%	+6.2%	+64.7%
Hospital Indemnity	6.4%	6.6%	11.5%	12.9%	+12.9%	+100.8%

Table 15: Average Annual Percentage of Employee Participation in Voluntary Benefits (Specialty Products), 2018-2021

Voluntary Benefit	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
Identity Theft Protection	9.4%	7.7%	11.1%	11.1%	+0.9%	+18.6%
Legal Insurance	11.7%	10.4%	12.5%	11.9%	-4.3%	+2.2%
Pet Insurance	3.4%	3.2%	3.5%	3.7%	+6.6%	+9.9%



Table 16: Employee Participation in Voluntary Benefits (Income Protection Products and Specialty Products) by Plan Type, 2021

Voluntary Benefit	HPHP Participation	PPO Participation
Voluntary Accident	+35.8%	+33.6%
Critical Illness	+33.4%	+36.7%
Hospital Indemnity	+20.1%	+23.2%
Identity Theft Protection	+18.1%	+17.3%
Legal Insurance	+18.5%	+14.7%
Pet Insurance	+4.8%	+4.5%

Table 17: Average Annual Participation When Employee Selects at Least One Voluntary Benefit (Income Protection and Specialty Products), 2018-2021

Number of Voluntary Benefits Selected	2018	2019	2020	2021	Percent Change Since 2020	Percent Change Since 2018
1	26.1%	14.5%	15.0%	12.6%	-15.8%	-13.5%
2	10.5%	11.0%	10.2%	11.4%	+11.6%	+1.0%
3	28.0%	24.9%	20.6%	18.9%	-7.9%	-9.1%
4	24.0%	36.8%	28.5%	28.2%	-1.0%	+4.2%
5	2.2%	3.9%	14.6%	16.9%	+16.1%	+14.8%
6	9.2%	9.0%	11.1%	11.9%	+6.8%	+2.7%