

A ALERAGROUP

Alera Group Employee Benefits Benchmarking Survey

Manufacturing 2024

869

Companies Participating 158,506

Employees Represented* 2,044

Medical Plans Included

National 2024

6,257

Companies Participating 1,022,000

Employees Represented* 13,960

Medical Plans Included

U.S. Manufacturing Data

587,000

Job Openings,

Feb 2024¹

2.6

Total Separation Rate (as a % of employment) ¹

\$28.91

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

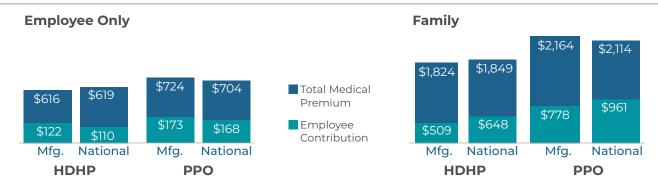
\$4.17

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

HDHP	In-Network Plan Medians		
	Manufacturing	National	
Deductible	\$3,200	\$3,200	
OOP Max	\$6,000	\$6,000	
HSA Employer Contribution (of those contributing)	\$775	\$800	

PPO In-Network Plan Medians			
	Manufacturing	National	
Deductible	\$2,000	\$2,000	
OOP Max	\$5,500	\$6,350	
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 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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