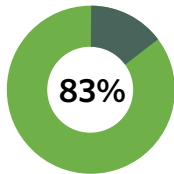


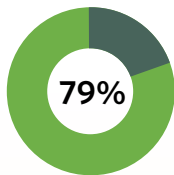
Cherry Bekaert **Benefits Consulting** releases the results of the

2014 Affordable Care Act Impact Survey

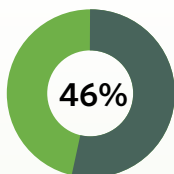
Employers say the ACA is **driving costs higher**.



of respondents believe that the ACA will continue to put upward pressure on medical plan costs.



of respondents indicated that premiums and related costs increased at the most recent medical plan renewal.



of respondents indicated they increased employee contributions and 49.1% made plan changes to decrease benefits and costs.



Increasing costs of medical plans are affecting other **employer-sponsored benefits**.



26% of respondents indicated they have already **reduced expenditures** or are considering such action on dental, vision and life coverages as a result of the ACA's impact on medical plan costs.

The ACA has had a **significant impact on hiring** practices.



1 in 4 respondents are hiring more part-time workers with another **14.5%** considering similar action.

ACA results in **fewer employer-sponsored** medical plans.

25%

of respondents indicated they are **considering the elimination of employer-sponsored plans**.

An additional **5%** have already made the decision to do so.

Employers believe the ACA will have a negative impact on business.

73%

of respondents indicated that the ACA will negatively impact profits.

54%

of respondents indicated that wages will suffer.

44%

of respondents indicated that higher medical plan costs will cause them to be less competitive.

Key Survey Findings

- ▶ Employers are taking steps to control the cost of health insurance by either increasing contributions and/or reducing benefit levels.
- ▶ In transferring cost burden to participating employees, the results are contradictory to stated objectives of ACA as it will be more difficult and costly for participants to access health care.
- ▶ More and more employers are changing full-time positions to part-time to avoid employer requirements of the law which could negatively impact employee morale, productivity and loyalty.
- ▶ Employers are frustrated with complexities, costs and administrative burdens imposed by ACA and increasingly considering the elimination or reduction of employee benefit plans.
- ▶ Overall perception and trending impact of the law is negative with ACA reducing profits and making it more difficult for businesses to compete.

With the Affordable Care Act ("ACA") in effect, Cherry Bekaert Benefits Consulting ("CBBC") has the expertise to help your company navigate through this new and uncharted territory. Our consultants offer an in-depth, seasoned perspective, as well as cost-effective solutions to anticipate, administer, monitor and evaluate any legislative and legal challenges your company may face.