



Employee Benefits Survey

[C_OfficialName] strives to provide useful, valuable, comprehensive, and affordable benefit programs for our employees. Each year, we review our current programs — particularly our health and dental plans — to ensure they live up to these goals and are meeting our employees' needs.

Please take a few moments to complete this survey and help us with our annual benefits review process. Your input is important to us regardless of whether or not you currently participate in any of the programs.

Please return the completed survey to [c_fname] [c_lname] by [survey_due_date]. Thank you.

1. Are you currently enrolled in the [C_OfficialName] employee health care plan?

Yes
No

2. If you answered no to question 1, are you:

Covered under spouse's plan?
Covered under another plan?
Uninsured?

3. If you do not have health insurance, are you uninsured because of:

Cost

Other - please explain: _____

4. Are you currently enrolled in the [C_OfficialName] employee dental care plan?

Yes
No

5. If you answered no to question 4, are you:

Covered under spouse's plan?
Covered under another plan?
Uninsured?

6. If you do not have dental insurance, are you uninsured because of:

Cost

Other - please explain: _____

7. How would you rate the information you receive from [C_OfficialName] about your benefit plans?

- Excellent
- Above average
- Average
- Below average
- Poor

8. What is your preferred method for receiving benefits communication?

- Written material
- Easy to access Web site
- Slide or video presentations
- Employee meetings
- E-mail

Other - please explain _____

9. When you want detailed information about how your benefits work, where would you turn? Please rank your answers as 1 being the first place you would turn and 5 being the last place you would turn.

- ___ Supervisor
- ___ HR department
- ___ Company Intranet
- ___ Insurance Broker
- ___ Benefits Booklet

10. How well do you currently understand how your benefits work? 1 being very well and 5 being not at all.

11. How well do you want to understand how well your benefits work? 1 being very well and 5 being not at all.

12. Which benefits are most important to you? Rank the following benefit plans in order of importance, with number 1 being most important, and number 6 being least important.

- ___ Health/Medical Plan
- ___ Dental Plan
- ___ Prescription Plan
- ___ Employee Assistance Program
- ___ Short-term Disability Plan
- ___ Long-term Disability Plan

13. Is your spouse eligible for medical insurance and/or other benefits from his or her own employer?

- Yes
- No
- Not applicable

14. If your spouse is eligible for benefits from his or her own employer, does he or she participate in those benefit plans?

- Yes
- No
- Not applicable

15. If coverage were available for your spouse from his or her own employer, would you be willing to have your spouse use his or her employer's plan (rather than the dependent coverage offered by the [c_officialname] plan) if you were paid a fee to do so?

- Yes
- No
- Not applicable

16. Please mark the answer that best describes your overall feeling about the indicated [C_officialname] benefit plans or plan elements.

Medical Plan

- Excellent
- Above average
- Average
- Below average
- Poor

Medical Plan Provider Network

- Excellent
- Above average
- Average
- Below average
- Poor

Dental Plan

- Excellent
- Above average
- Average
- Below average
- Poor

Dental Plan Provider Network

- Excellent
- Above average
- Average
- Below average
- Poor

Accidental Death & Dismemberment Plan

- Excellent
- Above average
- Average
- Below average
- Poor

Short-term Disability Plan

- Excellent
- Above average
- Average
- Below average
- Poor

Long-term Disability Plan

- Excellent
- Above average
- Average
- Below average
- Poor

Prescription Drug Plan

- Excellent
- Above average
- Average
- Below average
- Poor

Life Insurance Plan

- Excellent
- Above average
- Average
- Below average
- Poor

17. What do you think is the annual cost per employee for providing medical and dental benefits?

- \$1,000 - \$2,500
- \$2,500 - \$5,000
- \$5,000 - \$7,500
- \$7,500 +

18. Would you prefer to pay more money from your paycheck for medical insurance or more money when you actually go to the doctor or hospital (for example, pay higher deductibles and higher co-payments)?

- More money from my paycheck (premium contribution)
- More money only when I go to doctor or hospital (higher deductibles or co-payments)
- Do not understand

19. What is your impression of [C_OfficialName]'s benefit plans compared to other local employers?

- Excellent
- Above average
- Average
- Below average
- Poor

20. On a scale of 1 to 5 where 5 equals "a lot" and 1 equals "not at all," how much of an impact did [c_officialname] benefits have on:

Your decision to join the company?

If over 3, which benefits?

Your decision to stay with the company?

If over 3, which benefits?

21. Rate your benefits in terms of importance. Please circle the number that best corresponds to the degree of importance you place on the following benefits.

	Very Important	Important	Undecided	Not too Important	Not at all Important
Health (Medical) Plan	1	2	3	4	5
Prescription Drug Plan	1	2	3	4	5
Vision Plan	1	2	3	4	5
Dental Plan	1	2	3	4	5
Employee Assistance Program	1	2	3	4	5
Supplemental Life Insurance	1	2	3	4	5
Dependent Life Insurance	1	2	3	4	5
Accidental Death & Dismemberment	1	2	3	4	5
Short-term Disability	1	2	3	4	5
Long-term Disability	1	2	3	4	5
401(k) Plan	1	2	3	4	5
Tuition Reimbursement Plan	1	2	3	4	5
Holidays	1	2	3	4	5
Vacation	1	2	3	4	5
Sick Pay	1	2	3	4	5
Dependent Care Spending Account	1	2	3	4	5
Medical Care Spending Account	1	2	3	4	5

22. Please answer the following questions related to possible plan alternatives.

Would you like to have different medical plans to choose from? One may cost more and provide higher benefits, while another may cost less and provide lesser benefits.

Yes

No

Would you like the opportunity to trade some of your current benefits for others of more importance to you?

Yes

No

Would you consider trading (or giving up) some of your benefits in order to receive more money in your paycheck?

Yes

No

The IRS allows employees to establish an employee-owned health savings account (HSA) that secures pre-tax dollars in a fund for future medical needs. HSAs are established with high deductible health plans that come with much lower premiums than traditional plans. If you had the option of participating in a high deductible health plan in conjunction with owning a HSA, would you choose to do so?

Yes

No

The IRS allows employers to establish a Health Care Reimbursement Account to help employees pay for certain health care costs with pre-tax income that they must otherwise pay for with after-tax income (for example, deductibles and non-covered medical expenses). If you could allocate a portion of your income to that account, would you choose to do so?

Yes

No

23. Please provide any additional comments on how we can improve upon our employee benefit plans, or how we can better meet your needs.

Thank you.