

Benefitfocus[®] SoEB

2021

State of Employee Benefits

Midsize
Employer
Edition



Insights and Opportunities for Health Plans in the Midsize Group Market

The State of Employee Benefits™ 2021 Midsize Edition report analyzes aggregated data from the Benefitfocus Platform to provide unprecedented access to insights and trends in benefit offerings and enrollment behavior up to and through the onset of COVID-19.

144 Midsize Employers (100-999 employees)

244k Employees

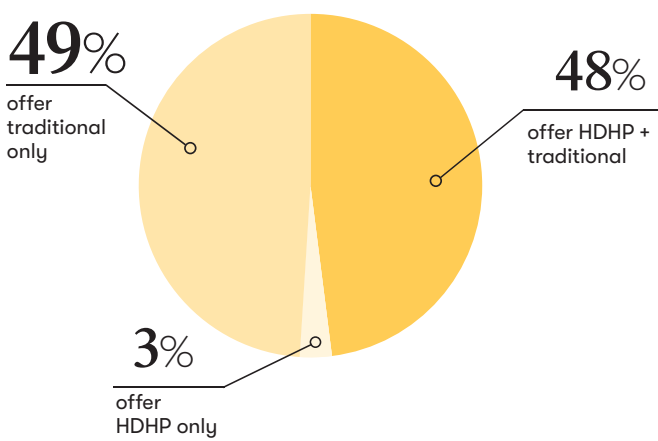
4 Open Enrollment Periodsⁱ

Key Findings

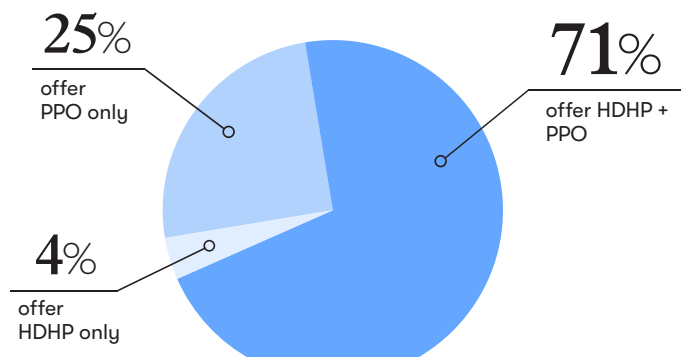
Health Insurance Offerings

Midsize employers are offering less choice in health insurance options than large employers.

Midsize Group Health Plan Offerings, 2021ⁱⁱ



Large Group Health Plan Offerings, 2021



Health Care Spending Accounts

Large employers are offering both an FSA and HSA at a higher rate than midsize employers.

73%
(large employer)

54%
(midsize employer)



Health Insurance Participation

Health plan participation increased overall since 2018.

Generation X has the highest participation in health plans in 2021.ⁱⁱⁱ



Generation Z
+39%



Millennials
+82%



Generation X
+84%

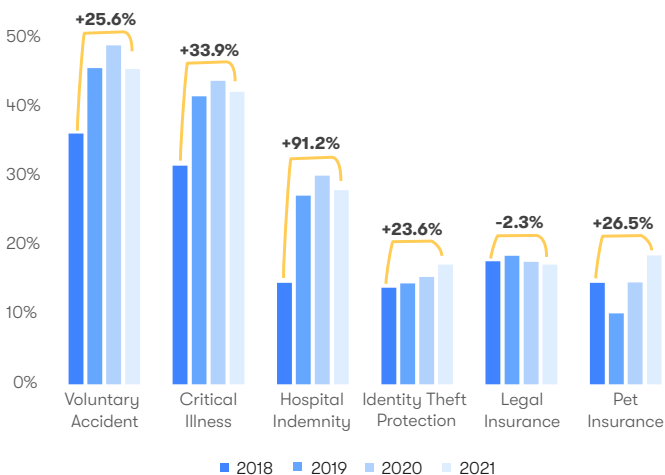


Baby Boomer
+79%

Voluntary Benefits

Employee voluntary benefits participation rates continued to grow from 2018 to 2021.

After increasing through 2020, voluntary benefit offering rates among midsize employers experienced a decline in 2021 for most product types.



Income Protection Benefits Participation



+74% Accident Insurance
+109% Critical Illness
+16% Hospital Indemnity

Specialty Voluntary Benefits Participation



+17% Identity Theft Protection
+22% Legal Insurance
+102% Pet Insurance

Opportunity for Health Plans

Midsize employers need a more efficient way to deliver robust benefit packages that meet the evolving needs of their employees as a result of COVID-19. By partnering with a strategic platform provider that integrates both administration and enrollment for medical coverage alongside the voluntary supports, health plans can offer a seamless administration solution for midsize groups and the brokers that support them.

The result?

- Increased customer satisfaction
- New revenue opportunities
- Accelerated speed-to-market

Download the full report at www.benefitfocus.com/state-of-employee-benefits.

ⁱThe time periods for enrollment election occurred through the fall of 2017 through the fall of 2020 for effective dates of 1/1/18 and 1/1/21.

ⁱⁱ"Traditional" plans defined as a PPO and/or an HMO.

ⁱⁱⁱAge groups defined as: Generation Z (born after 1997), millennials (born 1981-1996), Generation X (born 1965-1980), baby boomers (born 1946-1964)