



Manufacturing Company Achieves Savings and an Increase in Benefits Participation with FundFlex90 and PPI Benefit Solutions

Overview

A manufacturing company with 550 employees located in New Jersey. The company has a diverse workforce with a significant portion of bilingual employees, and the HR Director led the benefits management efforts.

The Challenge

The company previously offered a fully-insured healthcare plan that was costly due to low participation rates, despite having a primarily young and healthy workforce.

With no online platform to manage benefits, the HR Director made manual eligibility updates to carriers and juggled multiple bills. Additionally, the company was handling COBRA administration internally, adding to the administrative burden.

The Solution

Given the young, healthy population and potential for greater participation, FundFlex90 and PPI Benefit Solutions implemented a self-insured medical plan with an expected claims savings of 20.48% below their current plan costs. The company reinvested that savings and restructured employee contributions to reduce healthcare costs for employees. As of this writing, participation is set to increase 185%, with enrollment continuing to rise.

The company was not ready to use employee self-service, so PPI provided a consolidated enrollment form in both English and Spanish. The client used PPI's Enrollment Support Solutions to give employees a personalized, bilingual enrollment experience and lift employee engagement.

The Results



20% Cost Reduction

after going self-funded, resulting in significant savings for both the company and its employees.



185% Projected Participation Growth

reflects the appeal and affordability of the new benefit structure.



Streamlining Administration Brings Huge Time Savings:

One enrollment form, one technology platform, integrated COBRA, and consolidated billing drastically reduced HR's workload and simplified the process.

Benefits. Technology. Heart.