

A ALERAGROUP

Alera Group Employee Benefits Benchmarking Survey

Construction 2025

684

Companies Participating 72,143

Employees Represented* 1,465

Medical Plans Included

National 2025

6,775

Companies Participating 2,025,435

Employees Represented* 16,150

Medical Plans Included

U.S. Construction Data

288,000

Job Openings,

Feb 20241

4.2

Total Separation Rate (as a % of employment)

\$33.63

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

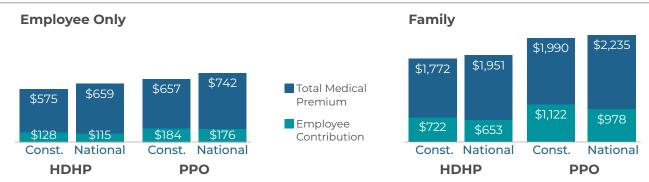
\$3.62

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

HDHP In-Network Plan Medians		
	Construction	National
Deductible	\$4,000	\$3,300
OOP Max	\$6,350	\$6,075
HSA Employer Contribution (of those contributing)	\$750	\$770

PPO In-Network Plan Medians		
	Construction	National
Deductible	\$2,000	\$2,000
OOP Max	\$6,600	\$6,250
PCP Copay	\$30	\$25
Specialist Copay	\$55	\$50

EE Contribution / Medical Premium Medians



1 U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2024, All size classes, seasonally adjusted, https://www.bls.gov/jlt/data.htm 2 U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation, Dec 2023, All workers for highlighted industry, https://www.bls.gov/ecec/data.htm

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