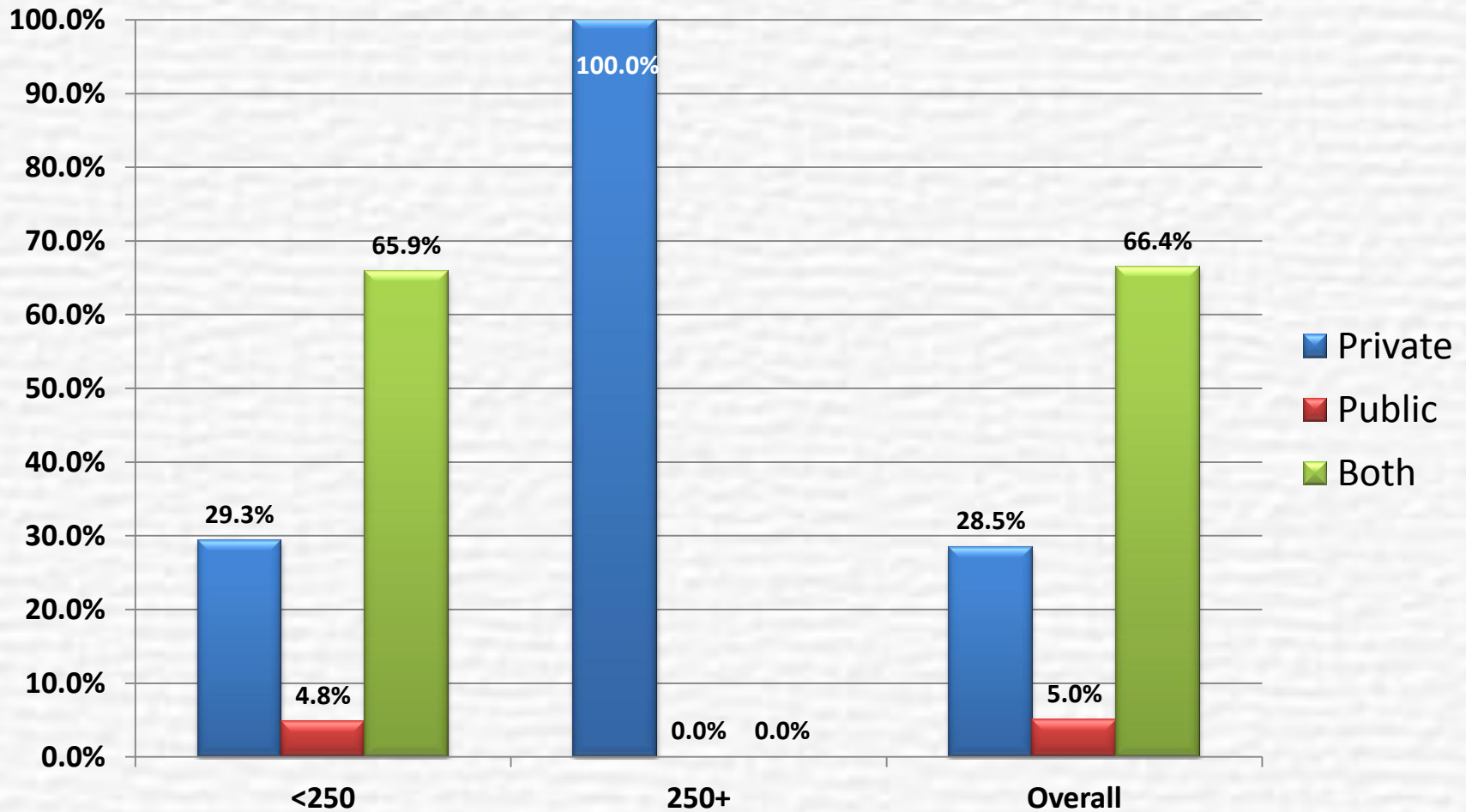


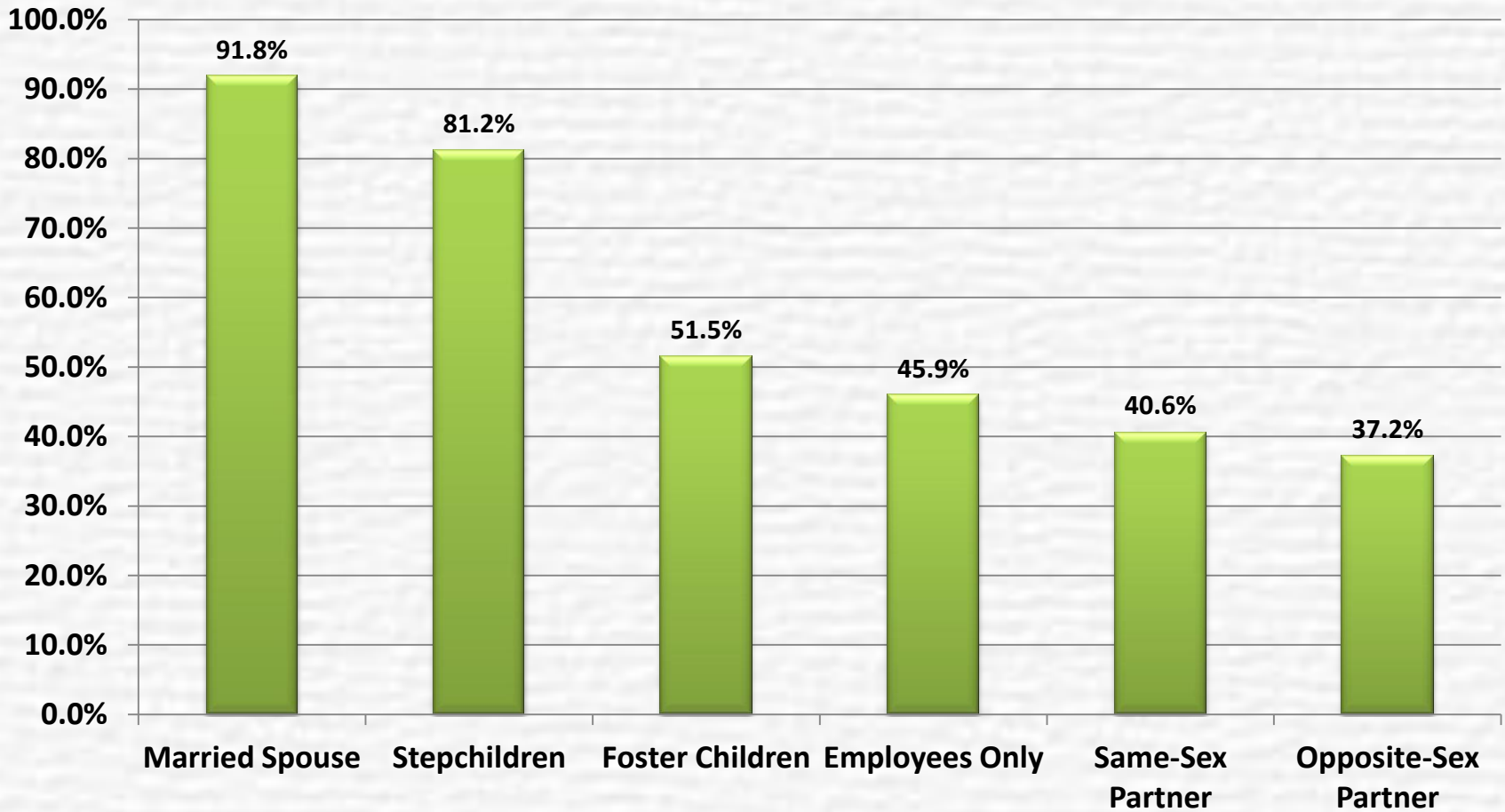
For Organizations Considering Exchanges in 2015, Which One?



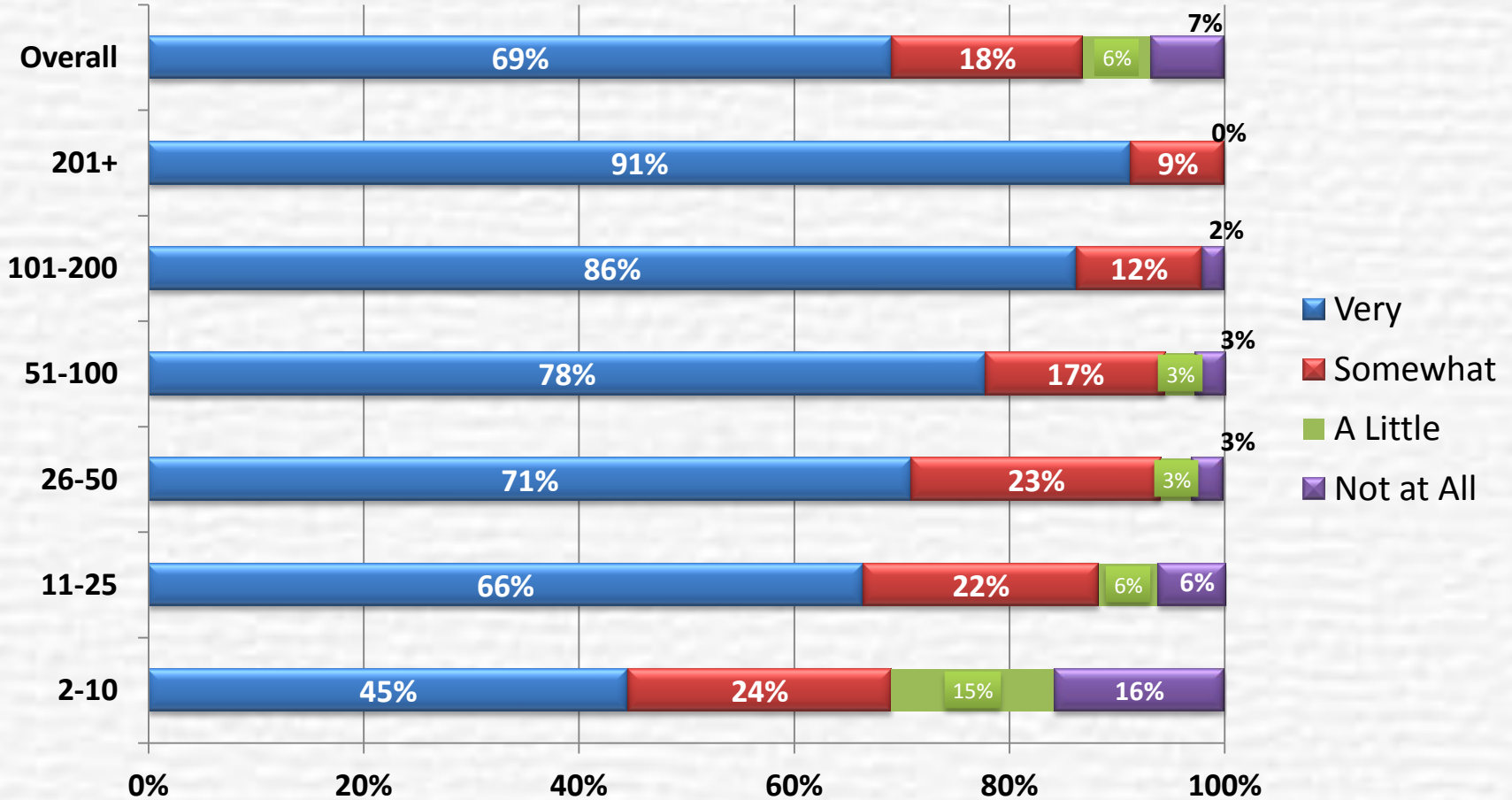
Anticipated Changes to Health Plans Due to ACA

Anticipated Changes in 2015	<250	250+	Overall
Institute a wellness program	20.6%	50.8%	30.6%
Add wellness rewards or penalties	13.6%	47.9%	25.0%
Offer tiered provider networks to promote value	11.4%	33.4%	18.7%
Add a spousal surcharge	9.1%	20.3%	12.8%
Adopt value-based insurance design	10.0%	13.1%	11.0%
Eliminate health coverage for part-time workers only	10.2%	7.2%	9.2%
Require spouses to get coverage through their own employer	10.0%	5.8%	8.6%
Adopt reference-based pricing to control costs	6.3%	4.4%	5.6%
Eliminate health coverage for all employees	3.2%	0.0%	2.1%

Eligibility for Health Coverage



Importance of Offering Health Insurance Coverage for Recruitment and Retention (ACA Size Categories)



2014 Iowa Employer Benefits Study[©]

16th Annual Study

Healthcare Delivery and Value

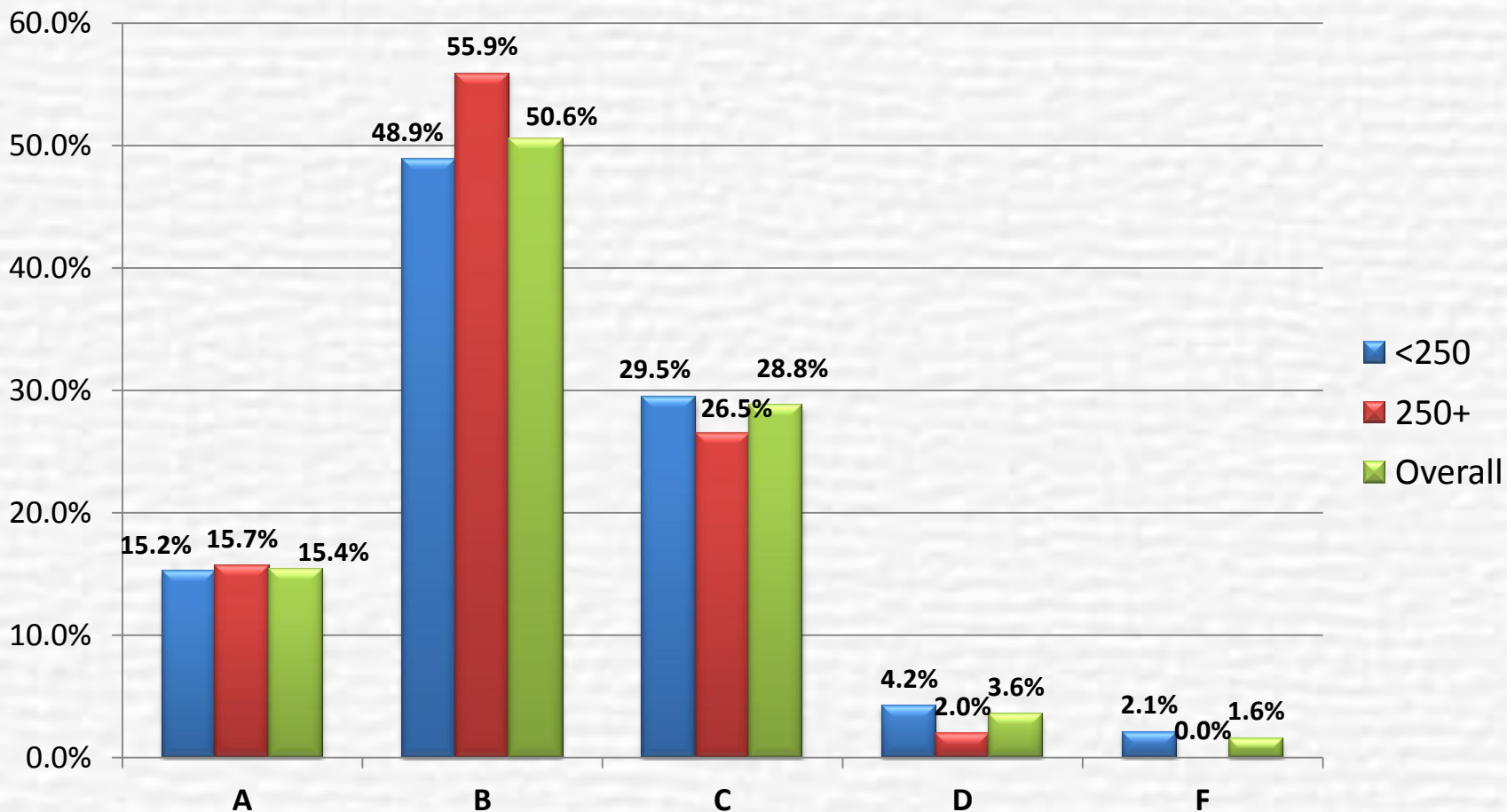


Importance of Healthcare Delivery Performance Indicators

(Based on a 10-point scale, with 10 being “Most Important”)

Performance Indicators	<250	250+	Overall
Keeping Costs Reasonable	9.24	9.06	9.20
Keeping Quality of Care Consistent	9.20	8.99	9.15
Safety of Care Delivered to Patients	9.13	9.16	9.14
Concern for Patient Satisfaction	8.83	8.76	8.81
Focus on Wellness and Health Promotion	8.52	8.49	8.51
Coordination of Care Between Providers	8.45	8.59	8.48
Access to Services	8.32	8.44	8.35
Ability to Engage Patients	8.35	8.34	8.35
Transparency of Medical Outcomes	8.09	8.47	8.18
Transparency of Costs	8.07	8.46	8.16
Health Providers Embracing Electronic Health Records	7.90	8.07	7.94
Efficiency in Care Delivered	7.90	7.93	7.91

Grading Iowa's Healthcare Delivery Based on Cost Paid for Healthcare



2014 Iowa Employer Benefits Study[©]

16th Annual Study

Questions?

Contact:

David Lind

515-868-0920

David@DPLindbenchmark.com

