



**THE COMPETITIVE ADVANTAGE
FOR U.S. MOLD BUILDERS.**



2024

HEALTH AND BENEFITS REPORT

AMBA.org

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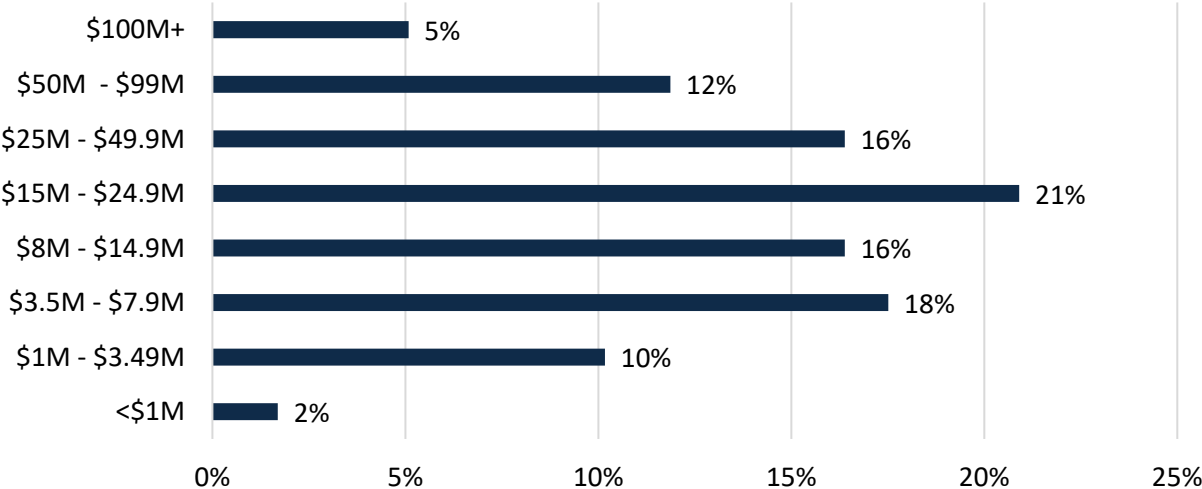
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Participant Demographics

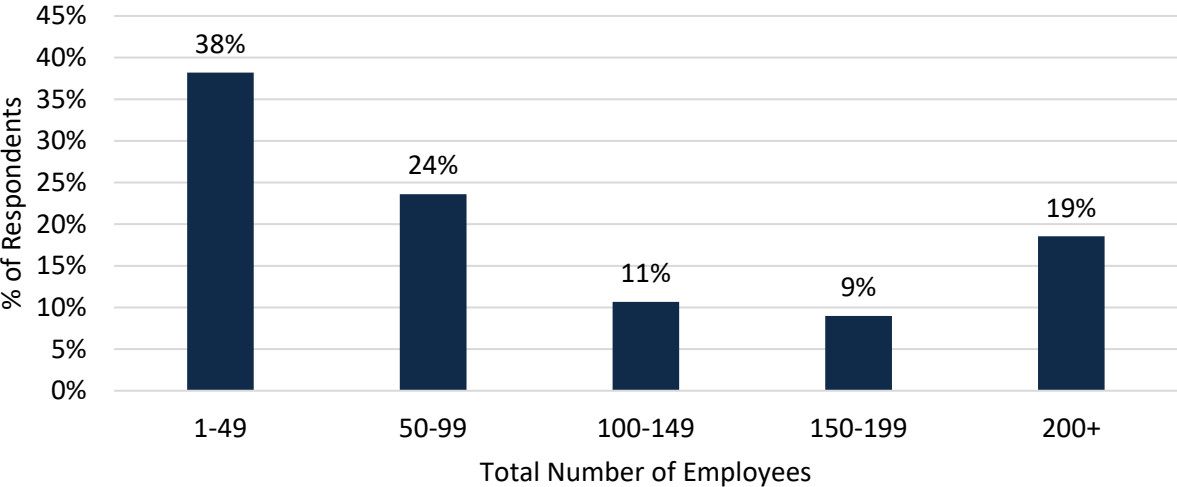
The demographics by annual revenue were evenly split between \$3.5 million and \$49.9 million. The most significant portion (21%) of participants reported yearly revenue between \$5M and \$15 million, a 5% increase from 2022. Only two percent reported annual income under \$1 million, and only 5% reported \$100 million and above.

Company Size by Annual Revenue



Of those participating in the 2024 survey, over a third (38%) identified that they had less than 50 employees. The next largest group (24%) had 50 to 99 employees, while organizations with 200 or more employees comprised nearly a fifth of respondents.

Company Size by Number of Employees



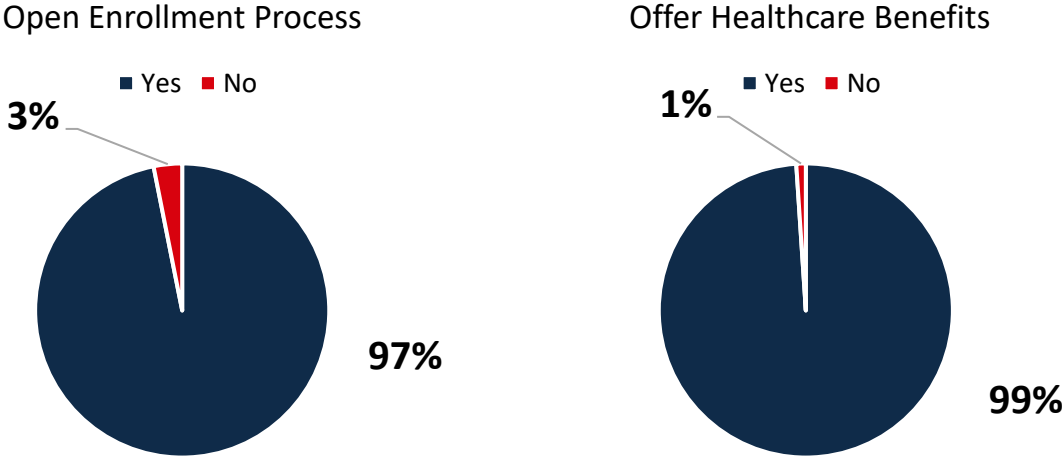
Healthcare Plan Offerings

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Healthcare Plan Offerings

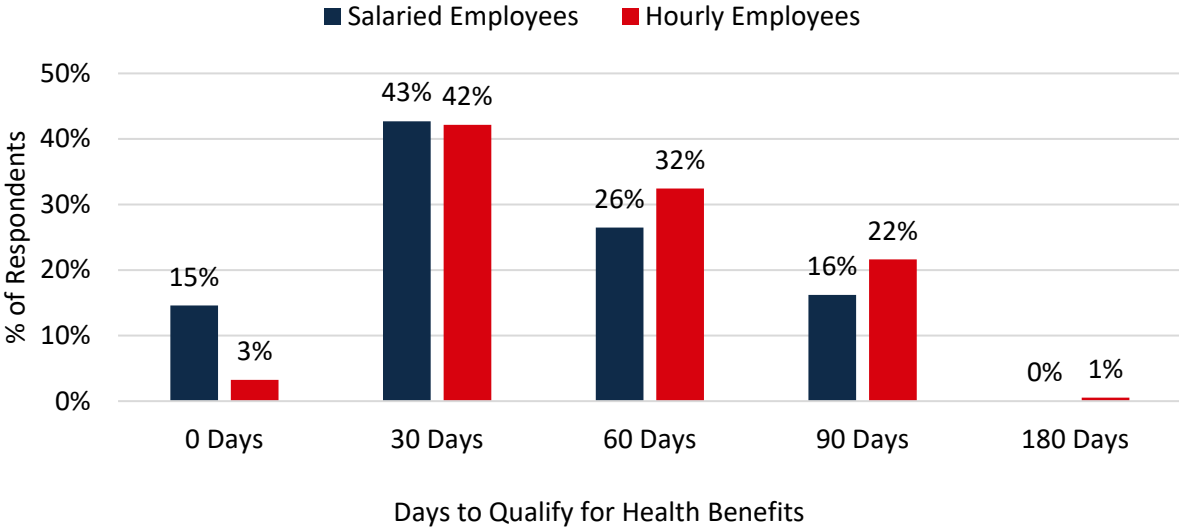
Most (97%) responding manufacturers conduct yearly open enrollment for benefits, and 99% of respondents offer Healthcare as a benefit. The only companies that reported “no” on either question were those with less than fifty employees still providing supplemental benefits.

Conducts Annual Open Enrollment and Offers Healthcare Benefits



The most common timeframe for respondents’ organizations to have employees qualify for healthcare benefits was 30 days for both salaried (43%) and hourly (42%) employees. Nearly a sixth of respondents (15%) also allowed salaried employees to begin those benefits on their first day, while only 1% reported hourly employees requiring 180 days of service before qualifying.

Time to Qualify for Healthcare Benefits: Salaried vs. Hourly



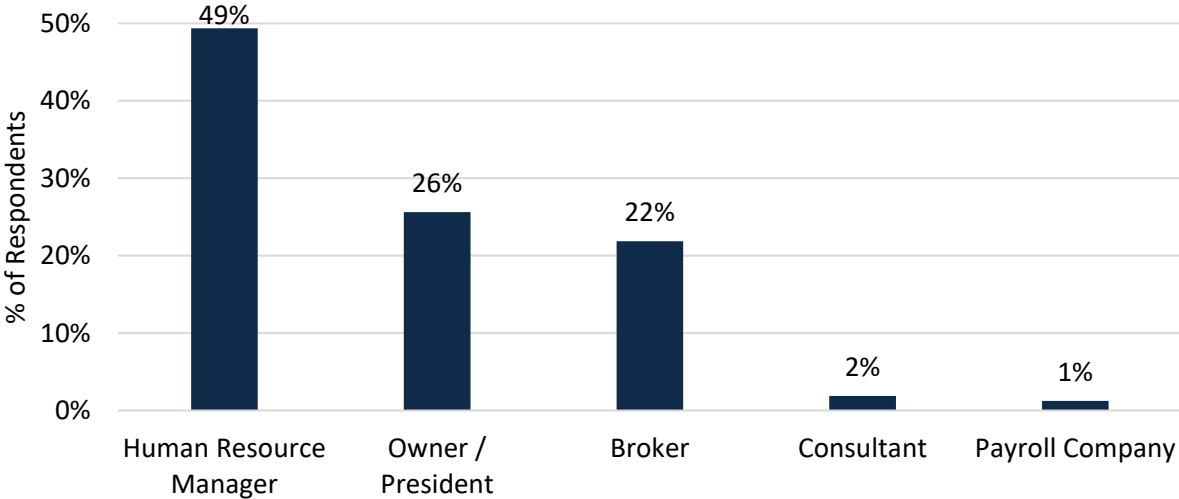
Strategic Planning

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Strategic Planning

Three-quarters of respondents noted that they manage the organization’s renewal process internally, with 49% allocating this responsibility to HR and 26% depending on top-level leadership (such as the owner or president) to see it through. A quarter of respondents have this process managed exclusively by an external source, with 22% using a broker.

Current Manager of the Organization’s Annual Healthcare Renewal



Identical to the 2022 report, 87% of respondents in 2023 identified that they utilized a broker for the health benefits renewal process. Five percent of manufacturers use an external consultant for the renewal process, while the remaining one percent uses a payroll company. Seven percent also said they don’t use any of these external resources during the process (up from none in 2022).

Broker or Consultant Used for Annual Healthcare Renewal

