



Outperform Your Peers

With today's competitive labor market and changing workforce expectations, employers must set themselves apart. Start by benchmarking your organization against same-sized peers that stand out for their ability to better manage healthcare costs and their people. Leverage these insights and build a better workplace that will help you effectively attract, develop and retain the employees you need most. See what top large employers do differently, and confidently position your organization for success.

HEALTHCARE COST CONTROL

REDUCE HEALTHCARE COST SHIFTING
AND TARGET WASTE IN BENEFITS SPENDING

53%

Did not increase cost sharing in 2019

Other large employers: 26%

OFFER COMPETITIVE BENEFITS WITH LIMITED
INTEGRATION OF WELLBEING ELEMENTS

38%

Provide healthy vending or other food choices

Other large employers: 56%

HR MANAGEMENT

BELIEVE THAT INVESTING IN EMPLOYEES
IS GOOD FOR BUSINESS

41%

Spend \$15,000 or more in employer-paid benefits per eligible
employee per year

Other large employers: 26%

ACHIEVE ENGAGEMENT THROUGH DISCIPLINED
COMMUNICATION PRACTICES

52%

Consider the workforce highly engaged

Other large employers: 30%

MANAGE EMPLOYEE HEALTH AND PRODUCTIVITY
THROUGH IMPACTFUL BENEFITS

73%

Provide wellbeing incentives

Other large employers: 51%

Contact your local Gallagher consultant or visit ajg.com/2019-best-in-class to learn how to apply these strategies to your organization and face your future with confidence.

Source: Gallagher's Best-in-Class Benchmarking Analysis uses data from 414 large employers (1,000 or more full-time employees) that responded to the 2019 Benefits Strategy & Benchmarking Survey.