

**SUCCESS STORY**

**Employee health & benefits case study**

# Parcel delivery company offers affordable, usable benefits to increase enrollment and reduce costs

## The challenge

A parcel delivery company with 2,400 benefit-eligible employees was struggling with low plan participation. The majority of employees were not able to afford coverage, and many others didn't see the value in their benefit plan, resulting in 17% participation and increasing turnover rates. The HR team was experiencing a spike in administrative costs and effort due to the high turnover. In addition, the organization was facing a 42% renewal increase.

## The solution

Marsh McLennan Agency (MMA) suggested a unique strategy that offers affordable, usable benefits to increase participation and value for employees and improve the company's bottom line. MMA's EmployerAdvantage program leverages data-driven health benefits to offer a tailored, low-cost benefit option that appealed to the company's employees. The program also automates the benefit administration process by using an auto-match enrollment option that matches the employee to the most affordable health plan option, a seamless payroll interface and a new eligibility management system. This streamlined process nearly eliminated the administrative burden for the HR team and drove employee participation and understanding of the benefit offerings.

## The result

After implementing the new program, renewal costs actually decreased by 52% instead of increasing by 42%. In addition, enrollment in the health plan increased by 193%, with 297 employees moving from a previously offered large deductible major medical plan to a more affordable, usable benefit option and 799 additional employees enrolling in coverage that previously had opted out. Overall, the program has been successful in reducing costs for both the organization and its employees while also increasing employee engagement and retention.

**Your future is limitless.™**

## Client profile



Parcel delivery

**193%**

increase in health plan enrollment

**53%**

reduction in employees' averagemonthly costs

**47%**

reduction in employer's annual costs

## NEARLY ELIMINATED

the HR team's time spent administering benefits

Learn how EmployerAdvantage can help you attract and retain talent, minimize benefit costs, reduce administrative burden and stay ACA compliant.

Marsh McLennan Agency LLC  
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