



**MBGH**

**Midwest Business Group on Health**

*The Source for Leading Health Benefits Professionals*

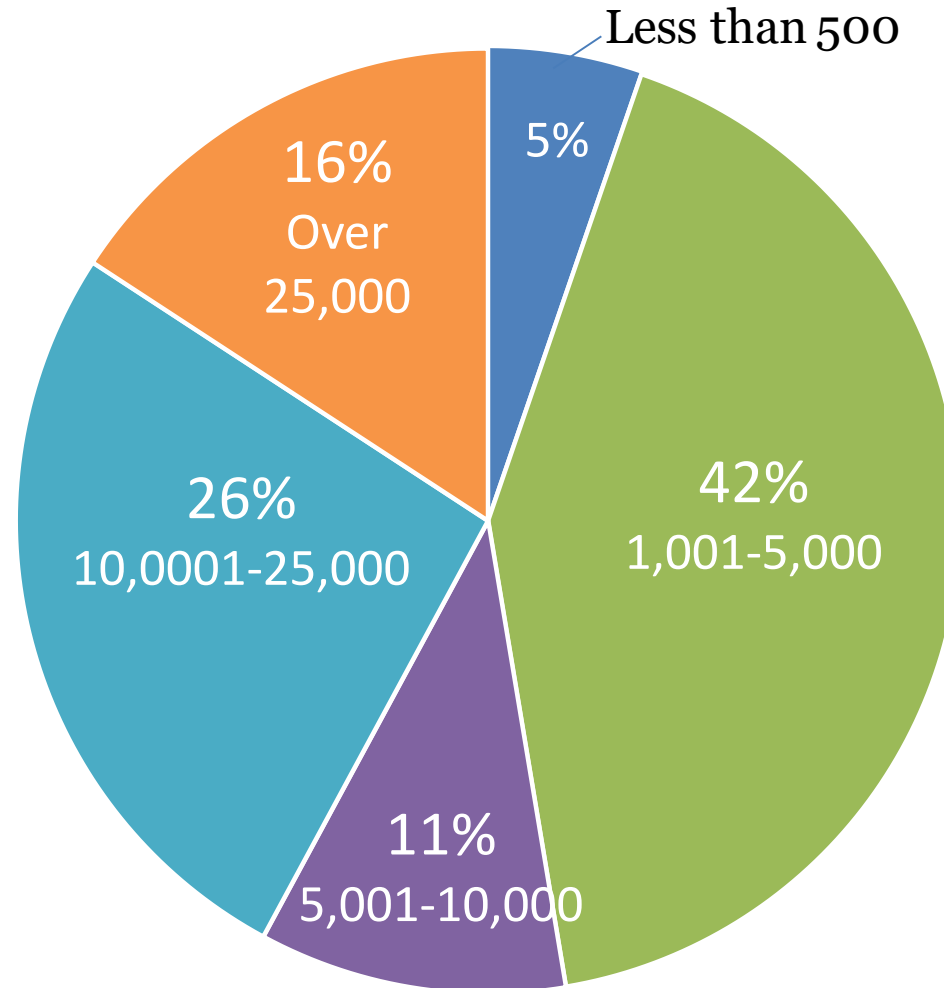
# Member Benchmarking Survey

## *Retiree Benefits*

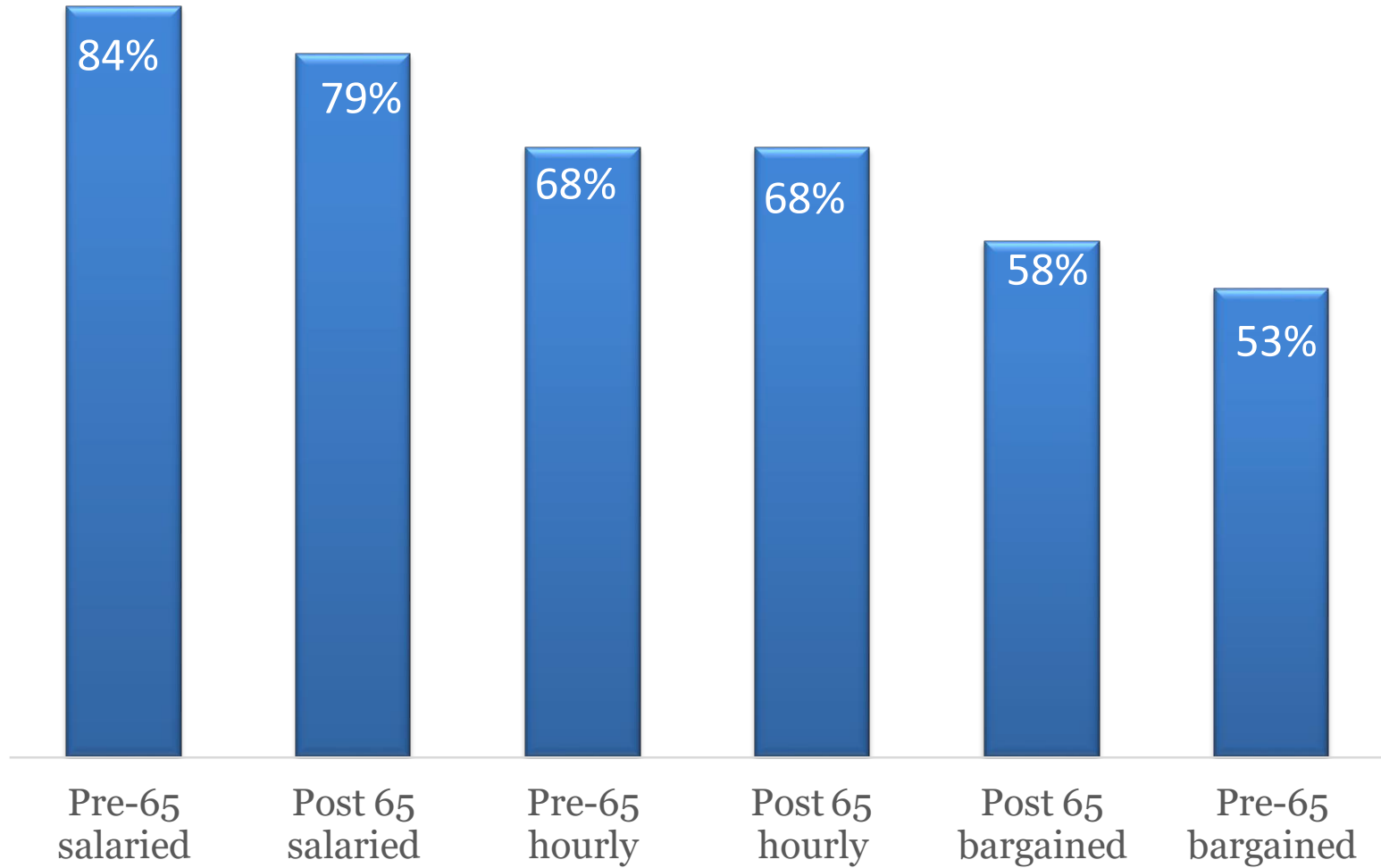
August 30, 2017

# 19 Employer Respondents

## Active Employees



# Types of retirees who are offered benefits



# If company subsidizes COBRA for retirees, what is the duration offered?

## 1 respondent

- Until retirees reach age 65 they may participate in medical, dental, and vision at active team member rates – just for themselves.

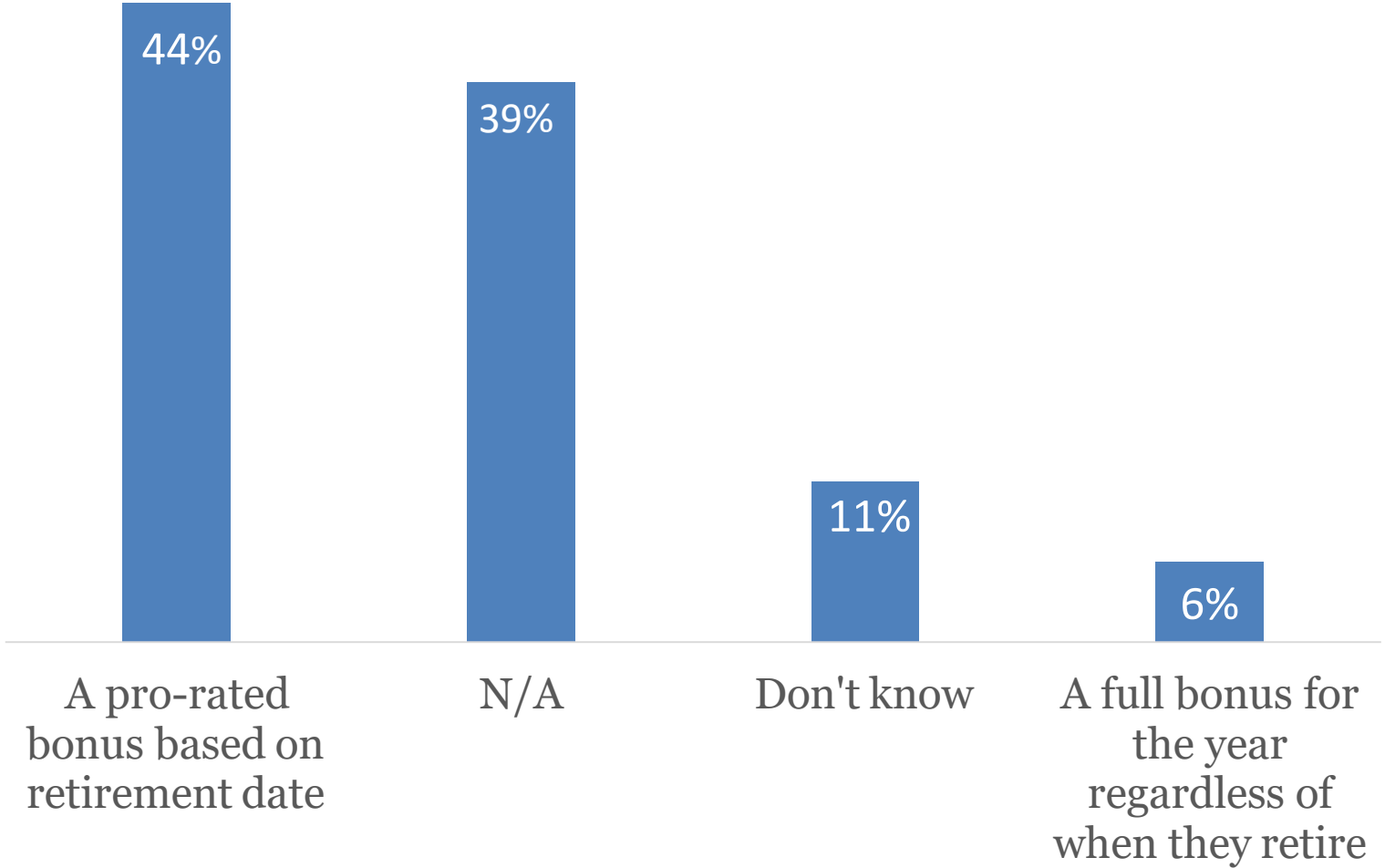
# What other benefits do retirees have access to after retirement AT NO COST?

- Health programs if enrolled on our health insurance plan (pre-65)
- Telemedicine
- Discount vision and hearing products
- Pre-65 – Care Coordinator support
- Company funded HSA (if CDHP elected)
- EAP
- Wellness
- Onsite clinic
- Life insurance policy
- Fitness center
- Pension

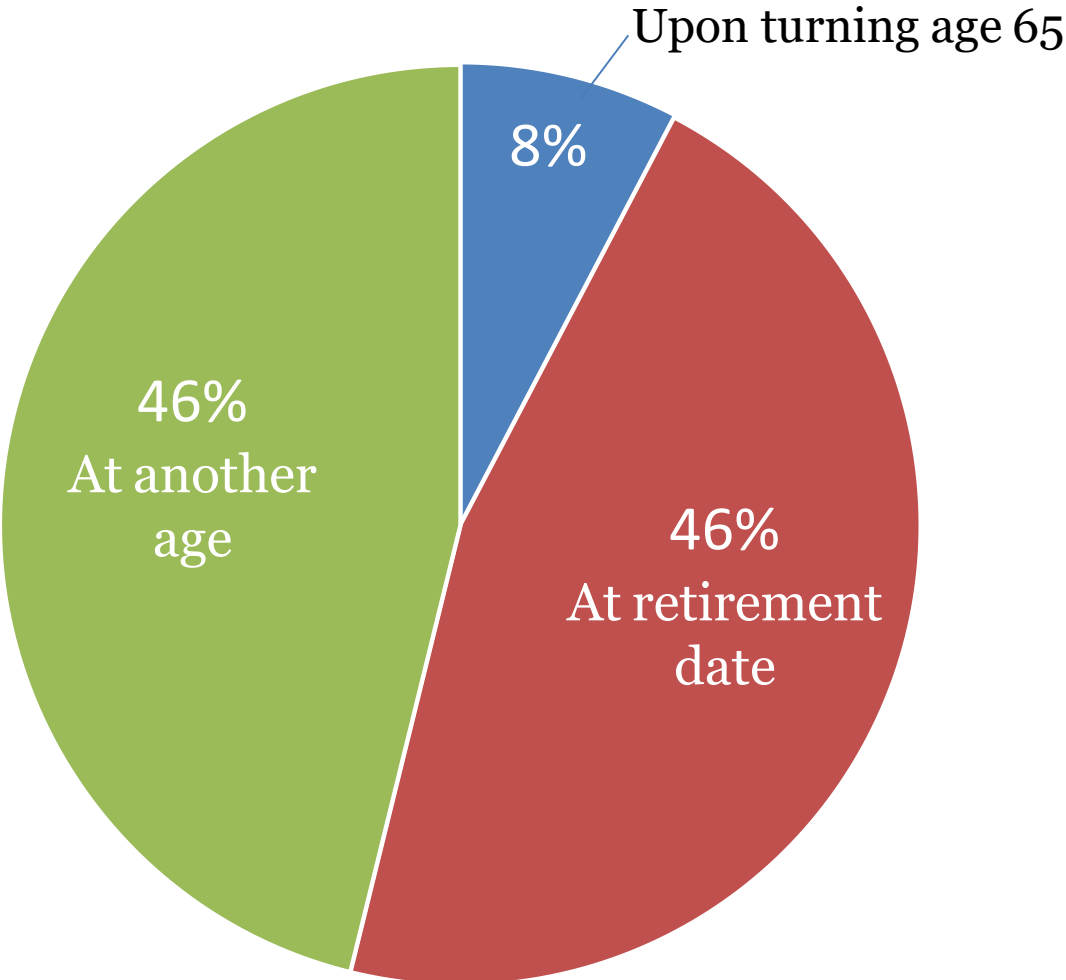
# What other benefits do retirees have access to after retirement **AT THEIR OWN COST?**

- ARAG Legal
- Company subsidizes health insurance through HRA type account for pre and post-65 coverage
- Company partially subsidizes dental and medical
- Telemedicine via medical plan
- The spouse of a pre-65 retiree may have 36 months of COBRA, at their expense, instead of 18 months
- Legal Services
- Voluntary Benefits
- Retiree medical
- Life insurance continuation (retiree pays full cost)
- Telemedicine
- HRA
- On-site clinic
- On-site fitness classes
- Life Insurance
- Dental and Vision
- Medical coverage
- 10,000 life insurance that decreases with age
- Prescription coverage (subsidized)

# Indicate if your company provides retirees with the following:

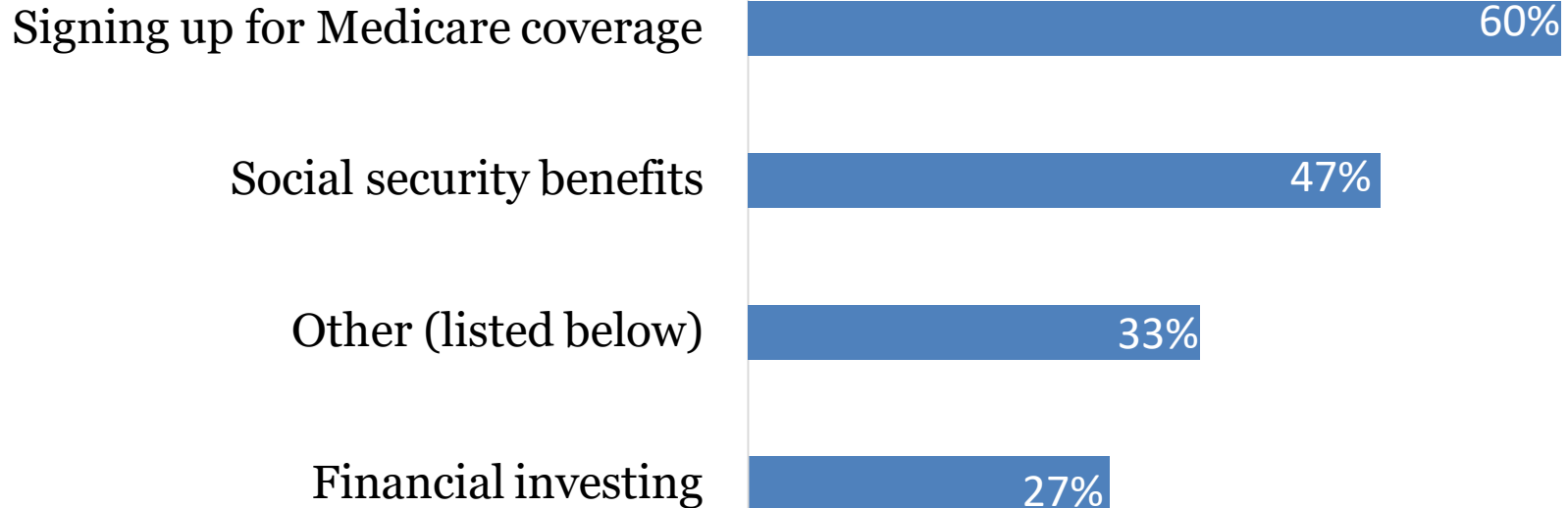


# When is the life insurance benefit amount reduced?





# Counseling offered to retirees



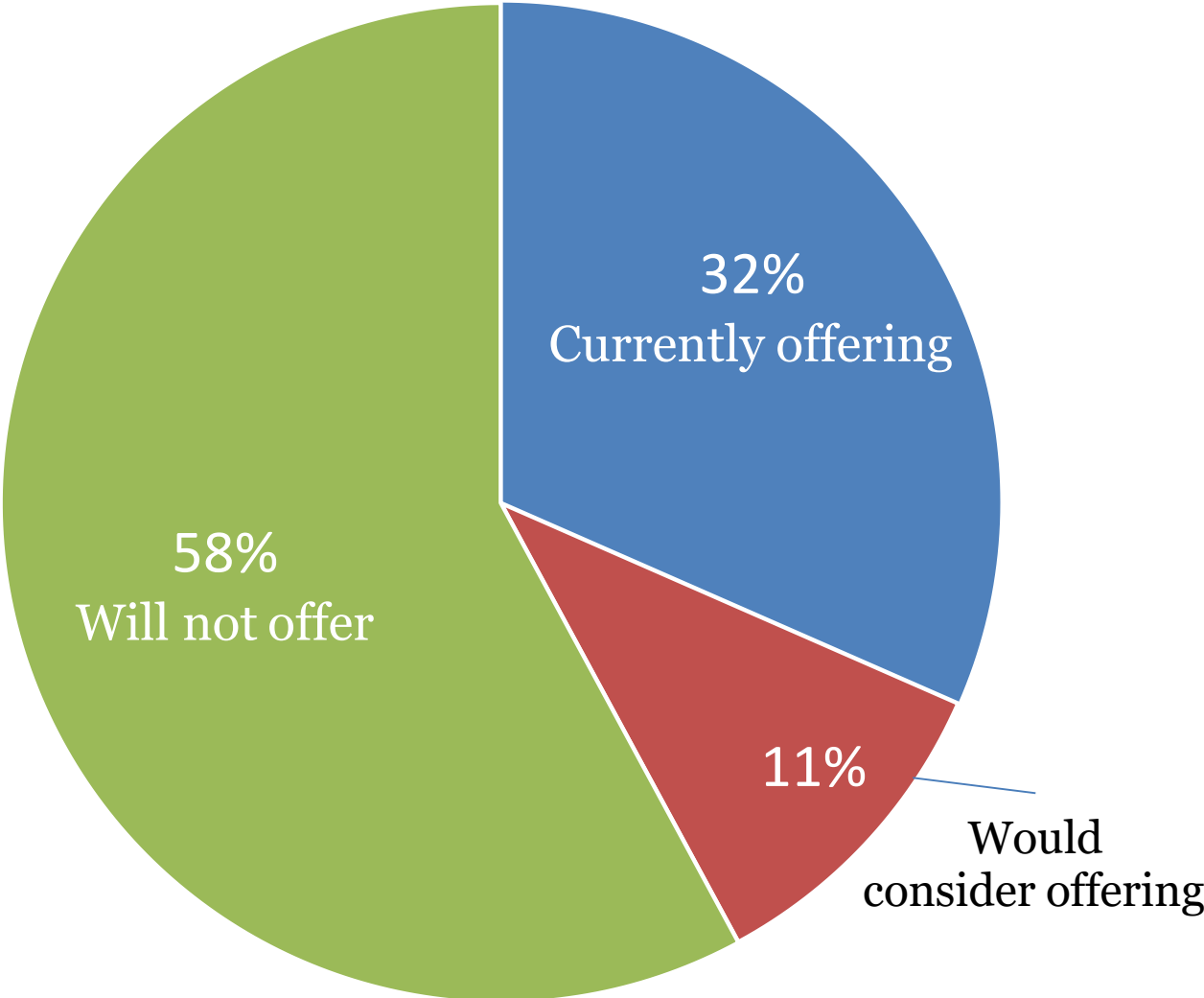
## Other:

- Financial investing offered through 401k vendor partner, occasional retirement workshops.
- Educational webinars and call support available prior to retirement through EAP program.
- Post-65 health plan coverage.
- Salaried retirees are offered a benefit advisor to assist with Medicare Supplement purchases on a private exchange.

# Is your company currently offering or interested in offering private exchanges for retirees?



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# Additional benefits or services that employers offer to their retiree population:

- Retiree medical included in pension plan that was closed to new entrants 1-1-07. Currently participate in RDS subsidy program which makes exchanges not attractive in the short-term.
- Answers are not an exact fit given complexities of both union and non-union environment.
- Only physicians qualify for retiree benefits.
- Benefits frozen to new entrants in 2001.
- We cut off retiree healthcare for bargained in 2003 and for salaried in 2013 for new hires.
- Defined benefit or defined contribution plans.



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# Member Benchmarking Survey

## *Retiree Benefits*

If you are an MBGH member, you can request your own employer benchmarking survey.

Contact Mindy McBee at [mmcbee@mbgh.org](mailto:mmcbee@mbgh.org)