

Our Data: Where It Comes From

Explore the sources, validation process, and ongoing efforts behind Bnchmrk's proprietary benefits database.

Data You Can Trust

Bnchmrk is powered by a proprietary, purpose-built data warehouse of validated employee benefits information. This guide explains where our data comes from, how it's verified, and what we're adding next.

Primary Data Sources

Bnchmrk data comes from three trusted sources:

1. Direct Employer Submissions

Employers contribute their own benefit plan data when using Bnchmrk — ensuring up-to-date and verified information from the source.

2. Consultant & Broker Partnerships

We license data directly from leading benefit agencies and consulting firms, aggregating anonymized information from their book of business to strengthen national benchmarks.

3. API-Connected Platforms

Select data comes from integrated systems like enrollment or administration platforms, securely passed to Bnchmrk via API connections under active agreements.

Validation Process

Every plan submitted goes through multi-stage validation:

- **Manual Review:** All entries are reviewed by our in-house analysts for completeness and accuracy.
- **Normalization:** Data is structured to align with Bnchmrk's standard formats for consistent comparisons.
- **Cross-Checks:** Automated tools flag outliers, missing values, and inconsistencies for further review.

Bnchmrk does **not** scrape data or rely on surveys filled out by unverified sources.

What's in the Dataset?

Bnchmrk tracks a wide range of plan data points, including:

- **Medical:** Deductibles, OOP max, coinsurance, copays, funding type, contributions, carrier
- **Dental:** Annual max, ortho coverage, network type, contributions
- **Vision:** Frequency, copays, allowances, contributions
- **Life & Disability:** Voluntary vs. employer-paid, flat vs. salary-based amounts, waiting periods, elimination periods

Each plan type includes dozens of attributes covering plan design and cost structure.

What's Coming Next

We are actively collecting new datasets to expand our benchmarking capabilities:

- **Supplemental Health:** Critical illness, accident, hospital indemnity
- **Leave & PTO:** Paid leave policies, PTO structures, short-term leave practices
- **Retirement:** 401(k) match levels, vesting schedules, auto-enrollment, employer contributions

These categories will be available in forthcoming benchmarking reports.

Why It Matters

When you benchmark with Bnchmrk, you're not just comparing plans — you're relying on the most structured, validated, and consultant-ready data in the industry.

No scraped data. No guesses. No gaps.

Just clear benchmarks built for smarter conversations.

Still have questions about our data methodology? Email support@bnchmrk.com.

Questions about this guide? Contact our team at sales@bnchmrk.com or call (800) 215-2916