

Your Healthcare, Your Answers

Anonymous — do not put your name on this form

Our company pays for our own health plan. That means every dollar it spends is a dollar we decide how to use — and we would rather decide it with your input than without it.

We are looking at whether we could make certain care cost you nothing at all. Before we build anything, we need to know what would actually work for you and your family. There are no right answers and no wrong ones.

This survey is anonymous. Do not write your name on it. No one will try to identify who answered what, and nothing here asks about your health, your conditions, or your medications. Answers are reported only as totals.

Please return by: _____

PART 1. HOW THINGS WORK NOW

- In the last two years, have you or a family member on the plan put off care because of what it might cost?
☐ Yes ☐ No ☐ Not sure
- In the last two years, did you get a medical bill that was bigger than you expected?
☐ Yes ☐ No ☐ Not sure
- Before a visit, test, or procedure, do you know what it will cost you?
☐ Always ☐ Sometimes ☐ Never
- How do you usually decide where to go for care? (check one)
☐ My doctor sent me there
☐ It's the closest
☐ It's the only one in network
☐ I compared the cost first
☐ I asked family or friends

PART 2. TRAVEL

For this section, assume the plan pays 100% — no deductible, no copay, nothing out of your pocket — and the company pays your mileage, plus a hotel room and meals *if you need to stay overnight*.

How far would you go for...	Under 10 miles	10–25 miles	26–50 miles	51–100 miles	Over 100 miles	Would not travel
Routine bloodwork or lab tests	☐	☐	☐	☐	☐	☐
An MRI, CT scan, or other imaging	☐	☐	☐	☐	☐	☐
Outpatient surgery (scope, hernia, carpal tunnel, cataract)	☐	☐	☐	☐	☐	☐
Major planned surgery (joint replacement, spine, heart)	☐	☐	☐	☐	☐	☐

5. For a major planned surgery, would you fly to another state if it cost you nothing and travel was covered for you and one person to come with you?
- ☐ Yes ☐ No ☐ Depends

PART 3. WHAT WOULD MAKE TRAVEL HARD

Check everything that applies. This is the most useful question on the page — it tells us what to build.

- ☐ Missing work or losing pay
- ☐ Childcare
- ☐ Caring for a parent or another family member
- ☐ No reliable transportation
- ☐ I don't want to recover far from home
- ☐ I want my own doctor handling the follow-up
- ☐ I'd be nervous about a doctor I don't know
- ☐ Nothing would stop me

PART 4. DOCTORS

6. Would you change primary care doctors if the new one cost you nothing per visit, could see you the same or next day, and you could call or text directly?
- ☐ Yes ☐ No ☐ Depends
7. If you answered no or depends — why? (check one)
- ☐ I trust the doctor I have
- ☐ It's a long relationship
- ☐ Location
- ☐ My records and history are there
- ☐ Other: _____
8. Would you use a different lab or imaging center than the one you use now if it were free?
- ☐ Yes ☐ No ☐ Depends

PART 5. INCENTIVES

9. If the plan paid you cash to use a lower-cost option, would that change your decision?
- ☐ Yes ☐ No
10. If yes — what amount would get your attention?
- ☐ \$100 ☐ \$250 ☐ \$500 ☐ \$1,000

PART 6. ANYTHING ELSE

11. What frustrates you most about your health benefits?
- _____

12. Anything else you want leadership to know?

Thank you. Your answers will shape what we build next.