

McGohan Brabender Client

Industry: Farm Machinery and Equipment

Employees: 1300

SITUATION OVERVIEW

A self-insured manufacturing client offered rich benefits to employees through a patchwork network and a passive wellness program. Despite their previous long-term broker relationship, they partnered with MB to implement changes that would help improve the program. Over our long-term relationship, MB has supported the client in moving the program forward while minimizing disruption to members.



SOLUTIONS IMPLEMENTED



Year 1

MB identified pharmacy benefit manager (PBM) services as an opportunity early in the partnership. Without changing the PBM, MB moved the contract to our C2 arrangement with a national pharmacy benefits optimizer (PBO), which provided better pricing and a high-touch member service model. This occurred without changing the pharmacy network or the formulary drug list, minimizing the administrative impact. This move improved the member experience and provided **annual savings of more than \$400,000.**

Year 2

Historically, the client's wellness program consisted of an annual blood draw and a follow-up conversation. MB evaluated more robust options, leading the client to implement a year-round screening program focused on five health indicators: tobacco use, blood pressure, cholesterol, BMI, and fitness (measured by a step test) with available monthly on-site support. Incentives were based on progress throughout the year. The program was successful, with over **90% of employees engaging in the on-site testing sessions.**

Year 3

MB evaluated medical networks to replace the patchwork regional networks used in Northwest Ohio and Central Iowa. MB understood the impact of changing the medical network, PBM, and stop-loss coverage. Bringing together all sites under a single carrier's PPO network, while leveraging their PBM, resulted in anticipated annual savings of \$300K in administration and net claims. In addition to savings, the new arrangement provided enhancements to network accessibility. By combining the medical and Rx plans under one carrier, the client reduced annual stop-loss premiums by an additional **\$100K and removed \$1.1 million in laser liability.**

Year 4 & Beyond

MB continues to address different components of the health care plan, including providing support in recent M&A activity. MB completes routine due diligence analyses and support for integrating new populations into the plan as the company grows. Options such as reference-based pricing and copay-only medical options have been evaluated to keep the client on top of the next trends in medical coverage.

RESULTS



\$400,000+ in Annual
Pharmacy Savings



90% of Employees
Engaged in On-Site
Wellness Testing



Removed \$1.1 Million
in Laser Liability