

HEALTH REFORM: WHAT EMPLOYERS WANT

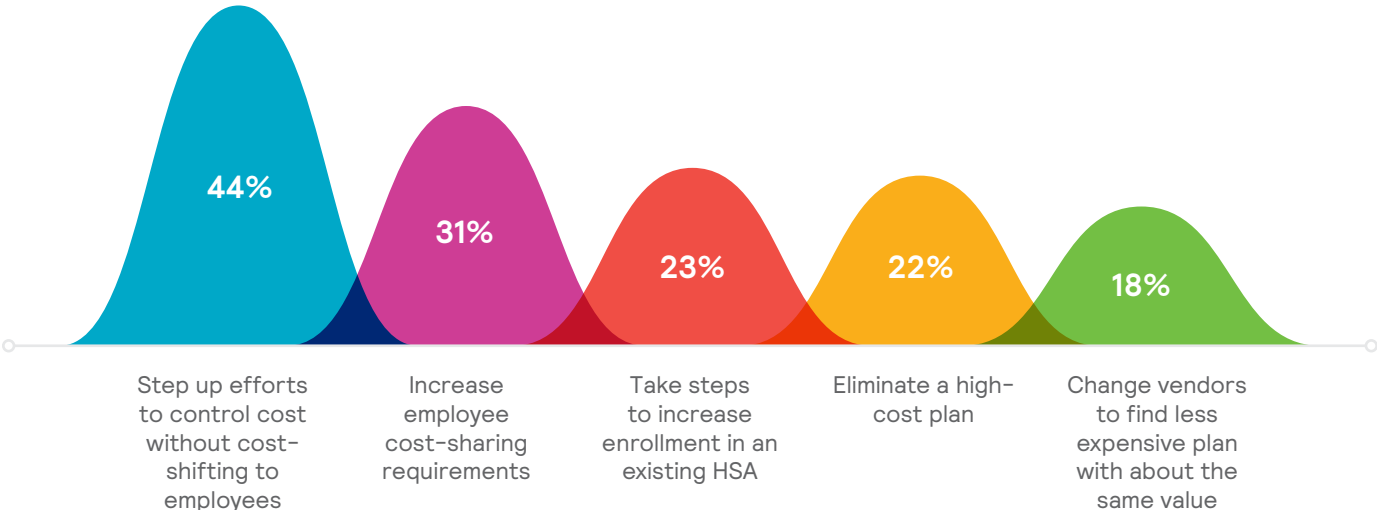
With healthcare reform efforts stalled and members of Congress moving on to tax reform, it feels like the end of the road for a full repeal-and-replace effort. However, President Trump has demonstrated his intention to influence ACA regulations, and we've learned to "never say never" when it comes to healthcare reform. To help us to represent employers' views in our meetings with policymakers, we took a quick survey of nearly 300 health benefit professionals from employer health plan sponsors to learn about their concerns and preferences regarding changes to the ACA.

EMPLOYERS FAVOR NEW APPROACHES TO REDUCING EXCISE TAX RISK – WITHOUT COST-SHIFTING

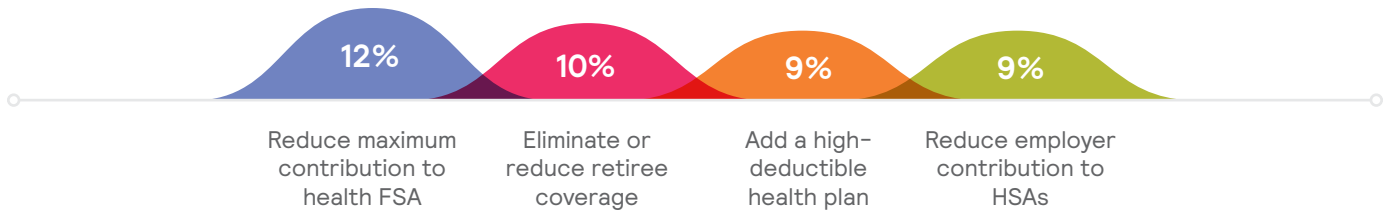
The excise tax remains set for 2020 and is a worry. Virtually all respondents have already taken action to minimize exposure. But while some still intend to add a high-deductible plan or increase cost-sharing some other way, 44% say they will step up efforts to control cost without further cost-shifting to employees.

Going forward, avoiding cost-shifting to employees is a priority.

Future Actions Planned to Reduce Excise Tax Liability



Future Actions Planned to Reduce Excise Tax Liability (Continued)

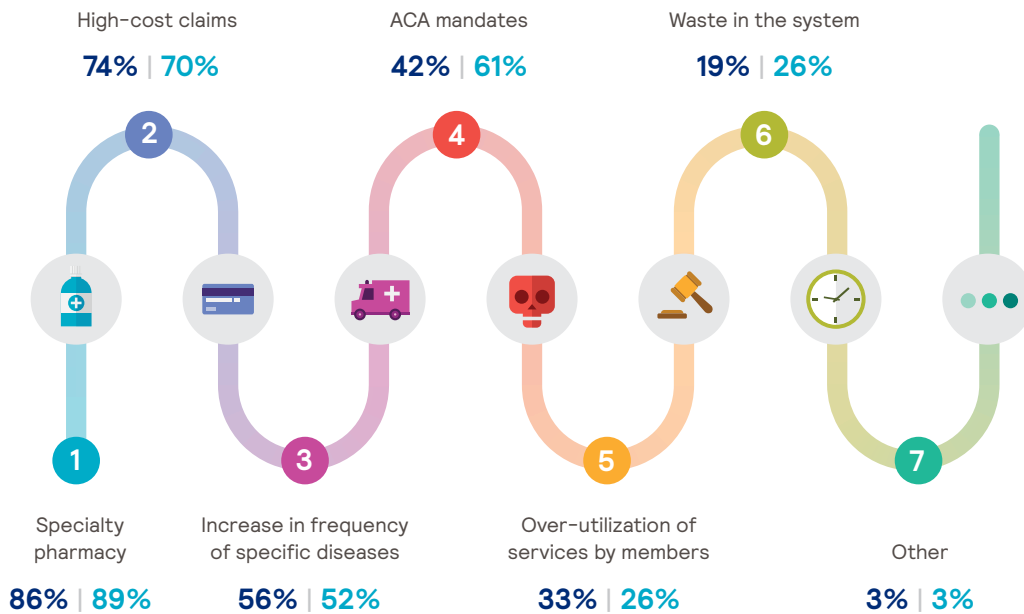


EMPLOYERS RATE THEIR BIGGEST COST DRIVERS

With significant health system reform not likely anytime soon, employers will continue to address cost drivers and, in doing so, make the healthcare system more efficient.

Cost Drivers of Most Concern to Employers (Ranked Order)

- All Respondents
- Employers with 20,000 or more employees



Reducing waste in the healthcare system — cited by nearly a fifth of respondents — is the next frontier of cost management, and as the healthcare purchaser for the majority of Americans, employers can use their leverage to make it happen.

Read our ideas for managing cost in your own program [here](#).