



TALENT • HEALTH • RETIREMENT • INVESTMENTS

The George Washington University Benefits Valuation Report Executive Summary

August 26th, 2015



Benefits Valuation Report

Executive Summary

- The *Benefits Valuation Report* (BVR) is a custom, comparative, benchmarking report of your benefit plans' values and features to those of your selected peer organizations
- This report covers the Retirement/Savings, Medical plan, and Tuition Reimbursement policies of the chosen peer group
- It's important to recognize the absolute difference in value can sometimes be small. For example, GW is within \$500 in value to 7 peer schools and within \$1,000 in value to 11 peer schools on Health benefits.
- Overall, GW ranks **8 out of 18** in Total Benefits (health, retirement, tuition)
- GW's Basic Plan was used as the valued plan and ranks **8 out of 18**
 - Nine of the valued peer plans have an PPO followed by 5 that have an HDHP
 - Basic plan's deductible is higher than all peers except for the 5 HDHP plans
 - For the purposes of this study, unless reported as having the highest percentage of participation, the comparison is between PPO plans offered
- GW's Retirement/Savings plan ranks **7 out of 18**
- GW's Tuition Reimbursement plan ranks **10 out of 18**
 - For this particular comparison, only home campus benefits are considered within the values

Methodology for Benchmarking

Benefits are valued using the “walk-away” method. The values represent the cost to the employee if he or she left the employer and were to duplicate them in the marketplace.

Market replacement value is the estimated amount of pretax salary an employee would need in order to replace the employer-provided benefits.

Benefits Valuation Report

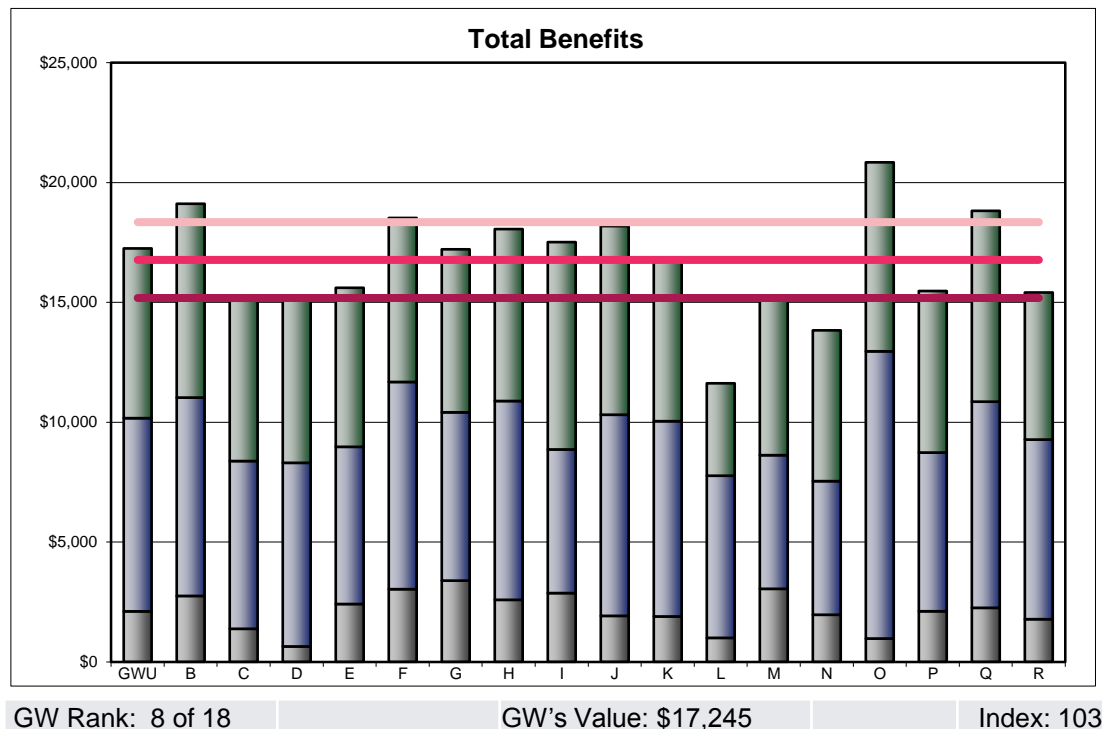
Selected Peer Groups

- American University
- Boston University
- Duke University
- Emory University
- Georgetown University
- New York University
- Northeastern University
- Northwestern University
- Southern Methodist University
- Tufts University
- Tulane University
- University of Miami
- University of Pennsylvania
- University of Rochester
- University of Southern California
- Vanderbilt University
- Washington University - St Louis

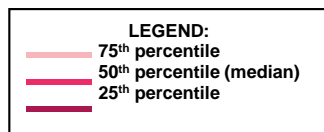
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Total Benefits

- The total value of GW's plan is \$17,245
- GW's value is above the median of \$16,777
- The annual difference in value between GW and the 75th percentile is \$1,102
- The highest valued plan is \$20,837 (O) while the lowest valued plan is \$11,618 (L)



Percentile	Value
25 th	\$15,181
50 th	\$16,777
75 th	\$18,347



Rank: the numeric rank of your organization's value, where the highest value is ranked first.

Index: the percentage relationship between your value and the median; 100 equals the median.

Benefits Valuation Report

Retirement Benefits

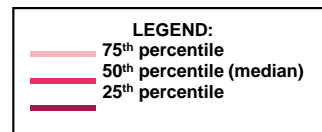
- The value of GW's retirement plan is \$7,081
- GW's value is above the median of \$6,800
- The annual difference in value between GW and the 75th percentile is \$796
- The highest valued plan is \$8,651 (I) while the lowest valued plan is \$3,856 (L)



GW Rank: 7 of 18

GW's Value: \$7,081

Index: 104

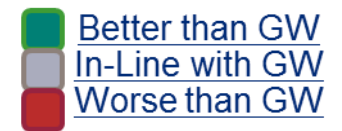


Rank: the numeric rank of your organization's value, where the highest value is ranked first.
Index: the percentage relationship between your value and the median; 100 equals the median.

Percentile	Value
25 th	\$6,639
50 th	\$6,800
75 th	\$7,877

Benefits Valuation Report

Retirement Benefits – Illustration of Methodology

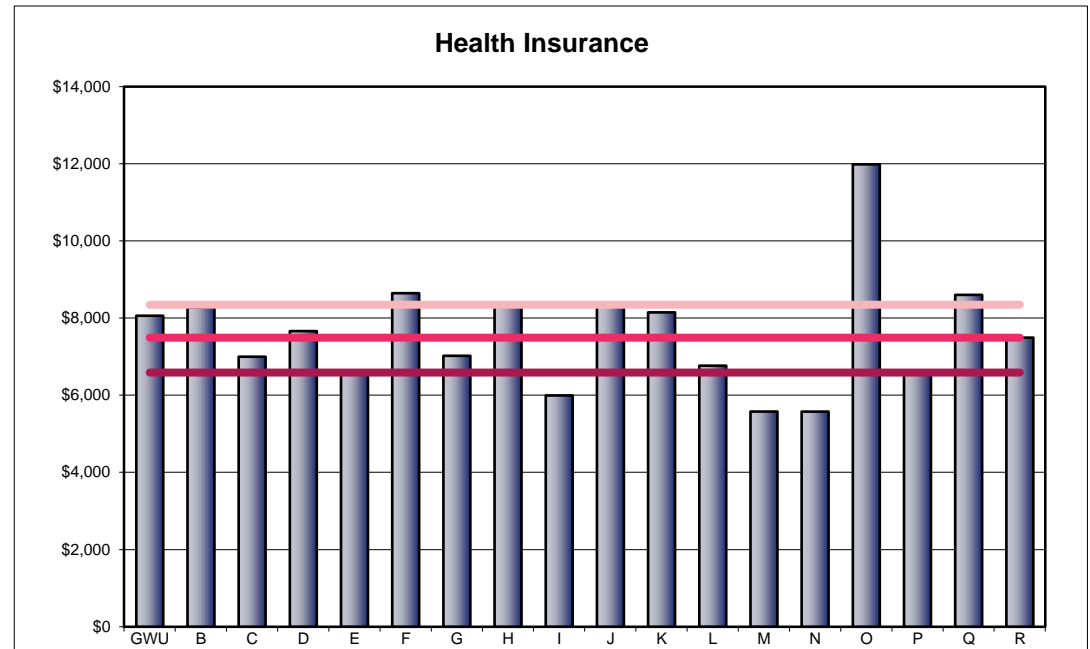


	George Washington University (GW)	University I	University O
Eligible for University Contributions	2 Years	2 Years	1 Year
University Un-matched Contribution	4%	10%	5%
Employee Contribution for Match	Up to 4%	5%*	Up to 5%
University Match	150%	NA	100%
Total University Contribution (Assuming Full Match)	10%	10%	10%
Vesting	100% immediate	100% immediate	100% immediate
Relative to Ranking to GW		+++	++

Benefits Valuation Report

Health Benefits

- The value of GW's health plan is \$8,061
- The difference in value between GW and the 75th percentile is \$282
- The highest valued plan, which is an HMO is \$11,985 (O)
- The lowest valued plan is \$5,575 (N)

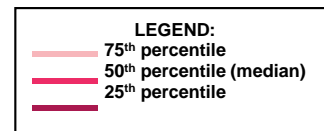


GW Rank: 8 of 18

GW's Value: \$8,061

Index: 108

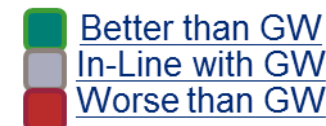
Percentile	Value
25 th	\$6,589
50 th	\$7,493
75 th	\$8,343



Rank: the numeric rank of your organization's value, where the highest value is ranked first.
Index: the percentage relationship between your value and the median; 100 equals the median.

Benefits Valuation Report

Health Benefits – Illustration of Methodology

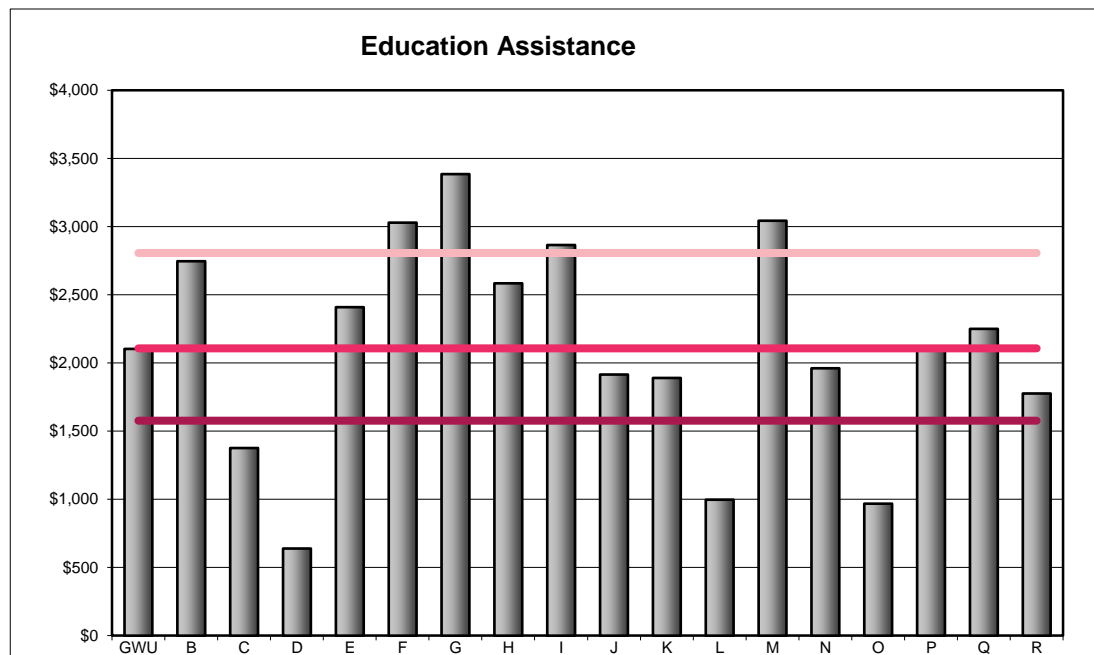


		George Washington University (GW)	University I	University O
Type of Plan		PPO (Basic)	High Deductible Health Plan*	HMO
Deductible	In-Network	\$850/\$1,700	\$1,500/\$3,000	None
	Out-of-Network	\$850/\$1,700	\$2,500/\$5,000	NA
Hospital Copay		\$250	NA	\$500
Co-insurance	In-Network	80%/20%	90%/10%	100%/0%
	Out-of-Network	60%/40%	70%/30%	NA
Co-pay, In-Network	PCP	\$25	NA	\$25
	Specialist	\$50	NA	\$35
Out-of-Pocket Maximum	In-Network	\$3,000/\$6,000	\$2,500/\$5,000	\$1,500/\$3,000
	Out-of-Network	\$4,000/\$8,000	\$4,000/\$8,000	NA
Rx	Generic	\$15	\$5	\$10
	Brand Formulary	\$35	\$30	\$30
	Brand Non-Formulary	\$70	\$50	\$60
	Mail Order	2.5 times retail	2 times retail	2 times retail
	Separate Deductible	\$50	NA	NA
HSA Funding		NA	\$500	NA
Average Employee Contribution	Single	20%	30%	32%
Cost Sharing	Family	30%	30%	32%
Relative Ranking to GW			---	+++

Benefits Valuation Report

Education Assistance

- Education assistance had the greatest variance in value between the plans *
- GW's value is at the median of \$2,103
- The difference in value between GW and the 75th percentile is \$703
- The highest valued plan is \$3,385 (G)
- The lowest valued plan is \$639 (D)

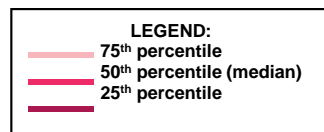


GW Rank: 10 of 18

GW's Value: \$2,108

Index: 100

Percentile	Value
25 th	\$1,576
50 th	\$2,108
75 th	\$2,806

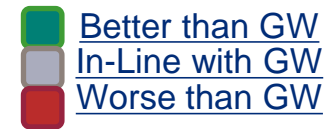


Rank: the numeric rank of your organization's value, where the highest value is ranked first.
Index: the percentage relationship between your value and the median; 100 equals the median.

* Education assistance benefits valued for home institution benefit only. Furthermore, value figure does not represent the actual cost of tuition for each employee, but spreads the benefit cost across all eligible populations.

Benefits Valuation Report

Education Benefits – Illustration of Methodology



		George Washington University (GW)	University I	University O
Eligibility		6 months	3 months	Immediate
Covered Employees	Spouse	Covered	Covered	Covered
	Children	Covered Until 25	Covered	Covered Until 24
	Domestic Partner	Covered	Covered	Covered
Covered Courses Include	Undergraduate	Yes	Yes	Yes
	Graduate	Yes	Yes	Yes
Maximum Reimbursement	Undergraduate	90%	100%	85%
	Graduate	90%	100%	75%
Maximum Credit Hours Available for Reimbursement		6 credit hours/semester	9 credit hours/semester	\$10,000/year
Relative Ranking to GW			+++	---

