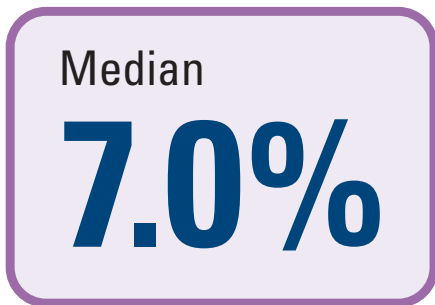


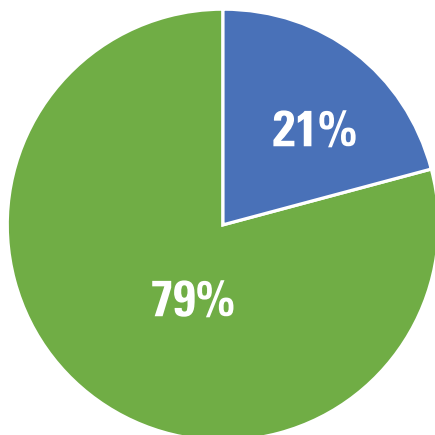
Health Care Costs Pulse Survey: 2024 Cost Trend

Trends indicate that a majority of medical plan costs will increase for the 2024 plan year. This pulse survey is designed to help U.S. plan sponsors navigate this changing landscape and learn about health care costs for the coming year. The data below reflects responses from corporate/single employers.

Expected Medical Plan Cost Increase (2023-2024) (n=169)

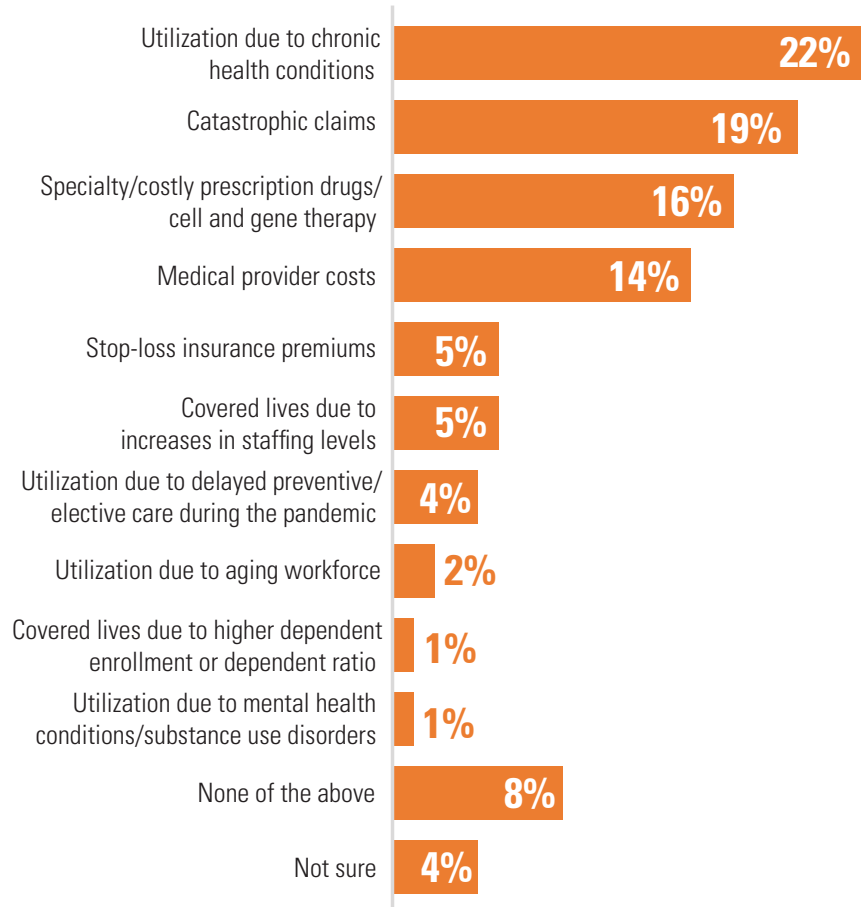


Health Care Plan Funding (n=171)



- Fully insured
- Self-funded (with or without stop-loss coverage)

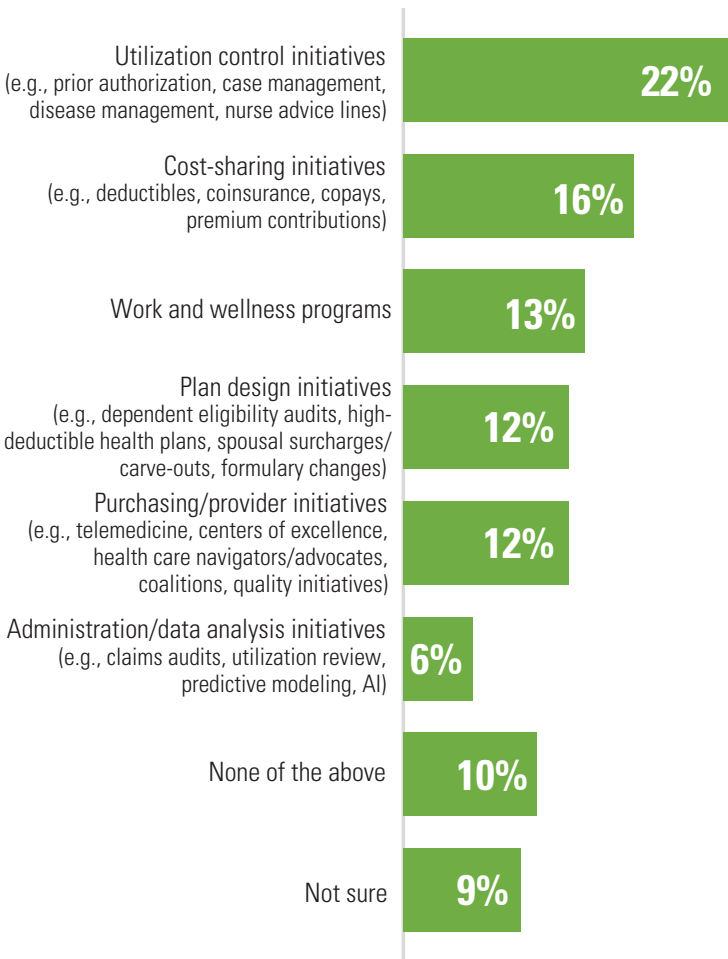
Primary Reason for Cost Increase* (n=171)



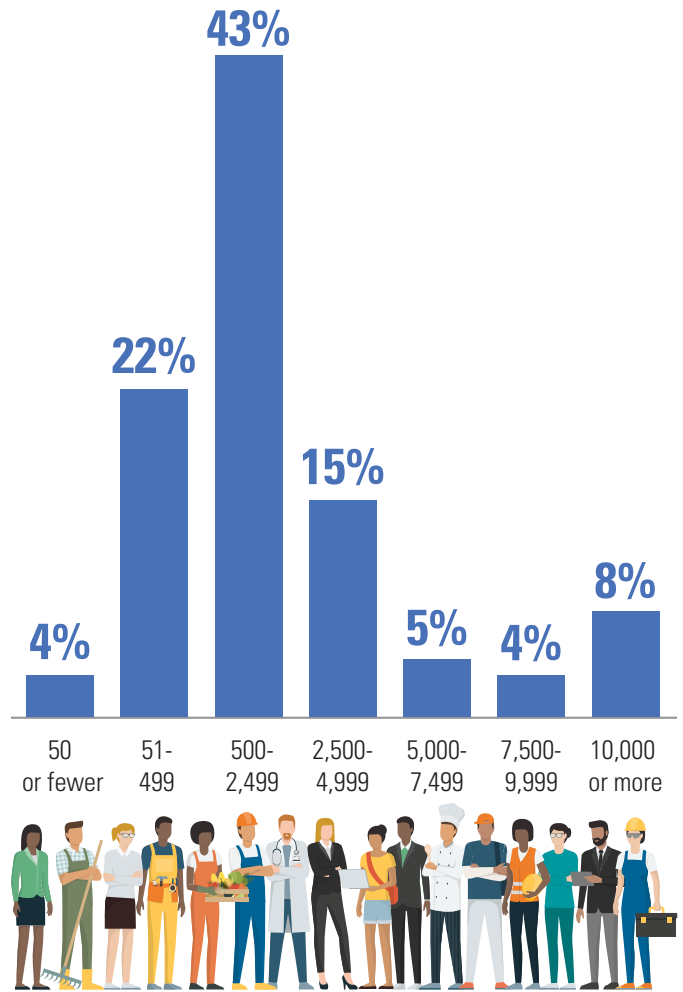
*Respondents were asked to select one option.



Initiative Type With Most Anticipated Impact in 2024* (n=171)



Number of Active Workers (n=171)



*Respondents were asked to select one option.

Respondent Region (n=171)

