

Executive Summary

Key Trends in Indiana Employee Benefits Benchmarking

Indiana employers face a rapidly evolving benefits landscape, with notable shifts in plan design, funding strategies and ancillary offerings, compared to national benchmarks. Our latest benchmarking analysis highlights where Indiana leads, where it lags and where strategic adjustments can drive competitive advantage in talent attraction and retention.

KEY TRENDS AND INSIGHTS

1 Shift Toward Dual HDHPs and Expanded Choice

Indiana employers are increasingly offering greater choice in health plans, with an 18% increase in those providing two options — primarily by adding a second High-Deductible Health Plan (HDHP) rather than maintaining a traditional PPO/HDHP mix. This shift allows employers to manage costs by reducing “first dollar” benefits while still offering options that meet diverse employee needs.



Overall costs for health care services are increasing nationally, and their plan design choices are aligning with Indiana trends.

3 Dental and Ancillary Benefits: Differentiation Opportunities

Ancillary benefits provide opportunities for differentiating your benefits plan, as orthodontia and vision coverage grow in popularity. Fewer than half of Indiana employers currently offer orthodontia coverage as part of their dental benefits, and less than 20% offer employer-supported vision plans. Employers who proactively address both dental (especially orthodontia) and vision needs are better positioned to attract and retain top talent in Indiana.

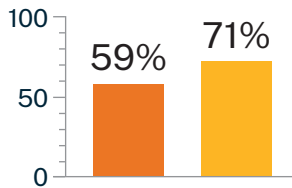
Employer-Sponsored Vision Coverage



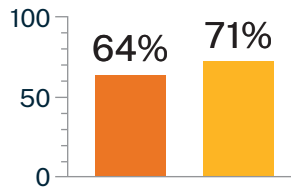
Offer Orthodontia Coverage



Short Term Offered



Long Term Offered



● Indiana ● National

4 Disability and Life Insurance: Richer Benefits, Lower Adoption

While Indiana lags in the percentage of employers offering disability benefits (STD: 59% vs. 71% nationally; LTD: 64% vs. 71%), the plans provided are richer, supporting higher salary levels. Indiana offers life insurance — 19% higher than the national average — with more generous flat-dollar coverage.

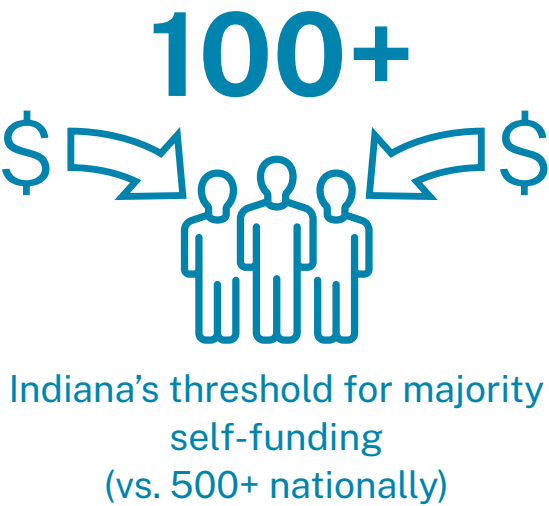
Indiana’s life insurance offer rate vs. national +19%

5 Voluntary Benefits and Leave Policies: Untapped Potential

Despite a high prevalence of HDHPs, Indiana companies are less likely to offer voluntary coverage options that could help employees manage out-of-pocket costs. Paid leave and flexibility are increasingly prioritized by younger generations, with 92% of employees expressing interest in flexible paid leave benefits.



92% of employees express interest in flexible paid leave



2 Self-Funding Adoption Surges, Especially Among Small Employers

Self-funding is now the norm for Indiana employers with 100+ employees — a threshold not reached nationally until 500+. Even small employers (under 50) are rapidly adopting level-funded plans, leveraging these products to avoid high community-rated premiums and gain more control over health care spend.