







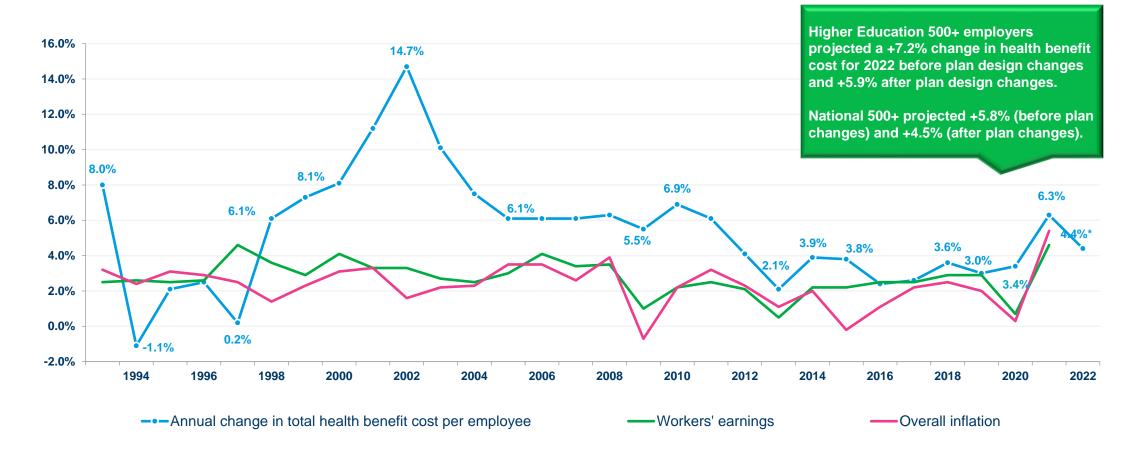




Faculty Senate Discussion

February 3, 2023

Overall Market Update Health Trend vs. Key Measures



2021 Mercer National Survey of Employer-Sponsored Health Plans
Beginning in 2020, results are based on employers with 50 or more employees. *Projected.
Source: Mercer's National Survey of Employer-Sponsored Health Plans; Bureau of Labor Statistics, Consumer Price Index, U.S. City Average of Annual Inflation, 1993-2020 (April), 2021
(September); Bureau of Labor Statistics, Seasonally Adjusted Weekly Earnings from the Current Employment Statistics Survey 1993-2020 (April), 2021 (September).



Claim volatility will continue to impact costs Implement risk mitigation strategies to ease the effects

Health care costs are one of the most unpredictable recurring costs for large organizations



020

Deferred/cancelled care due to COVID resulted in net decrease of costs for many employers when increases were expected



2021

Deferred/cancelled care continues, providing tailwind for 2021 costs vs. budgets



There are a number of factors leading to continued challenges in '23 and beyond

Continued Action:





Key market trends are shaping employers' focus in 2024 and beyond



Attracting and inspiring talent

Leveraging benefits to build a responsible brand and strengthen the employeremployee connection.



Accelerating digital care delivery

Pursuing integrated, ondemand healthcare to improve quality of care and health outcomes.



Driving resilience amid inflation and business risks

Increasing focus on strategic benefits governance.

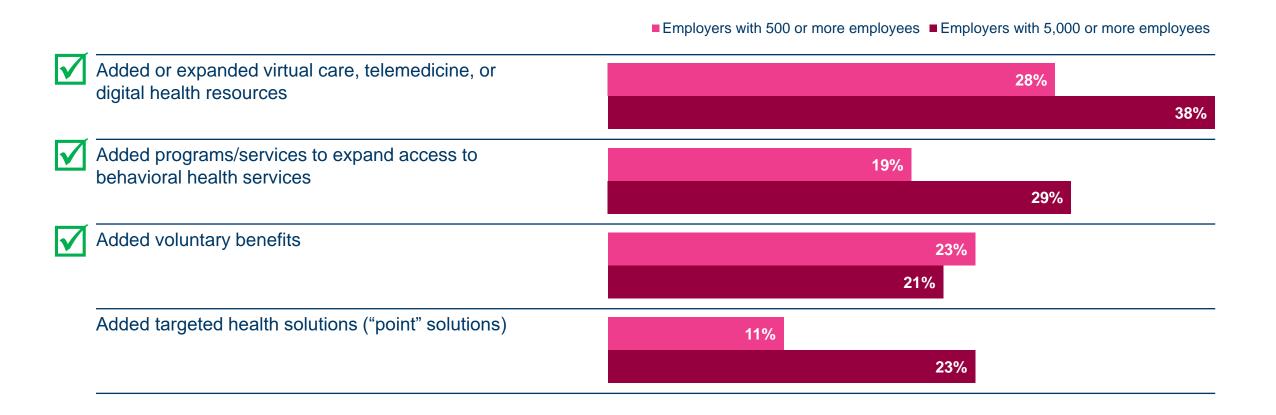








Employers focused on providing more support – and that trend seems set to continue







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