Second Annual Self-Insured Survey
Enclosed are the results to our 2nd Annual Self-Insured Survey brought to you by WellNet Healthcare.

The data represents a broad section of 550 brokers and consultants from across the nation with experience in both the fully insured and self-funded marketplace.

With these new findings, advisors and business leaders can work to optimize the healthcare experience, drive better engagement and control costs for people and their families.

We hope you enjoy.
Introduction

Are there any new discoveries over the past 22 months that you learned about your clients?

- Enhancing the benefit offering is more important than ever
- Employers are trying to hold on to their talent given the “great resignation’ and they don’t want to make any adjustments to their health plan even if they are deemed an improvement
- Emphasis on Mental Health
- Greater flexibility around hybrid work environment
- Expense reduction and cash preservation are priorities
- Culture and workforce development are priorities
- Virtual and digital technology solutions are critical for their remote workforce
Question 2

What percent of your C-Suite executive clients are more engaged in the health plan decisions this year vs last year?

- 10% more
- 25% more
- 50% more

Question 3

It’s said that over 70% of employers plan to change their health insurance carrier or administrator in 2022. Based on that statistic, how do you plan to spend your time?

- Identifying and presenting thoughtful and creative strategies (39%)
- Focus on prospecting to increase my block of business (18%)
- Meeting with existing customers to educate them on claims cost reduction strategies (11%)
- Meeting with clients more frequently to demonstrate value (5%)
- No Change. Keep doing what I am doing today (5%)
**Question 4**

What percentage of your clients and prospects proactively ask about alternative or self-funded solutions?

- About half of clients and prospects: 47%
- None of them proactively ask: 35%
- Less than 25%: 18%

**Question 5**

What method of funding do you believe is in the best interest of your customer’s long-term strategy?

- Self-Insured: 93%
- Fully Insured: 7%
Question 6

I believe working with the BUCAH’s (Blues, United, Cigna, Aetna, Humana, etc.) is best for my clients because of the name recognition and safety of working with a large national insurance carrier.

Question 7

How much potential savings do your clients typically need to see (vs their fully insured premiums) before they’ll consider changing to self-funding?
Cost Containment

Question 8

What was the deciding factor in your clients choosing a self-funded strategy in 2021?

- 59%: Desire to implement solutions based on the unique needs of their employees
- 18%: Need for information to make informed decisions
- 16%: Frustration over renewal rate increases every year
- 7%: Desire for transparency of what’s driving their costs

Question 9

What are the top concerns of your C-Suite customers or prospects when making decisions for their group health plan? Please choose 3

- Cost
- Service and responsiveness
- Employee resistance
- Access to the highest quality doctors
- Largest network
**Question 10**

If your clients are fully insured today, why do they choose to remain that way?

- The perception that there is too much risk to their company if they are self-funded
- The perception their company is too small to go self-funded
- The perception their company cannot tolerate the potential volatility of being self-funded
- They like the comfort of writing one check and knowing they’re covered

**Question 11**

What percentage of your clients would offer free primary care visits to members if they could?

- 75% or more: 60%
- 50%: 25%
- 25%: 16%
- 13%: 13%
- 11%: 11%
- 10%: 10%
Question 12

If guiding members to higher quality/lower cost providers positively impacts healthcare costs, why do you think it’s slow for employers and employees to adopt these strategies?

- Lack of understanding
- Fear that employees will not be able to see the provider their primary care doctor recommended
- Disbelief there is a large enough gap in provider cost and quality to make a difference
- Lack of education

Question 13

What strategic health care priorities do your clients have over the next 3 years? Please choose 3

- Managing high-cost claimants
- Reducing Specialty Rx spend
- Improving patient engagement with advocacy services
- Creating a culture of health
- Enhanced behavioral health programs
- Increasing telemedicine use
**Service and Optimization**

**Question 14**

What capabilities /option(s) are minimum requirements for your health plan administrator/TPA? Please choose 3:

- Transparency: 22%
- Navigation to high quality/low-cost providers: 17%
- High-touch service: 20%
- Flexibility to customize services to our needs: 17%
- Actionable data analytics: 10%

**Question 15**

How often do you bring an experienced solution partner to your renewal or finalist meetings?

- 10% never bring an outside entity with me
- 25% bring an outside entity with me
- 50% bring an outside entity with me
- 25% bring an outside entity with me
If your clients have shifted to self-funding or adopted alternative strategies, how often are the desired outcomes implemented/achieved?

- 46%: We're seeing slow adoption with some success
- 37%: We're seeing timely success with desired outcomes
- 13%: We're seeing minimal improvements but staying the course
- 4%: Most of the clients are choosing to go back to fully insured
Question 17

How many months prior to renewal do you begin speaking with your clients about alternative options to improve the health plan and the member experience?

- **During the annual renewal**: 4%
- **9 months prior**: 39%
- **6 months prior**: 31%
- **3 months prior**: 27%
- **4 months prior**: 4%
About WellNet

WellNet builds and optimizes smarter self-funded health plans for companies across the nation with 100 to 5,000 employees.

Taking risk and leveraging our patented technology stack, we fix the unaffordable healthcare mess with ongoing education, stronger advocacy, and aligned incentives to combat the vested interests of traditional health insurance carriers.

Our unique ability is doing whatever it takes — at the right pace — to lower the cost of healthcare and improve the experience for companies and their people.

Please visit: wellnet.com