

**Texas Small Employer
Health Insurance
Survey Results**

May 2009



**Texas Department
of Insurance**

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Executive Summary

For more than ten years, the State of Texas has struggled to provide opportunities for small business owners to purchase affordable health insurance. Texas, like other states, enacted numerous small group reforms beginning in 1993 and saw significant growth during the following years. In 1993, less than 37,000 small employers offered insurance compared to more than 97,000 in the year 2000. Since that time, however, the number of insured businesses has gradually declined. In 2007, less than one third of small business owners (87,510 firms) offered health insurance to their employees.

In 2001, the Texas Department of Insurance (TDI) received a federal State Planning Grant (SPG) of \$1.3 million to conduct a comprehensive study of the uninsured population and develop ideas for expanding coverage. One of the most extensive research efforts of the SPG study was a small employer survey conducted in 2001 and again in 2004. The results of the survey provided detailed information on the reasons why small employers do not offer insurance, how much they can afford to pay, and their preferences regarding benefit plan design. The data collected was extremely helpful as the Legislature, TDI, and key stakeholders continued to work together to develop new initiatives during the past few years.

As the 81st Texas Legislature began to consider new legislation and expansion opportunities in 2009, TDI was asked to provide updated survey data, particularly focusing on the affordability of coverage. In March 2009, using funds provided through a State Coverage Initiatives grant from the Robert Wood Johnson Foundation, TDI distributed an updated survey to 20,000 small employers. As in previous years, the survey collected detailed information regarding demographic characteristics of small employers and their employees; the challenges they face in trying to purchase employee health insurance; preferred benefit plan structure; and their ability to pay for coverage. Following is a brief summary of key survey findings.

- Cost is the primary reason why small employers do not offer coverage. Sixty-two percent of uninsured employers report that cannot afford coverage and an additional 11 percent do not purchase insurance because employees cannot afford their share of the premium.
- Jobs that pay high salaries are much more likely to include health insurance benefits. Only 25 percent of firms with average salaries of less than \$25,000 offer insurance while 71 percent of firms with average salaries of more than \$50,000 provide insurance.
- While most uninsured firms (78 percent) want to offer insurance, premiums must be significantly lower than the current market average of \$400 per-employee-per-month (PEPM) in order for most to afford coverage. Nearly one-third (32 percent) can pay \$50 or less PEPM; slightly more than one-third (35 percent) can pay at least \$100 PEPM. Twenty-one percent reported they would not purchase insurance at any cost.
- Employers who do offer coverage are much more likely to report they are considering discontinuing coverage if they have experienced significant rate increases. Only two percent of employers reporting rate increases of 10 percent or less in the past three years are considering dropping coverage compared to 38 percent of employers who report increases of 150 percent or more.
- Most firms that do offer coverage do not allow part-time workers to enroll. Two thirds require employees to work 36 to 40 hours a week, and 22 percent require at least 30 hours a week.

- Most employers who do not offer coverage would offer a plan that provides limited annual maximum benefits if necessary to reduce premiums to an affordable level. Nearly one-third (32 percent) would purchase a plan providing a maximum annual benefit of \$50,000; 19 percent prefer up to \$100,000. Only eight percent would require annual benefits of \$1,000,000 or more.
- Most employers (52%) report they would need to offer a plan with a deductible of no more than \$500 a year to encourage employees to enroll. However, nearly one-third (30 percent) believe their employees would enroll in a plan with a deductible of \$1,000 to \$1,500.

The 2009 survey results are in many aspects highly consistent with that the results of the 2001 and 2004 surveys. While several of the key findings described above are considered common knowledge, data confirmation provides important validation that is critical in the development of effective health insurance reforms. Lessons and trends derived from this survey will be valuable in informing current and future initiatives to expand health insurance coverage among small employers in Texas.

Section I: Survey Overview

The 2009 Small Employer Health Insurance Survey was developed to collect information that may be used to design health insurance expansion options that are specifically targeted to uninsured small businesses and their employees. The survey updates similar information collected in 2001 and 2004. All three statewide surveys included questions regarding employers' attitudes and perceptions regarding insurance, their ability and willingness to purchase private coverage, and affordability of coverage for both employers and employees. The 2001 survey was mailed to 50,000 employers, while the 2004 and 2009 surveys were mailed to approximately 20,000 small employers.

The first two surveys were funded by a federal State Planning Grant (SPG) awarded TDI (Texas Department of Insurance) by the US Health Resources and Services Administration (HRSA). In 2001, employers returned more than 13,000 completed 2001 surveys, a strong indication of the importance of this issue among small businesses. The results of the 2001 survey provided some of the most useful data obtained in the course of the SPG study. The information has been widely used by state agencies, legislative committees and various stakeholder groups in the discussion about health care and in the development of several health insurance expansion concepts.

Despite the accomplishments under the original grant study and subsequent action by the Texas Legislature and other stakeholders, small employers continue to face problems when shopping for affordable health insurance. While Texas has a competitive insurance market with a wide variety of benefit plan options available, coverage remains expensive, and the majority of employers (68 percent) still do not offer insurance to their workers. To evaluate the effectiveness of previous reform efforts and identify new issues that may have emerged within this particular population, small employers were re-surveyed in March 2004. Though some new questions were added to the survey to address relevant changes, the majority of questions remained the same. Due to a more limited budget, only 20,000 surveys were mailed in 2004. The 2004 survey yielded a total of 4,303 usable surveys, a response rate of over 21 percent.

To further inform stakeholders and provide more current data regarding the issues confronted in the small group market, small employers were again surveyed in March 2009. The 2009 survey retained many previous survey questions, but the survey was shortened due to funding and time restrictions and to encourage participation. Several questions from the 2004 survey were modified to better address current data needs. Of the 19,844 surveys mailed, 2,432 usable responses were received by the deadline established to be included in this report.

As with the earlier surveys, all 2009 survey respondents were asked to provide basic demographic information on the firm's size, type of industry, financial data, and employee staffing. The survey then directed the respondent to one of two series of questions based on whether they do or do not offer health insurance. Firms that do not offer coverage were asked to answer questions in the following areas:

- reasons why the firm does not offer health insurance;
- the extent to which employers are interested in providing insurance;
- how much employers are able to pay for coverage;
- the types of benefits they are most interested in;
- and whether they anticipate employees will enroll if coverage is offered.

Employers who currently provide insurance answered a separate set of questions that address other areas, including:

- the extent to which employees participate in the group health plan;
- reasons why employees do not enroll in the benefit plan;
- cost information;
- employer and employee contribution rates; and
- whether the firm plans to continue offering health insurance.

As with the earlier surveys, the responses provide valuable insight into the health insurance experiences of small business owners. Some of the more significant findings of the 2009 survey are summarized below.

Major Findings from Firms That Do Not Offer Health Insurance

- The primary reason employers do not offer insurance is still because it is unaffordable. Slightly more than one third of employers (35 percent) are able to pay at least \$100 per-employee-per-month (PEPM), but only nine percent can afford at least \$200 PEPM. Twenty-one percent would not purchase insurance at any cost. Thirty-eight percent of the uninsured firms reported they can afford less than \$100 PEPM.
- Most employers – 70 percent - believe employers *should* provide insurance if they can afford to do so, including 41 percent who think employers should contribute at least 50 percent towards employee health premiums.
- In order to keep insurance affordable, employers are willing to purchase plans with limited annual benefit levels. Nearly a third (32 percent) would be interested in a plan that pays up to \$50,000 a year in claims per enrollee, and 19 percent prefer up to \$100,000 a year. Only 16 would require coverage of at least \$500,000 or more.
- Most employers (81%) report they “definitely” or “probably” will not offer insurance within the next three years. Only 2.3% indicated they “definitely will” offer coverage.

Major Findings from Firms That Do Offer Health Insurance

- Of those employers who currently offer insurance, 15 percent are very likely to discontinue coverage within the next three years and 25 percent report they are somewhat likely to do so.
- Slightly more than half (53 percent) of small employers who offer insurance pay the full cost of the employee-only insurance premium, down from 61 percent in 2001 and 55 percent in 2004. Nineteen percent of employees must pay at least half the cost of the premium to enroll. One fourth of employees must pay \$100 or more per month towards the cost of coverage; nearly ten percent pay more than \$200 a month. The report also demonstrates that employers with higher employee premium payment requirements are also more likely to report that cost is cited as a main reason why employees decline coverage.
- Most employers – 70 percent – do not contribute anything towards dependent coverage of children or a spouse.

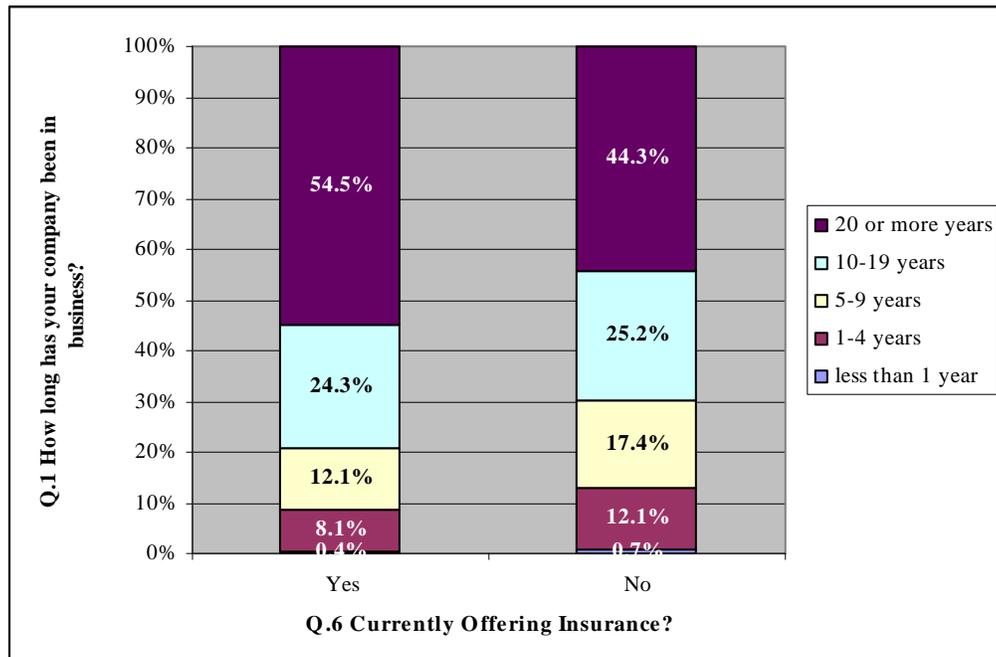
- Employers offering insurance report significant rate increases over the last three years. Twenty-six percent report increases of more than 50 percent. One third experienced increases of 26 to 50 percent. Less than five percent reported total increases of less than 10 percent.

Survey Results: Demographic Data

The companies responding to the 2009 survey had an average of 9.8 total employees, with 8.9 full-time employees and 2.3 part-time employees. These figures varied slightly from the 2004 survey average of 10.4 total employees, including 8.5 full-time employees and 1.9 part-time employees. The average number of contract or temporary workers per company increased by 77 percent in 2009 from 0.61 in 2004 to 1.08. The small increases in part-time, temporary and contract workers and decline in the number of full time employees may reflect the economic uncertainty small firms are experiencing and a reluctance to hire employees in positions that are eligible for benefits.

Most surveyed employers - 73.8 percent in 2009, up from 71.8 percent in 2004 - report they have been in business for ten or more years. Nearly half (49 percent of businesses in 2009 and 43.7 percent in 2004) reported they had been in business for 20 or more years. Only 0.5 percent of surveyed employers had been in business less than one year in 2009, compared to one percent in 2004. Figure 1 below illustrates a trend between the length of time an employer has been in business and whether they offer health insurance to employees. Companies that have been in business longer are somewhat more likely to offer insurance than newer businesses.

Figure 1: Relationship Between Time in Business and Offering Insurance



Refer to Appendix for Survey Questions 1 and 6.

Over 43 percent of surveyed companies were in the service industry in 2009, while close to 11 percent were in retail sales and construction. Approximately 17 percent of respondents were in an industry that was not listed as an answer choice on the 2009 survey. A detailed breakdown of respondents by industry sector is provided in Table 1 below.

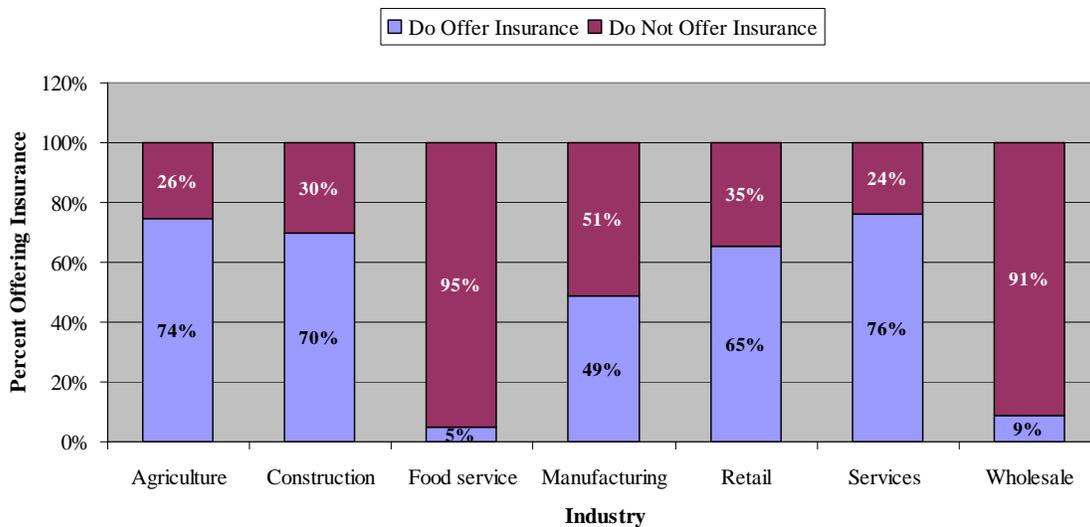
Table 1: Percentage of Respondents by Industry Sector

	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percent Change (2004 - 2009)
Services	43.8%	43.2%	45.7%	1.3%
Other	17.4%	15.9%	16.0%	9.7%
Retail	10.6%	12.3%	11.5%	-14.4%
Construction	10.7%	10.2%	9.0%	4.7%
Manufacturing	5.6%	6.3%	6.6%	-10.9%
Wholesale	3.8%	4.2%	4.1%	-10.1%
Food Service	3.9%	3.6%	3.1%	7.3%
Agriculture, Forestry, Fishing	3.5%	3.1%	3.2%	10.1%

Refer to Appendix for Survey Question 2.

As seen in Figure 2, type of industry is a strong predictor of whether or not an employer offers insurance. The dramatic variations in offer-rates suggest that an employer’s decision to offer insurance may be strongly influenced by whether competitors offer coverage, particularly in employment areas where certain skills are required. As the chart illustrates, less than 10 percent of employers in food service or wholesale operations offer health insurance compared to more than 70 percent of agriculture, construction or service-related businesses, occupations where experience is more likely a requirement.

Figure 2: Prevalence of Insurance by Industry



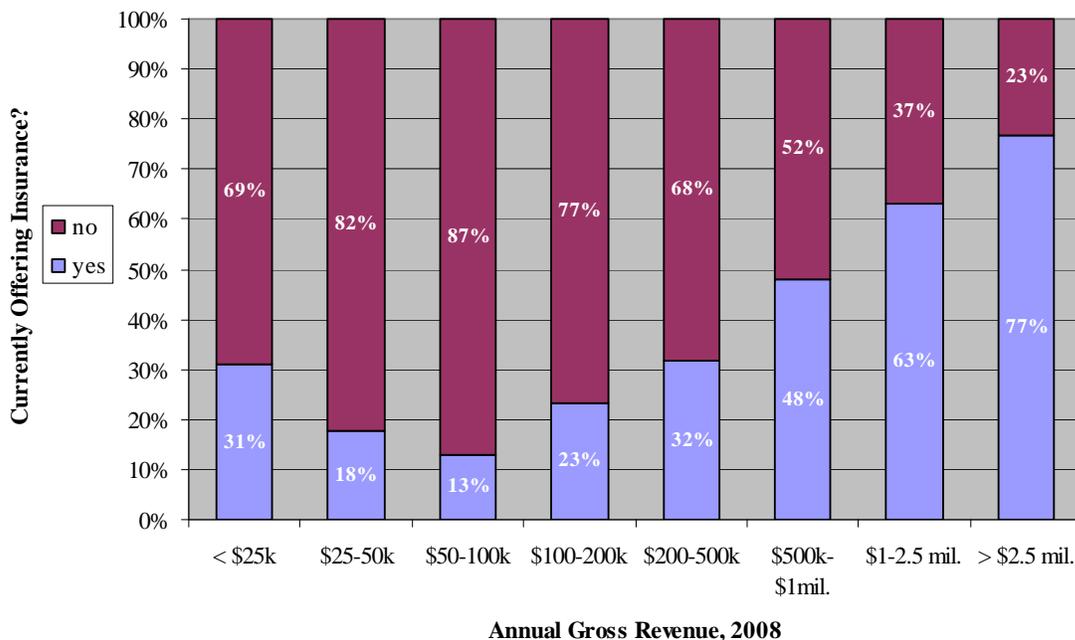
Refer to Appendix for Survey Questions 2 and 6.

The annual gross revenue figures were also highly consistent in the 2004 and 2009 surveys. Over one-quarter of surveyed companies reported annual gross revenues between \$200,000 and \$500,000 across all years. Another 20 percent reported revenues between \$500,000 and \$1,000,000. In 2009, 33 percent of the surveyed companies reported annual gross revenues of \$1,000,000 or more while only seven percent reported revenues of \$100,000 or less.

Not surprisingly, employers who reported higher revenue were also more likely to offer health insurance. Of employers who offer insurance, 73 percent have annual gross revenue of \$500,000 or more while only eight percent of firms earned \$200,000 or less annually. Of the firms not offering insurance, only 40 percent reported more than \$500,000 in annual gross revenue while 25 percent make \$200,000 or less.

However, also worth noting is that employers reporting the lowest levels of revenue (less than \$25,000) were more than twice as likely to offer insurance as firms reporting revenue of \$50,000 to \$100,000. One possible explanation is that such firms are small, family-run businesses that purchase group health insurance primarily for the benefit of the owner and working family members. Depending on the health condition of the family members, group insurance may be significantly less expensive than purchasing an individual policy. In some cases, a family member – or the owner of the company – may have a preexisting health condition that makes it impossible for them to obtain individual health insurance. Obtaining insurance through the small group health insurance market is, in some cases, a primary goal of such small businesses. The relationship between higher revenue and the likelihood of offering health insurance is illustrated in Figure 3.

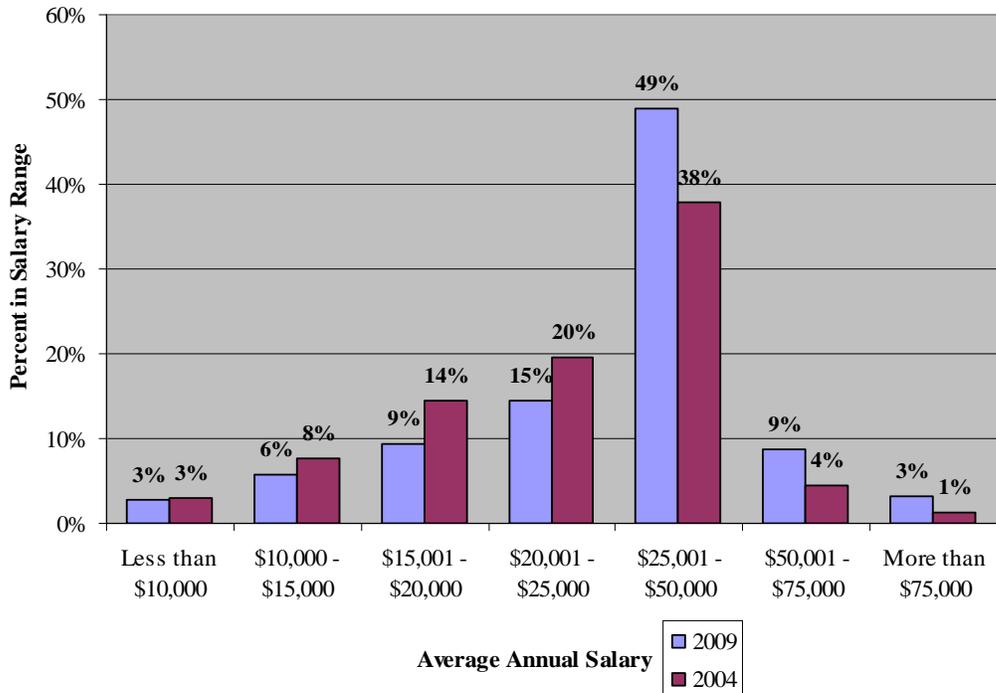
Figure 3: Relationship between Annual Gross Revenue and Offering Health Insurance



Refer to Appendix for Survey Questions 3 and 6.

The distribution of average annual salaries in 2009 illustrates an upward trend, as seen in Figure 4. The average annual salaries of full-time employees (excluding the business owner) fell between \$25,000 and \$50,000 for 49 percent of respondents, up almost 30 percent from 2004, while 15 percent had average annual salaries of \$20,000 to \$25,000, down from 20 percent in 2004. Eighteen percent of respondents reported average annual salaries of below \$20,000 in 2009 compared to almost 25 percent in 2004. Three percent of respondents reported average annual salaries of more than \$75,000 in 2009, an increase from 1 percent in 2004.

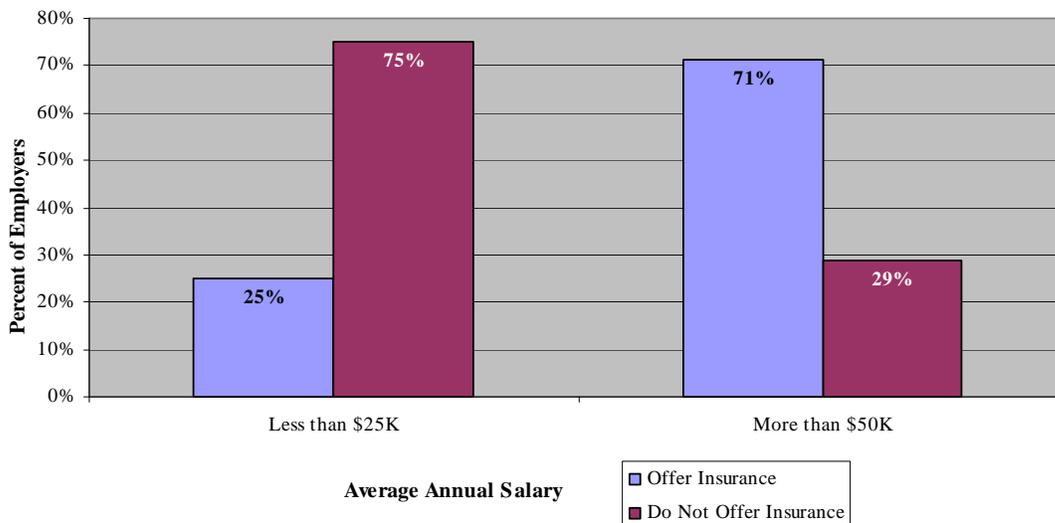
Figure 4: Change in Average Annual Salaries Since 2004



Refer to Appendix for Survey Question 5.

The survey also confirms that businesses with higher paid workers are more likely to offer health insurance than firms with lower wage employees (Figure 5). The relationship between wages and offer rates is important to consider when evaluating insurance expansion options and a firms' employees' ability to pay health insurance premiums.

Figure 5: Average Salaries According to Whether Insurance is Offered



Refer to Appendix for Survey Questions 5 and 6.

Additional average wage figures were collected regarding how employees of small businesses are paid. In 2009 (not including independent contractors, who comprised almost 10 percent of the employees accounted for in the survey), 33 percent of employees were salaried while 67 percent of employees were paid on an hourly basis. Of the employees paid hourly, 73 percent earned less than fifteen dollars per hour. Only 27 percent earned more than fifteen dollars per hour.

Section II: Survey Results - Employers Who Do Not Currently Offer Health Insurance

A total of 53.9 percent of companies indicated that they did not currently offer health insurance in 2009, up from 51.7 percent in 2004. This reflects an increase of 17.5% since 2001 in the number of small employers who are not offering employee health insurance. Almost 87 percent of respondents said they had not provided health insurance coverage within the past three years, while only 30 percent had attempted to purchase health insurance during the same timeframe. Table 2 provides a detailed comparison of the percentage of companies that offered insurance or attempted to purchase it within the past three years of the 2009 survey, and within five years of the 2001 and 2004 surveys. Due to the modified question in the 2009 survey, a percent change has not been calculated.

Table 2: History of Offering Insurance and Attempts to Purchase Insurance

Offered or attempted to purchase insurance*	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents
Employers who offered insurance within past 3 years	10.4%	15.5%	15.1%
Employers who have not offered insurance within past 3 years	86.7%	83.7%	84.5%
Employers that attempted to purchase insurance within past 3 years	29.7%	40.9%	40.7%
Employers that did not attempt to purchase insurance within past 3 years	67.2%	58.0%	58.4%

* Data from 2004 and 2001 reflect answers regarding insurance behavior within past 5 years. The 2009 survey modified the question to collect information on more recent insurance behavior.

Refer to Appendix for Survey Question 7.

A large majority of employers not offering insurance indicated that employees were interested in the benefit, with approximately 29 percent showing a strong level of interest. Yet, despite the significant interest among employees, few employers expect to offer insurance within the next three years. Only 2.3 percent of the surveyed firms in 2009 stated they definitely will offer insurance, while 81 percent indicated that they either definitely or probably will not offer coverage.

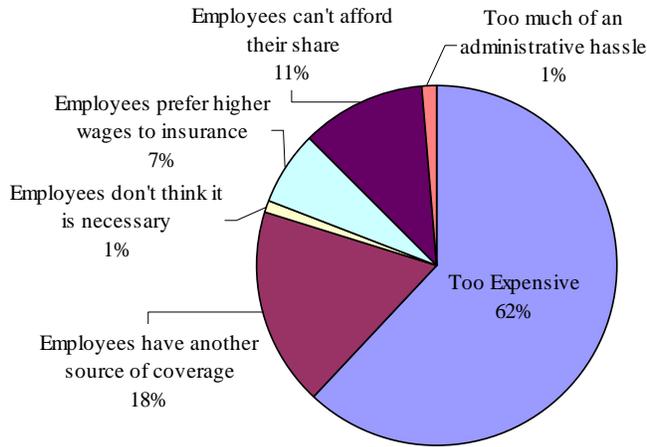
Table 3: Likelihood of Offering Insurance within the Next Three Years

Likelihood of Offering Insurance	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percent Change 2004 - 2009
Company will definitely not offer health insurance in next 3 years	33.2%	24.8%	25.2%	33.6%
Company probably will not offer health insurance in next 3 years	47.6%	53.9%	49.3%	-11.8%
Company probably will offer health insurance in next 3 years	13.8%	18.2%	20.4%	-24.1.0%
Company definitely will offer health insurance in next 3 years	2.3%	1.6%	3.7%	42.6%

Refer to Appendix for Survey Question 9.

When asked to indicate the primary reason for not offering insurance, employers report that cost is clearly the most significant factor. Sixty percent of the employers in 2009 indicated that they either tried to purchase coverage but found it too expensive, or they have not attempted to purchase coverage because they know it is unaffordable. Another eleven percent of employers in 2009, and eight percent in 2004, were willing to offer the benefit, but have determined that the majority of their employees are unable to afford their share of the premium. A summary view of responses is illustrated by Figure 6. A detailed breakdown of responses is provided in Table 4.

Figure 6: Reasons Employers Do Not Offer Insurance



Refer to Appendix for Survey Question 12.

Table 4: Primary Reason for Not Offering Insurance

Reason insurance is not offered	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percent Change 2004 - 2009
We have not tried to purchase insurance because we know it is too expensive	26.4%	26.9%	26.8%	-1.9%
We tried to purchase insurance but it was too expensive	33.4%	38.4%	35.6%	-13.2%
Most employees don't want insurance because they already have coverage	17.3%	13.6%	15.1%	27.4%
We could not obtain insurance because one or more of our employees has a pre-existing health condition	NA	3.3%	4.0%	NA
Most employees do not want health insurance because they do not think it is necessary	1.0%	1.2%	0.9%	-14.4%
The majority of employees prefer higher wages to health insurance	6.6%	4.2%	4.7%	58.4%
We are willing to offer coverage but the majority of employees are not able to afford their share of the premium	10.7%	7.9%	7.1%	34.6%
Providing health insurance is too much of an administrative hassle	1.4%	1.4%	1.5%	-0.6%

Refer to Appendix for Survey Question 12.

When asked how much their firm would be able to pay for each employee's coverage, 54 percent of employers in 2009 report that they could pay premium amounts up to or less than \$100 a month. This includes 32 percent of companies who responded that they could pay less than or up to \$50 per employee per month. Only 18 percent of employers reported an ability to pay more than \$100 per month. While most 2009 figures are consistent with the 2004 survey results, the percentage of employers who would not be interested in purchasing coverage at any cost increased by 49 percent. This information is particularly important as it confirms the fact that most small firms cannot afford premiums for even a relatively inexpensive benefit plan. Refer to Table 5 for a detailed breakdown of the maximum employer contribution responses.

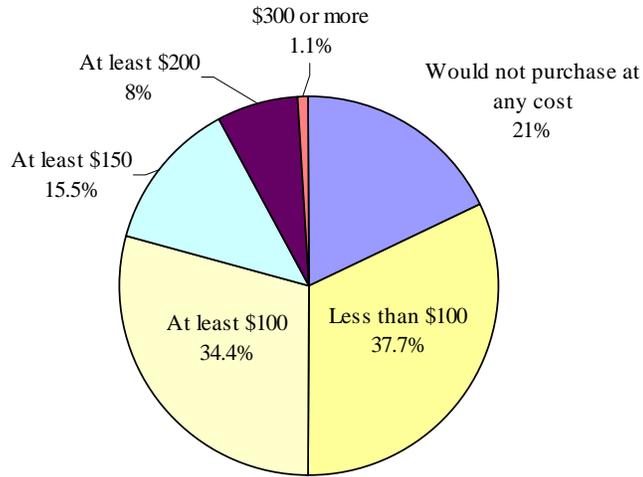
Table 5: Employers' Ability to Pay for Insurance

Maximum Premium Contribution Employer Can Afford Per-Employee-Per-Month	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percent Change
The company would not purchase insurance at any cost	21.5%	14.4%	13.7%	49.4%
Less than \$50 per-employee-per-month	17.5%	17.2%	23.4%	1.7%
\$50 per-employee-per-month	14.3%	16.7%	22.1%	-14.9%
\$75 per employee per month	5.9%	NA	NA	NA
\$100 per-employee-per-month	16.2%	20.3%	19.5%	-20.1%
\$125 per employee per month	2.7%	NA	NA	NA
\$150 per-employee-per-month	5.6%	7.8%	8.0%	-27.2%
\$175 per employee per month	1.9%	NA	NA	NA
\$200 per-employee-per-month	5.1%	6.1%	4.6%	-16.9%
\$250 per-employee-per-month	1.8%	2.2%	1.7%	-19.7%
\$300 per employee per month	0.9%	NA	NA	NA
\$300 or more per-employee-per-month	1.1%*	1.3%	1.7%	-17.7%
More than \$300 per employee per month	0.2%	NA	NA	NA

*This question was not asked specifically in 2009, but can be derived via addition. Refer to Appendix for Survey Question 14.

In broader terms, the graph below illustrates the importance of cost in any small employer health plan.

Figure 7: How Much Employers Can Pay for Insurance



Refer to Appendix for Survey Question 14.

In order to provide more timely information to the 81st Texas Legislature regarding program options designed to increase participation in the small group market, the 2009 survey included questions to identify preferred plan design and eligibility requirements. Two questions were included to determine the type of benefit plans preferred by small employers not currently offering employee health insurance. The first addressed options regarding maximum annual claim limitations ranging from \$50,000 to more than \$1,000,000 per year. This question was modified from the 2004 survey to gauge preferences for more limited, basic-coverage benefit plans versus more comprehensive health plans while taking into account the current proposed Healthy Texas design structure under consideration by the 21st Texas Legislature. According to the survey, 50 percent of employers would be interested in a benefit plan that will cover expenses of up to \$100,000. Two thirds of employers would be satisfied with a benefit plan covering claims amounts of up to \$250,000, assuming the premiums are affordable. Fifteen percent prefer annual benefits of at least \$500,000. Table 6 summarizes the responses.

Table 6: Employers' Minimum Preferred Annual Coverage Limit

Minimum Annual Coverage Limit Employer Would Require to Purchase Coverage	2009 Percentage of Respondents
Coverage for medical expenses of up to \$50,000 per year	31.8%
Coverage for medical expenses of up to \$100,000 per year	19.1%
Coverage for medical expenses of up to \$150,000 per year	3.9%
Coverage for medical expenses of up to \$200,000 per year	4.6%
Coverage for medical expenses of up to \$250,000 per year	7.8%
Coverage for medical expenses of up to \$300,000 per year	2.1%
Coverage for medical expenses of up to \$350,000 per year	0.8%
Coverage for medical expenses of up to \$400,000 per year	0.1%
Coverage for medical expenses of up to \$450,000 per year	0.8%
Coverage for medical expenses of up to \$500,000 per year	6.7%
Coverage for medical expenses of up to \$1,000,000 per year	5.5%
Coverage for medical expenses of more than \$1,000,000 per year	2.8%

Refer to Appendix for Survey Question 15.

The second question relating to benefits plan design asked employers to indicate the highest annual deductible that would be acceptable to their employees. The question recognizes the fact that higher deductibles will discourage some employees from enrolling, and may prevent an employer from reaching the required enrollment rate. More than half (53 percent) selected a plan with a deductible of \$500 or less. Only 11 percent expressed a preference for a \$1500 deductible plan. Three fourths of all employers favored an annual deductible of \$1000 or less.

Table 7: Employer's Maximum Preferred Annual Deductible

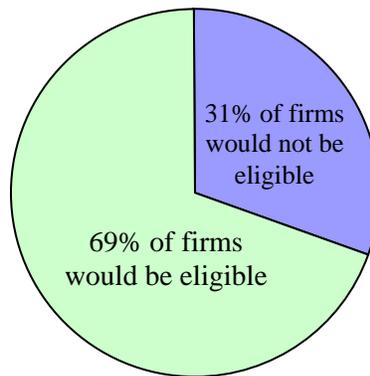
Annual Deductible Amount	2009 Percentage of Respondents
\$250 annual deductible	24.2%
\$500 annual deductible	28.3%
\$750 annual deductible	4.9%
\$1000 annual deductible	18.1%
\$1250 annual deductible	1.0%
\$1500 annual deductible	11.3%

Refer to Appendix for Survey Question 16.

Several insurance expansion options enacted in other states and under consideration in Texas determine program eligibility based on employee income levels to ensure state assistance is available for lower wage workers. One proposal in Texas would create the “Healthy Texas Program” for uninsured small businesses. As introduced, the legislation requires that at least 30 percent of a small employer’s full-time employees earn an annual income of no more than 300 percent of the annual federal poverty level. To evaluate how many small employers would meet this eligibility requirement, the survey asked employers how many full time workers earned \$32,500 or less. An additional question asked employers to provide the total number of full time employees, allowing the calculation of each respondents’ percent of employees earning less than \$32,500 to determine how many employers would be eligible for the Healthy Texas Program as introduced.

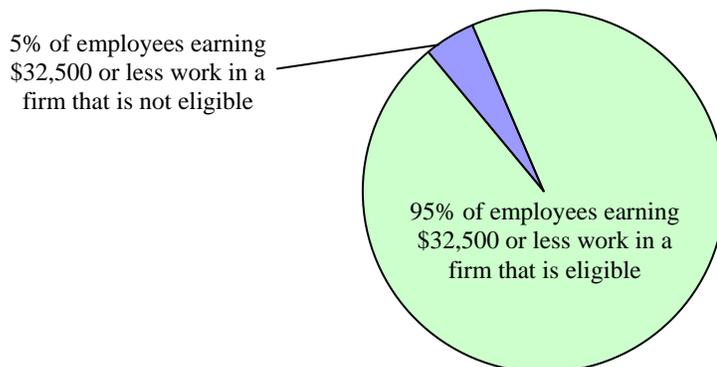
According to survey responses, 69 percent of employers would be eligible for the Healthy Texas program. Among these eligible firms, employees earning no more than \$32,500 accounted for 74 percent of the company’s full-time employees. Furthermore, these eligible businesses employ 95 percent of all full-time employees whose annual salaries are less than or equal to 300 percent of the federal poverty level. This demonstrates that while the income eligibility requirement would prevent 31 percent of uninsured small businesses from participating in the Healthy Texas Program, it would successfully target the businesses that employ the majority of people who work full-time but receive low wages.

Figure 8: Impact of Income Eligibility Requirement on Employers



Refer to Appendix for Survey Questions 21 and 37.

Figure 9: Impact of Income Eligibility Requirement on Employees Earning \$32,500 or Less



Refer to Appendix for Survey Questions 21 and 37.

Section III: Employers Currently Offering Health Insurance

Surveyed employers that currently offer health insurance were asked a separate series of questions about insurance premium costs, employee participation, and the company's plans for the future. Of the surveyed employers, 46 percent reported they do offer insurance. In 2009, more than 85 percent of the companies offering coverage have done so for at least three years and more than two-thirds (69 percent) have provided coverage for more than five years. Over 35 percent have offered insurance for more than 15 years.

Table 8: Length of Time Insurance Has Been Provided

Number of Years Insurance has been Provided	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change 2004-2009
Less than One Year	4.0%	4.2%	4.3%	-5.3%
1-2 Years	9.6%	6.3%	10.3%	50.7%
3-5 Years	15.5%	20.6%	22.5%	-24.7%
6-10 Years	19.9%	23.8%	20.1%	-16.3%
11-15 Years	14.6%	11.6%	11.1%	26.2%
More than 15 Years	35.1%	31.6%	28.4%	11.1%

Refer to Appendix for Survey Question 22.

Typical of employment-based insurance plans, the surveyed small employers report that insurance is generally not available to part-time workers. More than two-thirds of employers report that only full-time employees working 36 to 40 hours a week are eligible for the company's health plan. An additional 22 percent of the employers offer coverage for employees working either 30 or 35 hours per week. Only three percent provide coverage for employees working as few as 20 hours a week. Table 9 below compares these results to those of the 2001 and 2004 small employer surveys.

Table 9: Availability of Coverage Based on Number of Hours Worked

Number of Working Hours Required to Be Eligible for Insurance	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change
At least 20 hours per week	2.7%	3.8%	5.2%	-29.6%
At least 25 hours per week	0.9%	1.1%	1.1%	-16.8%
At least 30 hours per week	16.3%	15.6%	17.0%	4.2%
At least 35 hours per week	6.2%	5.2%	6.4%	18.1%
At least 36-40 hours per week	67.9%	66.0%	64.8%	3.0%
All full and part-time employees, regardless of hours worked	4.3%	6.8%	2.5%	-13.0%

Refer to Appendix for Survey Question 23.

Among the surveyed employers who offer insurance, on average, more than three employees decline to enroll in their firm's health plan. This is common when employees have another source of insurance, or if high employee contribution amounts deter low-income employees from enrolling. Of those employees who do not enroll in the employers' insurance plan, employers were asked to indicate the primary reason why most employees decline coverage. Forty-two percent of the employers report that employees are already covered under a spouse's or parent's plan while 4.6 percent are covered by a retiree plan or second job. However, 17 percent indicate that employees refuse coverage because they cannot afford their portion of the premium contribution, and six percent report the primary reason is because employees do not want coverage. Nearly one-third of employers (29 percent) did not respond to the question.

Table 10: Reasons Employees Decline Coverage When Offered

Primary Reason for Declining Coverage	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change
Already covered under spouse or parent's plan	42.4%	50.0%	52.8%	-15.2%
Already covered under another employer's plan	4.6%	4.4%	4.1%	4.6%
Cannot afford employee premium contribution	17.3%	21.8%	16.4%	-20.7%
Does not want insurance	6.4%	6.0%	6.4%	7.2%

Refer to Appendix for Survey Question 27.

Because cost plays a significant role in most employees' decision to accept or decline insurance when offered by the employer, premium contribution payments are an important indicator of take-up rates among employees. Of the surveyed employers who provide insurance, most employers report they pay a significant portion of the employee's premium, with more than half (52.6 percent) paying the full cost of coverage for employee-only benefits. However, employee contributions are on the rise as employers struggle to continue offering benefits amidst rising premium costs. Of those employers that require the employee to share the cost of their own coverage, 6 percent report their employees generally pay less than \$50 a month; fourteen percent report payments that generally fall between \$50 and \$100 a month; and 24.4 percent indicate employees generally pay more than \$100 a month. The table below illustrates the upward trend of employee premium payment requirements.

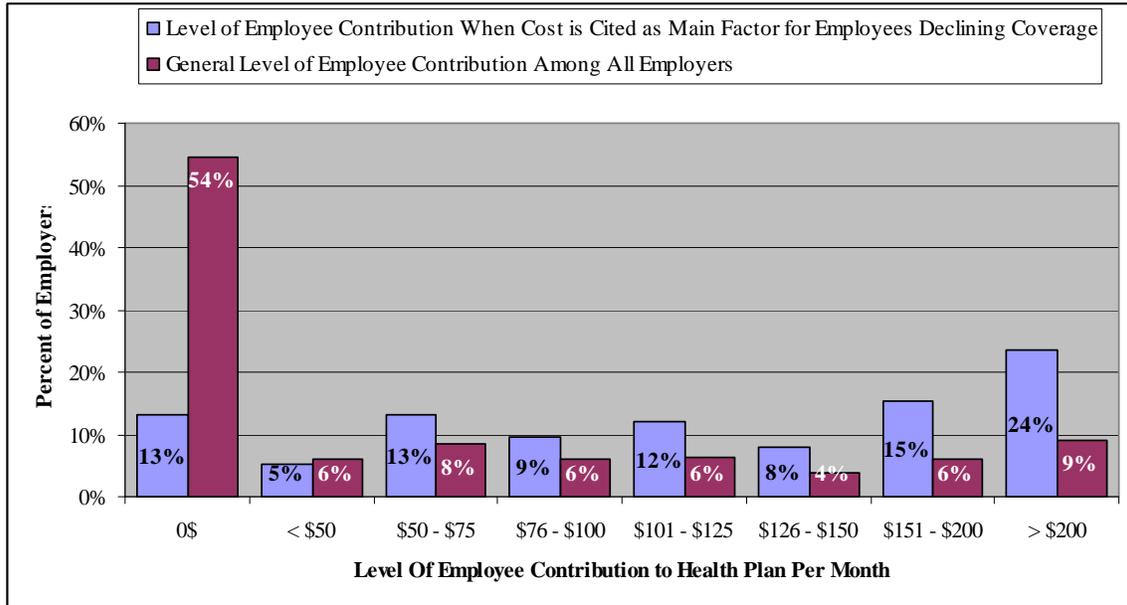
Table 11: Monthly Employee Contribution Towards Own Health Insurance Premium

Monthly Employee Contribution	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change (2009, 2004)
Employees do not pay anything for their own coverage	52.6 %	55.3%	60.4%	-5.0%
Employees pay less than \$50 a month	5.8%	9.6%	13.1%	-39.3%
Employees pay \$50 – \$75 a month	8.1%	8.0%	8.8%	1.6%
Employees pay \$76 – \$100 a month	5.8%	8.1%	6.0%	-28.7%
Employees pay \$101 – \$125 a month	6.0%	3.9%	7.4%	51.5%
Employees pay \$126 – \$150 a month	3.8%	3.6%		7.9%
Employees pay \$150 – \$200 a month	5.7%	3.9%		44.7%
Employees pay more than \$200 a month	8.8%	5.0%		77.7%

Refer to Appendix for Survey Question 28.

This upward trend is discouraging because more employees are likely to decline coverage as the cost of premium contribution requirements increases. Figure 10 compares employee contribution rates generally with employee contribution rates for employers who cited cost as the most frequent reason employees decline health coverage. The data demonstrates that employers who report cost is the most frequent reason employees decline coverage are those with the highest employee payment requirements.

Figure 10: Comparison of Employee Premium Contribution Levels Among All Employers and Employers Who Cite Cost as Main Reason Employees Decline Coverage



Refer to Appendix for Survey Questions 27 and 28.

Employers are significantly less likely to pay substantial portions of dependents' insurance costs. Only 12.5 percent of surveyed employers pay the full cost of coverage for the employees' spouse and 12.9 percent pay the full premium of the employees' children. More than 70 percent of the surveyed companies paid nothing towards the premium for the employee's children or spouse. Table 12 and 13 summarize the responses.

Table 12: Employers' Contributions for Spouse's Health Insurance Benefits

Percentage of Spouse's Premium Paid by the Employer	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change (2004-2009)
10% of premium cost	0.5%	0.3%	0.8%	83.1%
15% of premium cost	0.1%	0.3%	0.3%	-69.5%
20% of premium cost	0.5%	0.3%	0.6%	83.1%
25% of premium cost	1.6%	0.9%	1.4%	83.1%
50% of premium cost	5.7%	4.5%	5.4%	27.4%
More than half of premium cost	4.4%	4.3%	4.7%	0.8%
100% of premium cost	12.5%	12.1%	12.4%	3.4%
Company does not pay any portion	70.4%	74.8%	69.9%	-5.9%

Refer to Appendix for Survey Question 30.

Table 13: Employers' Contributions for Children's Health Insurance Benefits

Percentage of Children's Premium Paid by the Employer	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change
10% of premium cost	0.5%	0.5%	0.7%	0%
15% of premium cost	NA	0.1%	0.3%	NA
20% of premium cost	1.0%	0.4%	0.6%	150%
25% of premium cost	NA	0.8%	1.6%	NA
50% of premium cost	5.5%	4.4%	5.1%	26.2%
More than half of premium cost	3.8%	4.2%	4.5%	-9.5%
100% of premium cost	12.9%	12.3%	13.1%	4.9%
Company does not pay any portion	70.6%	74.5%	69.7%	-5.2%

Refer to Appendix for Survey Question 31.

Employers were also asked to indicate how much the cost of insurance has increased within the past three years. Twenty-six percent of companies reported rate increases of more than 50 percent, with six percent reporting that their costs have at least doubled. The majority of employers reported significantly lower increases; 57 percent reported total increases of 50 percent or less over the past three years. Table 14 provides a detailed comparison of the three-year rate increases reported in the 2009, 2004 and 2001 surveys.

Although the data indicate fewer high rate increases in 2009 than in 2004, many survey respondents noted this question does not provide a complete picture. Many employers faced significantly higher rate increases and responded by cutting benefits or increasing employee premium payment contributions in order to maintain affordability. Those changes are not addressed in this survey but do play an important role in the management of rising costs. While such changes may be necessary in order to continue offering insurance, benefit reductions may ultimately affect an employer's ability to attract employees to the plan and could ultimately prevent an employer from maintaining the minimum employee participation required by an insurer as a condition of offering insurance.

Table 14: Health Insurance Rate Increases

Size of Three-Year Rate Increase	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change (2004-2009)
Less than 10%	4.1%	2.2%	2.6%	83.1%
10% to 25%	23.5%	14.9%	22.3%	57.4%
26% to 50%	33.5%	35.9%	36.0%	-6.8%
51% to 75%	14.6%	19.0%	14.7%	-23.3%
76% to 100%	5.4%	8.6%	6.5%	-36.9%
101% to 150%	3.0%	4.8%	3.0%	-36.5%
More than 150%	3.0%	5.2%	3.0%	-41.3%

Refer to Appendix for Survey Question 33.

Most small employers report that they likely will continue to offer health insurance despite rising insurance premiums. Nearly 18 percent of the employers responded that they “absolutely” will not discontinue offering coverage and another 39 percent reported it is “very unlikely” they will discontinue the benefit within the next five years on both surveys (Table 15). However, many employers also indicate there is a reasonable chance that they will stop offering insurance coverage. Almost 40 percent reported they are “almost certain,” “very likely” or “somewhat likely” to discontinue offering insurance.

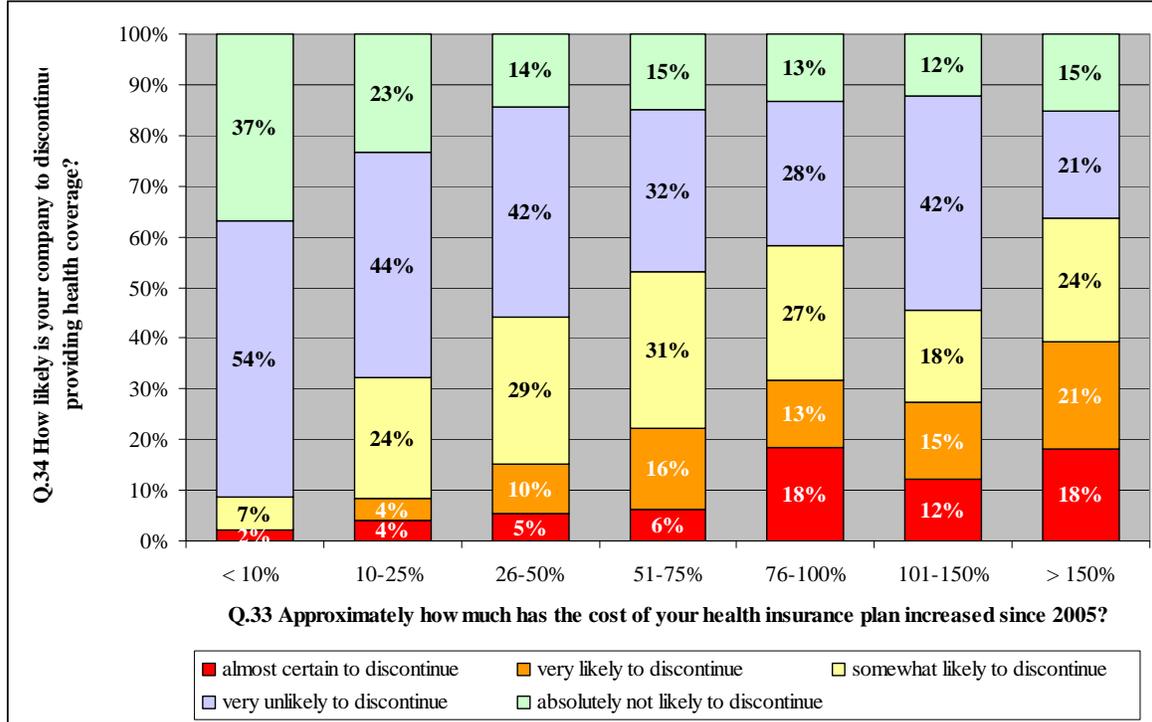
Table 15: Likelihood of Employers’ Discontinuing Health Insurance Offering

Likelihood of discontinuing health insurance benefits	2009 Percentage of Respondents	2004 Percentage of Respondents	2001 Percentage of Respondents	Percentage Change
Almost certain to discontinue coverage	6.3%	7.5%	5.6%	-16.2%
Very likely to discontinue coverage	8.7%	10.2%	9.1%	-15.0%
Somewhat likely to discontinue coverage	24.9%	23.9%	21.1%	4.3%
Very unlikely to discontinue coverage	39.1%	37.5%	38.0%	4.2%
Absolutely not likely to discontinue coverage	17.9%	18.7%	22.9%	-4.4%

Refer to Appendix for Survey Question 34.

Although most employers who currently provide insurance are committed to continuing to do so, if costs continue to rise, many will have to make the difficult decisions associated with cutting benefits. The figure below shows the increasing likelihood of employers discontinuing coverage as premium rates grow more drastically. When employers have seen rate increases of 10 percent or less, only 2 percent are very likely or almost certain to discontinue coverage, while 91 percent report describe the chance of stopping coverage as very unlikely or absolutely no chance. Alternatively, 39 percent of employers who have seen rate increases of more than 150% in only three years were very likely or almost certain to stop providing health insurance. Only 36 percent would absolutely not discontinue coverage, or saw it as very unlikely.

Figure 11: Relationship between Rising Costs and Discontinuing Health Coverage



Refer to Appendix for Survey Questions 33 and 34.

Additional Comments From Employers

While the survey provided valuable data and insight to employers’ experiences with health insurance, surveys are limited in the level of detail and personal perspective they provide. For that reason, several employers provided additional comments. Following is a sample of the actual comments received from employers, including both those who do and those who do not offer insurance.

“The following are probably the two biggest problems we have run into trying to obtain medical for our employees: 1) 75% requiring participation and 2) cost due to small number of employees we have.”

“Our company offered health insurance to employees during the 1980’s for several years. We discontinued this practice when premiums became prohibitive and we were required to fund such a large percentage of the employee’s premium. All of the non-owner employees were able to acquire coverage through their spouses’ plans. The ones left with ASTRONOMICAL premiums for high-deductible, catastrophic-only coverage were the owners! Go Figure!”

“In the case of many workers, the wives work, too. I believe many can get coverage if that’s a priority – most had rather spend the money for entertainment.”

“My problem is with the insurance company. The last time we had health insurance, we had a \$5,000 deductible, and were paying \$300 per month. The one and only time that I needed the coverage, the insurance company came up with one excuse after another as to why my claim would not be paid. I have heard the same story time after time, you pay.... they don’t! I would rather pay my doctor directly, and cut insurance out all together. If the insurance co. would pay claims, more people would have it!”

“My husband and I are each self employed and as a consequence are unable to buy health insurance at the rates of larger employers. Too, the fact that we still have two children at home to cover severely limits our options with insurance providers. We are four, healthy people, yet our health insurance premium purchased through my business is equal to our mortgage payment.”

“My health insurance for my husband and myself is over \$700 a month – mine has a \$5,000 deductible in order to barely afford it! Each month it is getting closer to the point where we may have to cancel it. Guarantee it is not because we live beyond our means. If all employees had to pay their own insurance like we do, I guarantee something would have been done to help this bad situation we are in!”

“We have one employee who has had breast cancer and a heart attack. She is on her husband’s insurance which we reimburse her for. Her husband works for a large company. Her coverage is \$270. Whereas I have no health problems at all but due to small size pay almost \$600 a month. A small business pool would be nice.”

“The state needs to sponsor a health plan for small business. As much as any one employer would like to pay for health benefits, the costs keep going up yearly and it is more and more difficult to continue paying at the new rates. We change carriers yearly to keep costs lower.”

“I will go out of business before I have to do health insurance for employees. It is not worth the expense and trouble and employees don’t want it.”

“Health premiums are completely out of control as are doctor charges. If you have no insurance you are charged some high amount (the dr’s know that they can write off what is not paid). If you have insurance, the insurance company has “negotiated” some rate with the dr’s in their plan system. The dr’s will accept for example \$33 payment for \$220 lab work charge. Why don’t they charge \$33 to start with – maybe more people would pay a reasonable amount for services rendered.”

“Please help small employers get one simple plan that covers health, eye, dental, and prescription at an affordable price. Stop the mumbo jumbo.”

“Not everything important has been covered by the survey. The difficulty in obtaining insurance for a small company with employees with pre-existing conditions is difficult. We have found it is safer to stay with existing individual policies for 2 reasons: 1) as a small company our revenues have varied greatly over the years. We haven’t always had adequate revenues to keep or have a group policy and the cost has been greater than the individual policies employees pay for. We had to drop the last group policy because it was too expensive. 2) When changing from an individual to group policy, not all pre-existing conditions are covered. We are therefore requesting an employee to change policies to possibly lose coverage for things they were previously covered for. We prefer to let each employee handle their own insurance for these reasons.”

Appendix

Small Employer Health Insurance Survey Results by Question

Following is a detailed breakdown of all survey questions and responses received in 2009, 2004 and 2001. Since these surveys had differing sample sizes, each question was analyzed in percentage terms, including a “percent change” figure comparing 2009 data with 2004 data when possible.

Survey Questions:

Part A: All Companies

1. How long has your company been in business?
2. Which of the following best describes your company’s primary business?
3. For calendar year 2008, what was your company’s annual gross revenue?
4. Which of the following best describes the wages of most of your employees?
5. Not including the business owner(s), approximately what is the average annual salary (excluding all benefits) for a full-time employee?
6. Does your company currently offer health insurance coverage to its employees?

Part B: Companies NOT Currently Offering Health Insurance

7. Has your company offered health insurance coverage to its employees within the past 3 calendar years (2006-2008)?
8. Has your company attempted to purchase health insurance within the past 3 calendar years (2006-2008)?
9. Which statement best describes your company’s position on purchasing health insurance?
10. Which statement best describes your employees’ level of interest in health insurance?
11. Do you feel that not offering health insurance has negatively affected your ability to attract qualified employees?
12. Which statement best describes your company’s reason for not offering health insurance? Please select only one.
13. If your company has received an estimate for health insurance within the past 3 years, please indicate the estimated total monthly premium for all the company’s employees combined, including both the employer’s and the employee’s contribution.
14. If your company decided to purchase health insurance, approximately what is the maximum amount it would be able to pay for each employee per month?
15. In order to make health insurance more affordable, some insurance policies have lower levels of coverage that limit the benefits that may be paid in a year. Please indicate below the lowest annual limit that you would be interested in, assuming the policy premiums are sufficiently reduced to a price you could afford.
16. What do you think would be the highest deductible level that would be acceptable to most of your workers?
17. How would you best describe your level of knowledge about issues concerning health insurance purchases?
18. Which statement best describes how you feel about health insurance?
19. If you were to offer insurance do you believe you could meet the 75 percent enrollment requirement?

20. If you answered “no” to question 19, what percent of your employees do you believe would enroll?
21. In 2008, approximately how many full-time employees received annual wages of \$32,500 or less?

Part C: Companies Currently Offering Health Insurance

22. How many years has your company offered health insurance?
23. Which employees are eligible for the company’s health plan?
24. How many employees are currently insured under your company’s health plan?
25. Approximately how many employees are eligible to purchase health insurance but do not?
26. Including employees, spouses and children, what is the total number of people currently insured under your company’s health plan?
27. Of those employees who do not purchase health insurance, which of the following statements applies most often?
28. Approximately how much is each employee required to contribute towards his/her own insurance coverage each month (not including coverage for children or spouse)?
29. Approximately what percentage of the total cost of insurance does each employee contribute towards the cost of his/her own coverage each month (not including coverage for children or spouse)?
30. Approximately what percentage of the total cost of the spouse’s premium does your company pay?
31. Approximately what percentage of the total cost of the children’s premium does your company pay?
32. On average, about how often do you change insurance carriers?
33. Approximately how much has the cost of your health insurance plan increased since 2005?
34. How likely is your company to discontinue providing health insurance within the next 3 years?

Part D: All Companies

35. In general, for a typical employee in your firm, what percentage of a family’s total take-home income do you think is a reasonable cost for their family’s health insurance?
36. Including the owner(s), how many employees work for your company?
37. How many employees work full-time (36-40 hours per week)?
38. How many employees work 20-36 hours a week?
39. How many employees work less than 20 hours a week?
40. How many employees are contract or temporary workers?

PART A: ALL COMPANIES

1. How long has your company been in business?

- a. Less than 1 year
- b. 1-4 years
- c. 5-9 years
- d. 10-19 years
- e. 20 or more years

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	13	0.5%	43	1.0%	113	1.0%	-46.5%
B	250	10.3%	475	11.0%	1,359	12.4%	-6.9%
C	363	14.9%	664	15.4%	1,890	17.2%	-3.3%
D	603	24.8%	1,210	28.1%	3,311	30.2%	-11.8%
E	1191	49.0%	1,879	43.7%	4,264	38.9%	12.1%
No Response	12	0.5%	32	0.7%	31	0.3%	-33.7%
Total	2,432	100.0%	4,303	100.00%	10,968	100.0%	

2. Which of the following best describes your company's primary business?

- a. Agriculture, forestry, fishing
- b. Construction
- c. Food service
- d. Manufacturing
- e. Retail
- f. Services (medical care, personal services, laundry, repair business, legal, business services, computer services, etc.)
- g. Wholesale
- h. Other

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	84	3.5%	135	3.1%	350	3.2%	10.1%
B	261	10.7%	441	10.2%	986	9.0%	4.7%
C	94	3.9%	155	3.6%	345	3.1%	7.3%
D	137	5.6%	272	6.3%	721	6.6%	-10.9%
E	257	10.6%	531	12.3%	1,258	11.5%	-14.4%
F	1,064	43.8%	1,858	43.2%	5,013	45.7%	1.3%
G	92	3.8%	181	4.2%	451	4.1%	-10.1%
H	424	17.4%	684	15.9%	1,751	16.0%	9.7%
No Response	19	0.8%	46	1.1%	93	0.8%	-26.9%
Total	2,432	100.0%	4,303	100.0%	10,968	100.0%	

3. For calendar year 2008, what was your company's annual gross revenue?

- a. Less than \$25,000
- b. \$25,000 - \$50,000
- c. \$50,001 - \$100,000
- d. \$100,001 - \$200,000
- e. \$200,001 - \$500,000
- f. \$500,001 - \$ 1 million
- g. \$1,000,001 - \$2.5 million
- h. More than \$2.5 million

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	29	1.2%	80	1.9%	189	1.8%	-35.9%
B	34	1.4%	64	1.5%	196	1.9%	-6.0%
C	109	4.5%	231	5.4%	533	5.1%	-16.5%
D	241	9.9%	485	11.3%	1,350	12.9%	-12.1%
E	638	26.2%	1,214	28.2%	2,915	27.9%	-7.0%
F	518	21.3%	888	20.6%	2,197	21.0%	3.2%
G	492	20.2%	770	17.9%	1,908	18.3%	13.1%
H	306	12.6%	430	10.0%	1,159	11.1%	25.9%
No Response	65	2.7%	141	3.3%	521	4.8%	-18.4%
Total	2,432	100.0%	4,303	100.0%	10,968	100.0%	

4. Which of the following best describes the wages of most of your employees?

Type of Wages	Number of employees paid in this manner
Minimum Wage	693
Hourly – more than minimum wage, but less than \$10 per hour	3,827
Hourly – between \$10 and \$15 an hour	5,154
Hourly – between \$15 and \$20 an hour	2,510
Hourly – more than \$20 an hour	1,093
Salaried	6,737
Independent Contractors	2,099
Hourly plus tips	302
Total	22,415

5. Not including the business owner(s), approximately what is the average annual salary (excluding all benefits) for a full-time employee?

- a. Less than \$10,000
- b. \$10,000 - \$15,000
- c. \$15,001 - \$20,000
- d. \$20,001 - \$25,000
- e. \$25,001 - \$50,000
- f. \$50,001 - \$75,000
- g. More than \$75,000

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	66	2.7%	126	2.9%	367	3.3%	-7.3%
B	139	5.7%	332	7.7%	1,037	9.5%	-25.9%
C	227	9.3%	622	14.5%	1,848	16.8%	-35.4%
D	354	14.6%	844	19.6%	2,442	22.3%	-25.8%
E	1,190	48.9%	1,628	37.8%	4,209	38.4%	29.3%
F	211	8.7%	191	4.4%	471	4.3%	95.5%
G	80	3.3%	57	1.3%	178	1.6%	148.3%
No Response	165	6.8%	503	11.7%	416	3.8%	-42.0%
Total	2,432	100.0%	4,303	100.0%	10,968	100.0%	

6. Does your company currently offer health insurance coverage to its employees?

- a. Yes
- b. No

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	1,120	46.1%	2,032	47.2%	5,918	54.0%	-2.5%
B	1,312	53.9%	2,224	51.7%	5,037	45.9%	4.4%
No Response	0	0.0%	47	1.1%	13	0.1%	-100.0%
Total	2,432	100.0%	4,303	100.0%	10,968	100.0%	

**IF YES, PLEASE SKIP TO QUESTION 22.
IF NO, PLEASE CONTINUE WITH QUESTION 7**

PART B: COMPANIES NOT CURRENTLY OFFERING HEALTH INSURANCE

7. Has your company offered health insurance coverage to its employees within the past 3 calendar years (2006-2008)?

- a. Yes
- b. No

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	137	10.4%	349	15.5%	761	15.1%	-32.8%
B	1,138	86.7%	1,878	83.7%	4,254	84.5%	3.7%
No Response	37	2.8%	18	0.8%	22	0.4%	251.7%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

8. Has your company attempted to purchase health insurance within the past 3 calendar years (2006-2008)?

- a. Yes
- b. No

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	390	29.7%	919	40.9%	2,050	40.7%	-27.4%
B	882	67.2%	1,303	58.0%	2,944	58.4%	15.8%
No Response	40	3.0%	23	1.0%	43	0.9%	197.6%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

9. Which statement best describes your company's position on purchasing health insurance?

- a. The company will definitely not offer health insurance in the next 3 years.
- b. The company will probably not offer health insurance in the next 3 years.
- c. The company will probably offer health insurance in the next 3 years.
- d. The company will definitely offer health insurance in the next 3 years.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	435	33.2%	557	24.8%	1,270	25.2%	33.6%
B	624	47.6%	1,211	53.9%	2,484	49.3%	-11.8%
C	181	13.8%	408	18.2%	1,029	20.4%	-24.1%
D	30	2.3%	36	1.6%	186	3.7%	42.6%
No Response	42	3.2%	33	1.5%	68	1.4%	117.8%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

10. Which statement best describes your employees' level of interest in health insurance?

- a. Employees are very interested in whether health insurance will be offered.
- b. Employees are somewhat interested in whether health insurance will be offered.
- c. Employees are not interested in whether health insurance will be offered.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	375	28.6%	713	31.8%	1,542	30.6%	-10.0%
B	499	38.0%	927	41.3%	2,316	46.0%	-7.9%
C	396	30.2%	567	25.3%	1,067	21.2%	19.5%
No Response	42	3.2%	38	1.7%	112	2.2%	89.1%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

11. Do you feel that not offering health insurance has negatively affected your ability to attract qualified employees?

- a. Yes
- b. No

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	540	41.2%	1,023	45.6%	2,389	47.4%	-9.7%
B	753	57.4%	1,170	52.1%	2,506	49.8%	10.1%
No Response	19	1.4%	52	2.3%	142	2.8%	-37.5%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

12. Which statement best describes your company's reason for not offering health insurance? Please select only one.

- a. We have not tried to purchase insurance because we know it is too expensive.
- b. We tried to purchase insurance but it was too expensive.
- c. The majority of employees don't want insurance because they already have coverage under another family member's policy or some other type of coverage (such as Medicare, Medicaid, or the Children's Health Insurance Plan).
- d. The majority of employees do not want health insurance because they do not think it is necessary.
- e. The majority of employees prefer higher wages to health insurance.
- f. We are willing to offer coverage, but the majority of employees are not able to afford their share of the premium.
- g. Providing health insurance is too much of an administrative hassle.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	347	26.4%	605	26.9%	1,352	26.8%	-1.9%
B	438	33.4%	863	38.4%	1,792	35.6%	-13.2%
C	227	17.3%	305	13.6%	762	15.1%	27.4%
D	13	1.0%	26	1.2%	45	0.9%	-14.4%
E	87	6.6%	94	4.2%	236	4.7%	58.4%
F	140	10.7%	178	7.9%	358	7.1%	34.6%
G	18	1.4%	31	1.4%	76	1.5%	-0.6%
No Response	42	3.2%	68	3.0%	215	4.3%	5.7%
Total	1,312	100.0%	2,245	96.7%	5,037	96.0%	

NOTE: 2004 and 2001 surveys had an additional choice. Percentages in 2004 and 2001 surveys do not add up to 100%; the difference represents choice not given in 2009 survey: "We haven't tried to purchase coverage because we believe we cannot get coverage since one or more of our employees has a pre-existing health condition that makes our group uninsurable."

Background Note: The following information should assist you in answering Questions 13-16.

When employers offer health insurance, the employer usually pays a percentage of the premium cost and the employee pays the remaining percentage. For example, the employer may pay 75% of the cost and the employee would pay the remaining 25%. The actual percentages may vary depending on the insurer and the employer.

13. If your company has received an estimate for health insurance within the past 3 years, please indicate the estimated total monthly premium for all the company's employees combined, including both the employer's and the employee's contribution.

- a. We haven't received an estimate for health insurance within the past 3 years.
- b. The estimated monthly premium was less than \$2,000 a month.
- c. The estimated monthly premium was \$2,001 - \$3,000 a month.
- d. The estimated monthly premium was \$3,001 - \$4,000 a month.
- e. The estimated monthly premium was \$4,001 - \$5,000 a month.
- f. The estimated monthly premium was \$5,001 - \$7,500 a month.
- g. The estimated monthly premium was \$7,500 - \$10,000 a month.
- h. The estimated monthly premium was more than \$10,000 a month.

Response	2009 Survey		2004 Survey		% Change
	Count	Percentage	Count	Percentage	
A	773	58.9%	1,390	61.9%	-4.8%
B	86	6.6%	221	9.8%	-33.4%
C	107	8.2%	205	9.1%	-10.7%
D	64	4.9%	77	3.4%	42.2%
E	45	3.4%	63	2.8%	22.2%
F	26	2.0%	37	1.6%	20.2%
G	13	1.0%	25	1.1%	-11.0%
H	16	1.2%	16	0.7%	71.1%
No Response	182	13.9%	211	9.4%	47.6%
Total	1,312	100.0%	2,245	100%	

NOTE: The 2001 survey data has been excluded from this report, because the response options in 2001 varied considerably from those above.

14. If your company decided to purchase health insurance, approximately what is the maximum amount it would be able to pay for each employee per month? Please indicate only how much the company would be able to pay, not including the employee's contribution.

- a. The company would not be interested in purchasing health insurance at any cost
- b. Less than \$50 per employee per month
- c. \$50 per employee per month
- d. \$75 per employee per month
- e. \$100 per employee per month
- f. \$125 per employee per month
- g. \$150 per employee per month
- h. \$175 per employee per month
- i. \$200 per employee per month
- j. \$250 per employee per month
- k. \$300 per employee per month
- l. More than \$300 per employee per month

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	282	21.5%	323	14.4%	691	13.7%	49.4%
B	230	17.5%	387	17.2%	1,178	23.4%	1.7%
C	187	14.3%	376	16.7%	1,111	22.1%	-14.9%
D	77	5.9%	N/A	N/A	N/A	N/A	N/A
E	213	16.2%	456	20.3%	981	19.5%	-20.1%
F	35	2.7%	N/A	N/A	N/A	N/A	N/A
G	74	5.6%	174	7.8%	402	8.0%	-27.2%
H	25	1.9%	N/A	N/A	N/A	N/A	N/A
I	67	5.1%	138	6.1%	232	4.6%	-16.9%
J	23	1.8%	49	2.2%	87	1.7%	-19.7%
K	12	0.9%	29	1.3%	86	1.7%	-17.4%
L	2	0.2%					
No Response	85	6.5%	313	13.9%	269	5.3%	-53.5%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

15. In order to make health insurance more affordable, some insurance policies have lower levels of coverage that limit the benefits that may be paid in a year. Please indicate below the lowest annual limit that you would be interested in, assuming the policy premiums are sufficiently reduced to a price you could afford. Note that these limits apply to all claims paid in a 12 month period. In the example provided in “a” below, the policy would pay medical expenses of up to \$50,000 for one year (twelve month period.) Any expenses you had that exceed \$50,000 would not be paid. However, benefits would renew at the beginning of the following year and the policy would begin paying claims for medical expenses you had within the new 12 month period. (Please select only the one answer that shows the lowest level of coverage you would be interested in.)

“At the least, I would want insurance that provides:

- a. Coverage for medical expenses of up to \$50,000 a year
- b. Coverage for medical expenses of up to \$100,000 a year
- c. Coverage for medical expenses of up to \$150,000 a year
- d. Coverage for medical expenses of up to \$200,000 a year
- e. Coverage for medical expenses of up to \$250,000 a year
- f. Coverage for medical expenses of up to \$300,000 a year
- g. Coverage for medical expenses of up to \$350,000 a year
- h. Coverage for medical expenses of up to \$400,000 a year
- i. Coverage for medical expenses of up to \$450,000 a year
- j. Coverage for medical expenses of up to \$500,000 a year
- k. Coverage for medical expenses of up to \$1,000,000 a year
- l. Coverage for medical expenses of more than \$1,000,000 a year

Response	2009 Survey	
	Count	Percentage
A	417	31.8%
B	251	19.1%
C	51	3.9%
D	61	4.6%
E	102	7.8%
F	28	2.1%
G	11	0.8%
H	1	0.1%
I	10	0.8%
J	88	6.7%
K	72	5.5%
L	37	2.8%
No Response	183	13.9%
Total	1,312	100.0%

NOTE: This question was not asked on the 2004 or 2001 surveys

16. Insurance plans usually include a deductible that the enrollee must pay before the insurance begins paying benefits. Higher deductibles will reduce the cost of insurance but also increase the amount of medical expenses you must pay before the insurance begins paying benefits. If a deductible is too high, employees who have low health care expenses may choose not to enroll in a health plan because they do not expect to meet the deductible requirement and, therefore, will not use their insurance. Based on this information and what you know about your employees, what do you think would be the highest deductible level that would be acceptable to most of your workers?

- a. \$250 annual deductible
- b. \$500 annual deductible
- c. \$750 annual deductible
- d. \$1000 annual deductible
- e. \$1250 annual deductible
- f. \$1500 annual deductible

Response	2009 Survey	
	Count	Percentage
A	318	24.2%
B	371	28.3%
C	64	4.9%
D	238	18.1%
E	13	1.0%
F	148	11.3%
No Response	160	12.2%
Total	1,312	100.0%

NOTE: This question was not asked on the 2004 or 2001 surveys

17. How would you best describe your level of knowledge about issues concerning health insurance purchases?

- a. I am very comfortable discussing and evaluating health insurance purchasing issues.
- b. I am fairly comfortable discussing and evaluating health insurance purchasing issues.
- c. I am fairly uncomfortable discussing and evaluating health insurance purchasing issues.
- d. I am very uncomfortable discussing and evaluating health insurance purchasing issues.
- e. I am so uncomfortable discussing and evaluating health insurance purchasing issues that I try to avoid it.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	326	24.8%	315	14.0%	762	15.1%	77.1%
B	519	39.6%	883	39.3%	2,007	39.8%	0.6%
C	231	17.6%	651	29.0%	1,331	26.4%	-39.3%
D	70	5.3%	191	8.5%	460	9.1%	-37.3%
E	62	4.7%	150	6.7%	342	6.8%	-29.3%
No Response	104	7.9%	55	2.4%	135	2.7%	223.6%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

18. Which statement best describes how you feel about health insurance?

- a. Employers should provide health insurance for their employees and pay 100% of the cost of the employees' family members if they can afford to do so.
- b. Employers should provide health insurance for their employees and pay at least 75% of the cost of the employees' family members if they can afford to do so.
- c. Employers should provide health insurance for their employees and pay at least 50% of the cost of the employees' family members if they can afford to do so.
- d. Employers should provide health insurance for their employees if they can afford to do so, but they should not be expected to pay for coverage of the employees' family members.
- e. Employers should not feel responsible for providing health insurance for their employees, even if they can afford to do so.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	378	28.8%	83	3.7%	1,164	23.1%	679.3%
B	35	2.7%	215	9.6%	325	6.5%	-72.1%
C	129	9.8%	489	21.8%	886	17.6%	-54.9%
D	373	28.4%	1,038	46.2%	1,761	35.0%	-38.5%
E	339	25.8%	350	15.6%	717	14.2%	65.7%
No Response	58	4.4%	70	3.1%	184	3.7%	41.8%
Total	1,312	100.0%	2,245	100.0%	5,037	100.0%	

19. Insurers who offer coverage to small business owners require that at least 75 percent of a small business owners' full time employees (who don't already have health insurance) enroll in the benefit plan. If less than 75% of the workers will enroll, the insurer usually will refuse to insure the group. If you were to offer insurance do you believe you could meet the 75 percent enrollment requirement?

- a. Yes
- b. No

Response	2009 Survey	
	Count	Percentage
A	413	31.5%
B	855	65.2%
No Response	44	3.4%
Total	1,312	100.0%

NOTE: This question was not asked on the 2004 or 2001 surveys

20. If you answered “no” to question 19, what percent of your employees do you believe would enroll?

- a. Less than 25%
- b. At least 25%
- c. At least 50%
- d. At least 60%
- e. At least 70%

Response	2009 Survey	
	Count	Percentage
A	374	42.0%
B	192	21.5%
C	253	28.4%
D	22	2.5%
E	21	2.4%
No Response	29	3.3%
Total	891	100.0%

NOTE: This question was not asked on the 2004 or 2001 surveys

21. In 2008, approximately how many full-time employees received annual wages of \$32,500 or less?

	2009 Survey	
	Count	Average
Full-time wages ≤ \$32,500	5,403	4.15
No Response	1218	

NOTE: This question was not asked on the 2004 or 2001 surveys

PART C: COMPANIES CURRENTLY OFFERING HEALTH INSURANCE

22. How many years has your company offered health insurance?

- a. Less than one
- b. 1-2 years
- c. 3-5 years
- d. 6-10 years
- e. 11-15 years
- f. More than 15 years

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	45	4.0%	87	4.2%	255	4.3%	-5.3%
B	107	9.6%	130	6.3%	608	10.3%	50.7%
C	174	15.5%	423	20.6%	1,334	22.5%	-24.7%
D	223	19.9%	488	23.8%	1,189	20.1%	-16.3%
E	164	14.6%	238	11.6%	655	11.1%	26.2%
F	393	35.1%	648	31.6%	1,680	28.4%	11.1%
No Response	14	1.3%	37	1.8%	197	3.3%	-30.7%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

23. Which employees are eligible for the company's health plan?

- a. Only full-time employees (working 36-40 hours per week)
- b. All employees working at least 20 hours per week
- c. All employees working at least 25 hours per week
- d. All employees working at least 30 hours per week
- e. All employees working at least 35 hours per week
- f. All full and part-time employees, regardless of the hours worked

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	761	67.9%	1,353	66.0%	3,833	64.8%	3.0%
B	30	2.7%	78	3.8%	309	5.2%	-29.6%
C	10	0.9%	22	1.1%	68	1.1%	-16.8%
D	182	16.3%	320	15.6%	1,006	17.0%	4.2%
E	69	6.2%	107	5.2%	381	6.4%	18.1%
F	48	4.3%	101	4.9%	N/A	N/A	-13.0%
No Response	20	1.8%	32	1.6%	173	2.9%	14.5%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

NOTE: Option "F" was not included on the 2001 survey.

24. How many employees are currently insured under your company's health plan?

	2009 Survey	
	Count	Average
Currently insured	8,574	7.78
No Response	1,330	

NOTE: This question was not asked on the 2004 or 2001 surveys

25. Approximately how many employees are eligible to purchase health insurance but do not?

	2009 Survey	
	Count	Average
Eligible to purchase but don't	3,408	3.23
No Response	1,377	

NOTE: This question was not asked on the 2004 or 2001 surveys

26. Including employees, spouses and children, what is the total number of people currently insured under your company's health plan?

	2009 Survey	
	Count	Average
Total number insured	12,892	11.84
No Response	1,343	

NOTE: This question was not asked on the 2004 or 2001 surveys

27. Of those employees who do not purchase health insurance, which of the following statements applies most often?

- The employee doesn't take the insurance because he/she is covered under a spouse's or parent's plan.
- The employee doesn't take the insurance because he/she has coverage under another employer's plan (either through a second job or a retiree plan).
- The employee doesn't take the insurance because he/she cannot afford his/her part of the premium.
- The employee doesn't take the insurance because he/she does not want it.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	475	42.4%	1,026	50.0%	3,124	52.8%	-15.2%
B	52	4.6%	91	4.4%	245	4.1%	4.6%
C	194	17.3%	448	21.8%	970	16.4%	-20.7%
D	72	6.4%	123	6.0%	376	6.4%	7.2%
No Response	327	29.2%	363	17.7%	1,203	20.3%	65.0%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

28. Approximately how much is each employee required to contribute towards his/her own insurance coverage each month (not including coverage for children or spouse)?

- a. Employees do not pay anything for their own coverage - the company pays the entire cost.
- b. Employees pay less than \$50 a month
- c. Employees pay \$50 - \$75 a month
- d. Employees pay \$76 - \$100 a month
- e. Employees pay \$101 - \$125 a month
- f. Employees pay \$126 - \$150 a month
- g. Employees pay \$151 - \$200 a month
- h. Employees pay more than \$200 a month

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	589	52.6%	1,135	55.3%	3,575	60.4%	-5.0%
B	65	5.8%	196	9.6%	775	13.1%	-39.3%
C	91	8.1%	164	8.0%	523	8.8%	1.6%
D	65	5.8%	167	8.1%	356	6.0%	-28.7%
E	67	6.0%	81	3.9%	439	7.4%	51.5%
F	43	3.8%	73	3.6%			7.9%
G	64	5.7%	81	3.9%			44.7%
H	99	8.8%	102	5.0%			77.7%
No Response	37	3.3%	52	2.5%	250	4.2%	30.3%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

NOTE: Options "E" through "H" above were combined into one response on the 2001 survey.

29. Approximately what percentage of the total cost of insurance does each employee contribute towards the cost of his/her own coverage each month (not including coverage for children or spouse)?

- a. 0%
- b. 10%
- c. 20%
- d. 30%
- e. 40%
- f. 50%
- g. More than 50%

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	586	52.3%	1,134	55.3%	3,595	60.7%	-5.4%
B	64	5.7%	69	3.4%	159	2.7%	69.9%
C	101	9.0%	93	4.5%	229	3.9%	98.9%
D	84	7.5%	54	2.6%	103	1.7%	184.9%
E	38	3.4%	369	18.0%	892	15.1%	25.6%
F	179	16.0%					
G	36	3.2%					
No Response	32	2.9%	51	2.5%	207	3.5%	14.9%
Total	1,120	100.0%	2,051	86.3%	5,918	87.6%	

NOTE: 2004 and 2001 surveys combined options "E" through "G": "more than 30%". Percentages in 2004 and 2001 surveys do not add up to 100%; the difference represents choices not given in 2009 survey: 5%, 15%, and 25%.

30. Approximately what percentage of the total cost of the spouse's premium does your company pay?

- a. The company does not pay any portion of the spouse's premium
- b. The company pays 10% of the spouse's premium
- c. The company pays 15% of the spouse's premium
- d. The company pays 20% of the spouse's premium
- e. The company pays 25% of the spouse's premium
- f. The company pays 50% of the spouse's premium
- g. The company pays more than half (51-99%) of the spouse's premium
- h. The company pays all of the spouse's premium

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	789	70.4%	1,535	74.8%	4,136	69.9%	-5.9%
B	6	0.5%	6	0.3%	50	0.8%	83.1%
C	1	0.1%	6	0.3%	16	0.3%	-69.5%
D	6	0.5%	6	0.3%	37	0.6%	83.1%
E	18	1.6%	18	0.9%	84	1.4%	83.1%
F	64	5.7%	92	4.5%	319	5.4%	27.4%
G	49	4.4%	89	4.3%	279	4.7%	0.8%
H	140	12.5%	248	12.1%	733	12.4%	3.4%
No Response	47	4.2%	51	2.5%	264	4.5%	68.8%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

31. Approximately what percentage of the total cost of the children's premium does your company pay?

- a. The company does not pay any portion of the children's premium
- b. The company pays 10% of the children's premium
- c. The company pays 20% of the children's premium
- d. The company pays 30% of the children's premium
- e. The company pays 40% of the children's premium
- f. The company pays 50% of the children's premium
- g. The company pays more than half (51-99%) of the children's premium
- h. The company pays all of the children's premium

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	789	70.4%	1,535	74.8%	4,136	69.9%	-5.9%
B	6	0.5%	6	0.3%	50	0.8%	83.1%
C	1	0.1%	6	0.3%	16	0.3%	-69.5%
D	6	0.5%	6	0.3%	37	0.6%	83.1%
E	18	1.6%	18	0.9%	84	1.4%	83.1%
F	64	5.7%	92	4.5%	319	5.4%	27.4%
G	49	4.4%	89	4.3%	279	4.7%	0.8%
H	140	12.5%	248	12.1%	733	12.4%	3.4%
No Response	47	4.2%	51	2.5%	264	4.5%	68.8%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

NOTE: 2004 and 2001 surveys "D" and "E" choices were not available. Percentages in 2004 and 2001 surveys do not add up to 100%; the difference represents choices not given in 2009 survey: 15%, and 25%.

32. On average, about how often do you change insurance carriers?

- a. Every year
- b. Every two years
- c. Every three years
- d. Every four years
- e. Every five years
- f. The company has not changed carriers within the past five years

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	65	5.8%	143	7.0%	348	5.9%	-16.8%
B	170	15.2%	371	18.1%	1,181	20.0%	-16.1%
C	188	16.8%	395	19.3%	1,154	19.5%	-12.8%
D	81	7.2%	146	7.1%	441	7.5%	1.6%
E	90	8.0%	133	6.5%	403	6.8%	23.9%
F	479	42.8%	794	38.7%	2,107	35.6%	10.5%
No Response	47	4.2%	69	3.4%	284	4.8%	24.7%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

33. Approximately how much has the cost of your health insurance plan increased since 2005?

- a. Does not apply – we have offered health insurance coverage for less than three years
- b. Less than 10%
- c. 10% - 25%
- d. 26% - 50%
- e. 51% - 75%
- f. 76% - 100%
- g. 101% - 150%
- h. More than 150%

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	88	7.9%	131	6.4%	465	7.9%	23.0%
B	46	4.1%	46	2.2%	153	2.6%	83.1%
C	263	23.5%	306	14.9%	1,318	22.3%	57.4%
D	375	33.5%	737	35.9%	2,128	36.0%	-6.8%
E	163	14.6%	389	19.0%	869	14.7%	-23.3%
F	61	5.4%	177	8.6%	387	6.5%	-36.9%
G	34	3.0%	98	4.8%	179	3.0%	-36.5%
H	34	3.0%	106	5.2%	176	3.0%	-41.3%
No Response	56	5.0%	61	3.0%	243	4.1%	68.1%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

34. How likely is your company to discontinue providing health insurance within the next 3 years?

- a. Almost certain to discontinue
- b. Very likely to discontinue
- c. Somewhat likely to discontinue
- d. Very unlikely to discontinue
- e. Absolutely not likely – the company will continue providing health insurance.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Percentage	Count	Percentage	Count	Percentage	
A	70	6.3%	153	7.5%	329	5.6%	-16.2%
B	97	8.7%	209	10.2%	536	9.1%	-15.0%
C	279	24.9%	490	23.9%	1,248	21.1%	4.3%
D	438	39.1%	770	37.5%	2,251	38.0%	4.2%
E	200	17.9%	383	18.7%	1,354	22.9%	-4.4%
No Response	36	3.2%	46	2.2%	200	3.4%	43.3%
Total	1,120	100.0%	2,051	100.0%	5,918	100.0%	

PART D: ALL COMPANIES

35. In general, for a typical employee in your firm, what percentage of a family's total take-home income do you think is a reasonable cost for their family's health insurance?

- a. 1-2 % c. 5-6% e. 9-10% g. 13-14%
 b. 3-4 % d. 7-8% f. 11-12% h. 15% or more

Response	2009 Survey		2004 Survey		% Change
	Count	Percentage	Count	Percentage	
A	278	11.4%	496	11.5%	-0.8%
B	317	13.0%	588	13.7%	-4.6%
C	622	25.6%	1,046	24.3%	5.2%
D	223	9.2%	536	12.5%	-26.4%
E	534	22.0%	950	22.1%	-0.5%
F	55	2.3%	109	2.5%	-10.7%
G	32	1.3%	63	1.5%	-10.1%
H	89	3.7%	190	4.4%	-17.1%
No Response	282	11.6%	325	7.6%	53.5%
Total	2,432	100.0%	4,303	100.0%	

NOTE: This question was not asked on the 2001 survey.

36. Including the owner(s), how many employees work for your company?

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Average	Count	Average	Count	Average	
Total Employees	23,539	9.85	42,835	10.37	120,838	11.43	-5.0%
No Response	43						

37. How many employees work full-time (36-40 hours per week)?

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Average	Count	Average	Count	Average	
Full-Time Employees	18,938	7.96	34,917	8.45	100,382	9.54	-5.8%
No Response	54						

38. How many employees work 20-36 hours a week?

	2009 Survey	
	Count	Average
20-36 hours	3,330	1.63
No Response	391	

39. How many employees work less than 20 hours a week?

	2009 Survey	
	Count	Average
< 20 hours	1,419	0.71
No Response	447	

Data for questions 38 and 39 combined and compared to Surveys 2004 and 2001.

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Average	Count	Average	Count	Average	
Part-time	4,749	2.98	7,918	1.92	20,248	1.94	55.5%
No Response	838						

40. How many employees are contract or temporary workers?

Response	2009 Survey		2004 Survey		2001 Survey		% Change
	Count	Average	Count	Average	Count	Average	
Contract or Temporary	2,178	1.08	2,493	0.61	5,700	0.55	76.2%
No Response	416						