

SUCCESS STORY**Employee benefits case study**

Centro creates award-winning workplace through wellness-focused employee benefits platform

The goal

Centro is a rapidly growing digital advertising software firm who was looking to create a best in class benefits package that would attract talent in its highly competitive tech and media space, while keeping long-term health insurance costs.

The action plan

The first step for Marsh McLennan Agency (MMA) and Centro was to restructure its benefits plan from a traditional PPO to a Health Savings Account (HSA). Secondly, they added a robust and comprehensive wellness program that focused on generating further savings under the HSA plan. The program started with free biometric screenings for all employees and then evolved to include:

- Free, onsite 1:1 dietitian consultation
- In-office yoga and meditation classes
- Healthy snacks and fresh fruit available daily
- \$500 yearly fitness reimbursement program
- Onsite flu shot clinics
- Ongoing lunch & learn presentations about health, professional development and personal finance
- Tobacco cessation classes

Your future is limitless.SM**Client profile**

Employee Benefits Company

25%

increase in biometric screening participation

17%

above industry benchmark for employee health

35%

below the demographically adjusted benchmark in PEPM medical and pharmacy claims spend

Learn how MMA's Employee Benefits team can help you obtain measurable results.

Marsh McLennan Agency LLC
MarshMMAMidwest.com

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The result

Centro's leadership and drive to bring new and healthy programs on-site has decreased their medical and pharmacy claims per employee per month (PEPM) to 35% below the demographically adjusted benchmark. These results are in addition to an 84% participation rate in the yearly biometric screenings, a 25% increase from 2010. Additionally, 89% of employees are considered in the low-risk category, meaning 0-2 health risks detected. The company's recent biometric score was 89 out of 100, which is 17% above industry benchmark. Centro's focus on the physiological and psychological wellness of employees helped it secure four consecutive #1 Best Place to Work rankings in Chicago and other top 10 workplace rankings nationally.



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