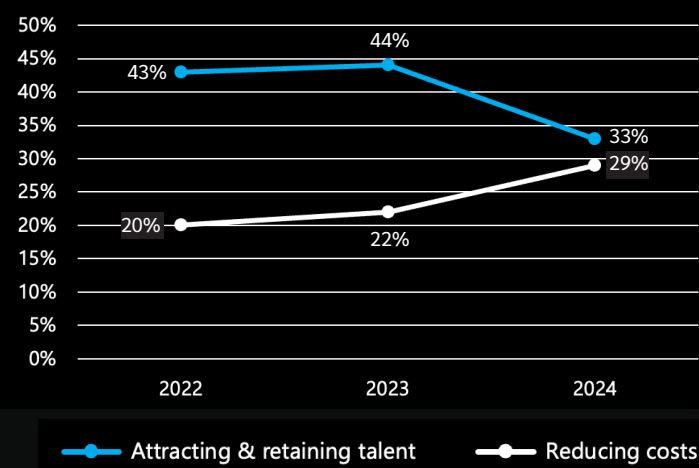


LOCKTON'S 2024 NATIONAL SURVEY INSIGHTS REPORT

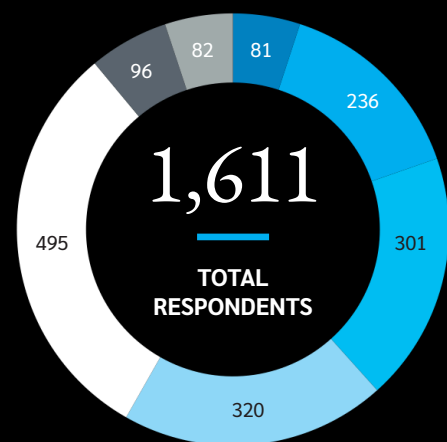
The 2024 Lockton National Benefits Survey results indicate employer priorities are shifting in the last year. **The gap has narrowed between plan sponsors that rank attracting and retaining talent as the top priority in making benefits decisions and those who rank reducing costs as the top priority.** In recent years, the competitive job market has pushed employers to enhance benefits packages, aiming to attract and retain talent. Given rising healthcare costs, survey results show employers now have a heightened focus on optimizing their plans.

MOST IMPORTANT FACTOR IN MAKING BENEFITS DECISIONS:



RESPONDENTS BY GROUP SIZE:

- 2 to 99
- 100 to 249
- 250 to 499
- 500 to 999
- 1,000 to 4,999
- 5,000 to 9,999
- 10,000+



The 2024 Lockton National Benefits Survey features responses from **1611 employers** across the U.S. The employers represent a variety of industries, group sizes and ownership structures. Their responses reflect their different philosophies on how to attract and retain talent while managing the cost of their health and welfare benefits.

LOCKTON'S PERSPECTIVE

It is important for employers to understand their benefits philosophy to know how to manage costs. A clear benefits philosophy will enable employers to pursue the right balance between attracting and retaining employees and managing cost. **It will guide plan sponsors to the best cost management strategies for them to utilize and the most effective way to communicate to employees.**

KEY SURVEY FINDINGS

OPTIMIZING PLANS AMID COST PRESSURES

Employers increasingly cite reducing costs as a top priority when making benefits decisions, and **some employers are taking action to manage costs** – narrowing networks and directing members to more cost-effective care.

Broadly, plan sponsors are not deploying more progressive tactics such as managing specialty pharmacy costs, narrowing eligibility, and utilizing innovative, yet potentially disruptive solutions like reference-based pricing. Deploying these strategies could result in more significant cost savings.

AMONG SELF-FUNDED SPONSORS

NARROWING NETWORKS

33%

Offer a tiered network within a single health plan

MANAGING PHARMACY COSTS

26%

Seek specialty management carve-out from the carrier/PBM

REFERENCE-BASED PRICING

6%

Are utilizing this strategy

THE FULL LOCKTON 2024 NATIONAL SURVEY REPORT ALSO INCLUDES FINDINGS AROUND PROVIDING ACCESS TO QUALITY CARE AND SUPPORTING EMPLOYEE NEEDS.

THE LOCKTON TEAM CAN HELP YOU UNDERSTAND HOW THE 2024 SURVEY FINDINGS CAN PROVIDE INSIGHT THAT WOULD INFORM YOUR BENEFITS STRATEGY.