

1. Employee Survey

*** 1. What is your name?**

2. Which Plan are you currently enrolled in?

- HSA
 PPO

3. If our coverage were to stay the same in 2008, would you:

- A. Keep your current plan
 B. Change to the other company offered plan
 C. Select another non-company sponsored plan

4. We have received notice of an average 15.8% premium increase for 2008. This means the basic 100% company sponsored policy which costs \$310.10 in 2007, will cost \$353.25 in 2008 per employee. (The PPO plan will go from \$434.69 in 2007 to \$507.01 in 2008) Do you feel the company should:

- A. Absorb this difference as a cost of doing business
 B. Pass the difference on to the employee
 C. Find an insurance plan with a higher co-pays, deductibles, etc. and lower both the cost to the company and the employee

5. On a scale of 1-5, 1 being extremely dissatisfied and 5 being extremely satisfied.

| | Extremely Dissatisfied | Dissatisfied | Neutral | Satisfied | Extremely Satisfied |
|--|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Please rate your overall satisfaction with Blue Cross. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

6. On a scale of 1-5, 1 being extremely dissatisfied and 5 being extremely satisfied.

| | Extremely Dissatisfied | Dissatisfied | Neutral | Satisfied | Extremely Satisfied |
|--|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Please rate your overall satisfaction with Delta Dental. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

7. Below are the three carriers we will be researching regarding our Medical coverage for 2008. Are there any you are not interested in, please explain why.

Aetna

Blue Cross Blue Shield of Texas

United Healthcare

8. Are you interested in an employee sponsored Vision plan?

- Yes
 No

9. Do you feel XYZ Company offers:

- A. A competitive benefit package in quantity, but not quality
- B. A benefit package that is fair and reasonably priced
- C. A competitive benefit package, but charges its employees too much for it
- D. A benefit package that is lacking and overpriced

10. What, if anything, do you feel would make the company sponsored benefit package the "perfect benefit package"?