

## SUCCESS STORY

## Wellness case study

## Park Place Technologies improves employee wellbeing and decreases claim costs

### The goal

Park Place Technologies, a global leader in data center and networking optimization, faced significant challenges as they experienced an increase in high-cost claim activity, with 63 members incurring claims exceeding \$50,000. As the company continued to grow, they also recognized the need for a strategic approach to manage their mergers and acquisitions effectively. Overall, Park Place aimed to foster a supportive work/life balance and cultivate a positive culture for their employees, ensuring that their workforce felt valued and motivated.

### The action plan

To address these challenges, the account team at Marsh McLennan Agency (MMA) implemented a comprehensive action plan leveraging its proprietary solution MMA RxSolutions and MMA Stop Loss Center of Excellence, actuarial department, and Technology Center of Excellence. These resources streamlined efficiencies in reporting and strategy and increased efficiency with Park Place's merger and acquisitions activity.

By utilizing NetworkSelect tool, MMA was able to obtain competitive pricing from UnitedHealthcare. They were able to ensure Park Place's fiduciary responsibility by utilizing an adequate, cost-effective medical network and was fulfilled as a self-funded plan sponsor without causing employee disruption. To better communicate Park Place's new total rewards package, MMA's technology team assisted with open enrollment readiness to ensure a streamlined approach for Park Place employees and dependents utilizing their HRIS system - UKG.

MMA was able to assist Park Place in decreasing overall self-funded costs. Mercer benchmarking and actuarial reporting helped inform



### Client profile



Technology

**78%**

increase in biometric screening participation

**75%**

of employees enrolled in HDHP due to effective employee communication and employer HSA funding

**33.17%**

PEPM decrease in costs over 1 year

Learn how MMA's Employee Benefits advisors can help reduce claims and enhance your wellness initiatives to retain top talent.

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Park Place's decision-making process and plan design utilizing MMA's Centers of Excellence. High-cost claims activity was mitigated by guiding Park Place employees toward the High Deductible Health Plan (HDHP) option and emphasizing the value of consumerism. Park Place was able to maintain a low employee contribution for the HDHP along with additional contributions to Health Savings Accounts (HSAs). As a result, during the 2023-2024 plan year, 75% of the workforce enrolled in the HSA plan.

In 2022, a customized wellness microsite was launched, "Park Place Life, Your Well-being. Our Focus." This site serves as a central hub for all benefit and wellbeing activities. MMA collaborated with the Park Place HR team to develop strategic wellbeing initiatives that cater to their global employee population. Recent microsite reporting indicated 10,458 logins, with 40% of those from global employees.

Park Place Technologies also invested in physical amenities at their new headquarters to reflect their commitment to employee wellbeing. The office features a coffee and smoothie café, chef-prepared healthy lunches, an onsite gym with Peloton memberships available for every bike, and yoga classes—just to name a few!

### The result

The successful implementation of these solutions led to several key outcomes. MMA effectively drove down costs from a contractual perspective using *NetworkSelect*, Rx Solutions, and the Stop Loss Center of Excellence. Additionally, cost avoidance was achieved by enhancing the wellness culture through initiatives such as the wellness microsite, the introduction of clinical programs like UHC's Musculoskeletal (MSK) solution, Teladoc mental health services, and an increased tobacco surcharge.



Minimizing risk. Maximizing health.

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