

Success Story – Seaspine

Issue

- Spin-off from large East Coast employer; inherited former parent company's plans

Solution

- Create a short- and long-term strategy to reduce benefit spend, introduce choice (HMO), focus on HSA, and address employee dissatisfaction

Results

- Moved to Trust effective January 1
- Saved 4.5% to current (\$160K); paid \$6,200 to join CLSA
- Significantly reduced employee spend by 50%
- Lowered administrative expense from \$14/pepm to \$2.75/pepm
- FMLA at no cost first year
- Built an aggressive wellness strategy coupled with a long-term communication program



CLIENT PROFILE

Location

HQ: Carlsbad, CA
w/national workforce

Industry

Medical Device

Employees

Nearly 300 and growing