

**SUCCESS STORY****Employee Health and Benefits Case Study**

## YANMAR America embraces new culture of wellness while implementing cost containment strategies

### The goal

YANMAR America Corporation, located in Adairsville, GA, is the regional headquarters of Yanmar Co., Ltd. a global company based in Osaka, Japan. YANMAR, whose mission is “a sustainable future”, is a recognized leader in the design and manufacturing of advanced performance diesel engines and diesel-powered equipment, as well as gas engine-based energy systems. The organization wanted a strategy to contain rising U.S. healthcare costs and reduce overall claims costs.

### The action plan

After engaging with Marsh McLennan Agency (MMA), a five-year strategy was put into place, which encompassed employee engagement, wellness initiatives and Health Savings Account (HSA) enrollment. The overarching goal was to formulate a sustainable culture of wellness at YANMAR America. The company worked with MMA to formulate a strategy focused on helping employees understand their current health and how to proactively minimize the risk for chronic conditions. To begin this process, YANMAR America partnered with a local hospital to provide onsite biometric screenings and brought in health coaches to review results with employees and create custom plans of action.

MMA worked with YANMAR America to provide consistent wellness communications and align the company-sponsored HSA contribution with employee participation in the biometric screenings. This enhancement tripled biometric screening participation to 79% in two years. A points-based wellness platform was rolled out to all eligible employees, further demonstrating leadership’s support and investment in the health and well-being of employees and their families. The platform streamlines YANMAR America’s wellness initiatives and provides additional tools and resources to assist employees in meeting their personal wellness goals. This includes everything from wellness fairs, webinars, health risk assessments, employee cookbooks and more.

### The result

YANMAR America fully embraced consumerism with its medical coverage, dropping the PPO plan and making HSA’s the sole option for employees. Over the five-year period, the company managed to keep employee contributions for the HSA plan flat. In addition, YANMAR America reduced per employee per month (PEPM) claims costs by 14% and increased their biometric screening participation by 163%.

**Your future is limitless.™**

### Client profile



Manufacturing

**14%**

reduction in company benefit costs

**163%**

increase in biometric screening participation

**\$2.4M+**

in cost savings

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