

A ALERAGROUP

Alera Group Employee Benefits Benchmarking Survey

Manufacturing 2025

959

Companies Participating 326,860

Employees Represented* 2,397

Medical Plans Included

National 2025

6,775

Companies Participating 2,025,435

Employees Represented* 16,150

Medical Plans Included

U.S. Manufacturing Data

445,000

Job Openings,

Feb 2025

2.5

Total Separation Rate (as a % of employment) 1

\$30.26

Wages and salaries cost per hour worked for full-time private industry workers in manufacturing industries²

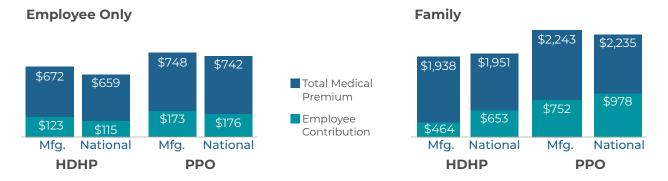
\$4.25

Insurance plans cost per hour worked for full-time private industry workers in manufacturing industries²

HDHP In-Network Plan Medians		
	Manufacturing	National
Deductible	\$3,300	\$3,300
OOP Max	\$6,000	\$6,075
HSA Employer Contribution (of those contributing)	\$700	\$770

PPO In-Network Plan Medians			
	Manufacturing	National	
Deductible	\$1,975	\$2,000	
OOP Max	\$6,000	\$6,250	
PCP Copay	\$25	\$25	
Specialist Copay	\$50	\$50	

EE Contribution / Medical Premium Medians



1 U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2025, All size classes, seasonally adjusted, https://www.bls.gov/jit/data.htm 2 U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation, Dec 2024, All workers for highlighted industry, https://www.bls.gov/ecec/data.htm

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