



# How An Employer Achieved \$884,000 Of Annual Savings While Increasing Their Benefits Offering **150%**

## TRUCKING INDUSTRY CLIENT CASE STUDY

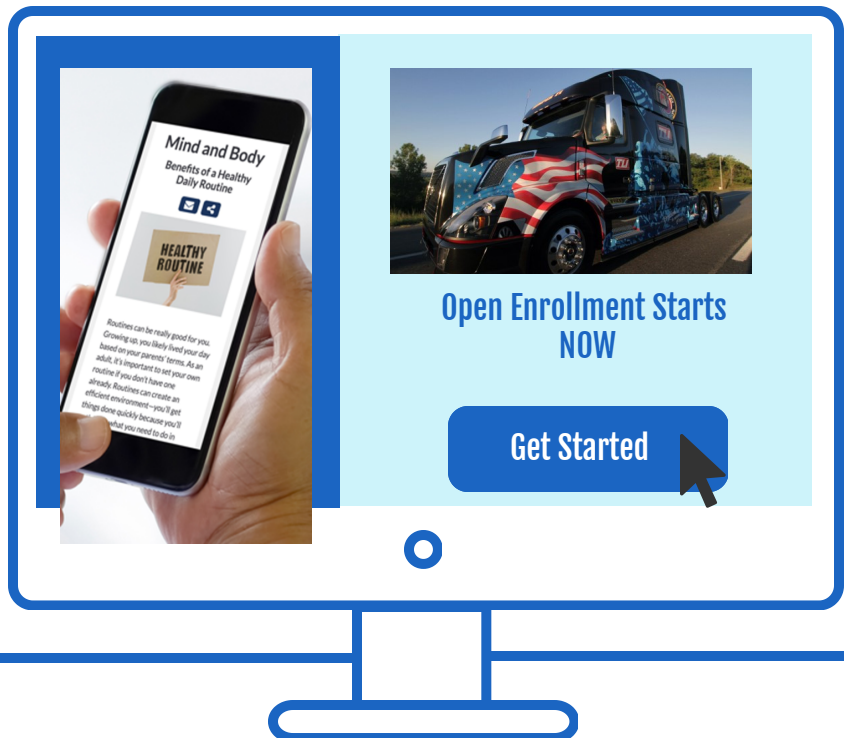
The trucking industry in the United States is a competitive environment, where employers are working hard to deliver valuable benefits to their employees. Additionally, their drivers are invaluable to the success of their business, and many are struggling with chronic health conditions that affect their productivity and attendance.

When we met the leadership team of this **2,000-life trucking firm** and they learned how our program could **support their employees' health, while delivering some significant financial lift to the business**, they were excited to get started. One area of concern was the year-over-year **employee turnover rate of 6.2%** the trucking industry is battling. They hoped the 360 Advantage program could help them provide valuable supplemental benefits to their employees that would improve their health and wellbeing and enhance employee productivity. The savings they realized year-1, coupled with the value employees realized was exactly what they were hoping for.

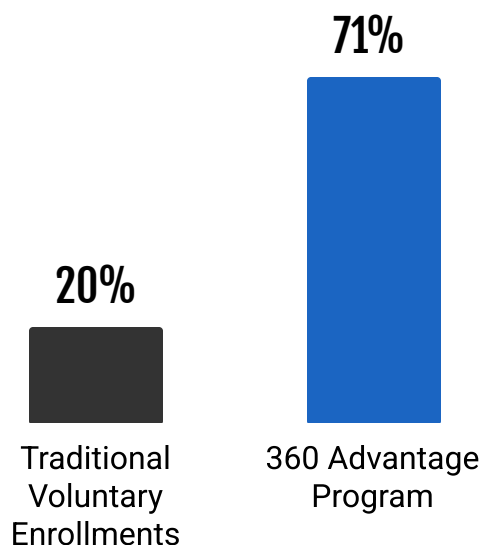
# THE 360 ADVANTAGE PROGRAM

360 Advantage is an ERISA Qualified Preventative Care Program that delivers guaranteed savings to the client and employees. The savings are predictable and fund 100% of the program costs, leave NO out-of-pocket expenses.

We worked with the HR and Benefits team to curate the Supplemental insurance benefits for their employees 360 Advantage "gift baskets". They chose benefits that **enhanced what employees already had access to** through the company's benefits package, adding **4 additional Supplemental Insurance plans**.



## THE RESULTS



The results from the initial open enrollment far exceeded traditional voluntary benefit enrollment results. **71% of eligible employees enrolled, generating \$884,000 of savings to the company per year.**

Client deployed our **Opt-Out Enrollment**, where eligible employee can choose whether or not to receive the 360 Advantage "gift basket" during open enrollment.

- Voluntary Plan – no one is required to enroll.
- Employees have 30-days to review information, meet with our representatives and make changes to their enrollment.
- Employees who do not Opt-out during this period, will be automatically enrolled into the plan and receive a package of benefits with single coverage.

## Year-1 Program Results



Offer **4 new supplemental insurance** plans to employees.



Drive **\$884,00** of tax savings to the business' bottom line.



Achieve **71% employee participation** in the 360 Advantage Program.



Average of **\$150 per month of tax savings** for employees' benefits.



*360 Advantage has been a very vital asset to our family of benefits the past 2 years. Their team is always willing to go above and beyond, very responsive, and quick to act when something is awry. We are plagued with high turnover due to the industry we are in, so managing benefits is never an easy task.*

*In addition to the ease of working with the 360 team, we have had great response from our employees. The added benefits with no true impact to their income, has been a huge asset. On top of that, we have heard from so many employees that are truly amazed with their tax savings. Although there have been some that choose to not participate, overwhelmingly we rarely see someone unhappy with the outcome of the program. Ultimately, those that choose to not participate are typically choosing this out of a lack of understanding.*

*Overall, 360 Advantage has been an asset to our Employees and company. With their great team working with our needs, we would implement this program again in a heartbeat!*

*HR/Benefits Manager*

## CONCLUSION

Driving value to your employees and your business is easier than you might think. The 360 Advantage Program can be **implemented in 60 days** and **save your business \$623 per enrolled employee per year**, all while providing enrolled employees with a "gift basket" that includes personalized care support and supplemental insurance plans.

Employers are looking for more when it comes to value-based benefit programs for their employees. 360 Advantage provides **proven clinical efficacy** that improves health and wellbeing. **Since 2017 we've led the market** with an **IRS and ACA compliant program** that ensures our clients achieve their desired financial results while maintaining compliance **GUARANTEED.**



**Need assistance with your company's human capital challenges?**

Get in touch! Send an email to **[js@360smartercare.com](mailto:js@360smartercare.com)**