



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 midsize employers do differently, and confidently position your organization for success.

HEALTHCARE COST CONTROL

SUPPORT ACCESS TO CARE THROUGH AFFORDABLE PLAN DESIGN

33%

Increase the employee contribution to the cost of premiums

Other midsize employers: 48%

SELECTIVELY COVER BENEFITS AND IMPLEMENT RELATED PROGRAMS

31%

Offer over 8 weeks of paid paternity leave for a birth or adoption

Other midsize employers: 20%

HR MANAGEMENT

TAKE A LONG-RANGE VIEW OF EMPLOYEES AS AN INVESTMENT

48%

Enhance wellbeing initiatives to boost total rewards strength

Other midsize employers: 29%

USE STRATEGIC COMMUNICATION TO STRONGLY ENGAGE EMPLOYEES

52%

Consider the workforce highly engaged

Other midsize employers: 33%

MANAGE BENEFITS TO ENABLE GENEROUS COVERAGE

64%

Provide wellbeing incentives

Other midsize employers: 33%

PROVIDE SUPPORT FOR WELLBEING TO IMPROVE ATTRACTION AND RETENTION

71%

Offer employee development training

Other midsize 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 1,522 midsize employers (100 to 999 full-time employees) that responded to the 2019 Benefits Strategy & Benchmarking Survey.