



## EMPLOYER SUCCESS STORY #2

# It's a great day to declare your Health Care Independence

By following the **5 Steps to Health Care Independence**, employers are able to reduce health care spend and free up that money for other programs and initiatives. It's a proven behavioral change process that works when applied in any area of concern and leads to wins that are felt individually and companywide. It should result in thousands of dollars of savings for your company and your employees.

Let's take a look at how Mayville Engineering Company (MEC) used the 5 Step process to achieve savings of more than \$500,000 in specialty care costs — and is still saving. Those savings have been reinvested — at least in part — into additional benefits giving employees greater health options at lower costs.

# SPECIALTY CARE

In 2017, Mayville Engineering, Co. was already enjoying success with its program to flatten the company's health care spending when it turned its attention to the cost of specialty care for its employees. A challenge faced by many companies — particularly manufacturers — is the cost of specialty care to repair the damage from a lifetime of wear and tear on joints and muscles and establish programs to reduce those injuries going forward.

## STEP 01

### EVALUATE

In studying its claims data, MEC identified a trend of increasing costs for specialty care in its workforce were driven by just a handful of expensive specialty procedures. The company determined it needed a program empowering employees to access and choose quality providers outside of the local health system who could deliver that care at more affordable rates.



## STEP 02

### MOTIVATE

The program selected by MEC was NOVO Health's Bundled Payment Program for Health Care Services. To make sure the program would succeed, MEC choose to pay 100 percent of the costs for employees who choose a NOVO Health provider for their procedures.



## STEP 03

### ACTIVATE

Not only did it empower employees to choose from a panel of independent, high quality providers, its bundled prices and singular bill offered known costs for MEC and ease-of-use for employees.



## STEP 04

### EDUCATE

MEC rolled the program out to its employees at its annual benefits meetings, the HR team met individually with new employees and made site visits to remote locations. Email and postcard updates were also used, and flyers and posters were tactically positioned in areas where employees congregated. Employees who went through the program first became early testimonials.



## STEP 05

### CELEBRATE

The first 15 procedures saved the company more than \$200,000 and the company exceeded \$500,000 in savings in the programs first two years. Those savings and the choices of individual employees are celebrated in testimonials distributed throughout the company's locations. Remember: Celebrating success is a great idea, but celebrating *change* is even better.



# And then you go back to Step 1 (Evaluate)

Armed with its savings, MEC has launched an on-site clinic for primary care that provides care in a convenient environment for employees — fewer long drives and missed hours at work — and also gives MEC and its employees a greater role in patient steering. The clinic provider is not beholden to the local health system and subsequently has greater freedom when it comes to recommending follow up care. Sometimes it is the specialist within the health system. But referrals to independent providers are also common.

Don't wait for once a year and look for more than just the numbers. Not every strategy succeeds. Some require further refinement. All our programs are designed to provide you options and tools to complete the five steps. We welcome new ideas and suggestions, and if you'd like help exploring how to apply these five steps to your efforts, we would be glad to talk through that with you — free of charge.