



Employers Making Up Minds on Private Exchanges

Proponents Just Not Sure How and When to Act

Cleveland, OH (February 15, 2015) - More than 80% of employers have reached a decision regarding their interest in private health care exchanges, according to a recent survey conducted by The Chelko Consulting Group. That's a significant increase from the firm's two previous annual surveys, which indicated approximately half of respondents were still on the fence.

Of those employers reaching a conclusion, approximately 60% are interested in adopting an exchange-based solution, while the rest have opted to go down a different path.

Designed to measure employer attitudes on the Affordable Care Act (ACA) and private exchanges for employees, the boutique health and welfare benefits consulting firm's first survey was conducted in 2012 shortly after the Supreme Court ruled in favor of the ACA.

"Employer attitudes toward exchanges have evolved dramatically over the last two years," says Rick Chelko, President of The Chelko Consulting Group. "Now that the smoke is clearing, plan sponsors have a much stronger desire to evaluate the potential impact of private exchanges on their organizations and employees."

The third annual survey also revealed that, while only a few employers have already moved to an exchange-based model, 17% of responding companies have taken significant steps toward adopting a private exchange strategy. Although not appearing to be in any hurry, 45% of respondents envision adopting a defined contribution approach using a private exchange within the next three or more years.

Among organizations not interested in directing employees toward private health care exchanges, concerns over employee disruption (66%), service (61%), and higher coverage costs (61%) were the main factors impacting their decision. However, concerns about the viability of the exchanges themselves are becoming less of an issue. Cost-related factors and member services are also the most important criteria for selecting an exchange for employers who plan on going down that road.

When they are ready to move forward, about half of employers will look beyond their current broker/consultant - especially if that firm offers its own exchange - to an independent third party evaluator for expertise and guidance in selecting an exchange solution that best meets their needs.

Survey results are based on completed responses from US-based employer group health plan sponsors representing various industries. Respondents are primarily headquartered in the Midwest and 71% employ more than 1,000 employees.

For detailed survey results, to register for an upcoming webinar ([click here](#)), or information on Chelko's independent private exchange evaluation services, please contact Mark Geissbauer at 440-892-2600 x113, mgeissbauer@chelkogroup.com.