CASE STUDY | MANUFACTURING

BSI CORPORATE BENEFITS

$56 Million in Savings Over 15 Years for a Multi-State Manufacturer

$56M+	15	2,000
CUMULATIVE SAVINGS SINCE 2010	YEARS OF PARTNERSHIP	PERSON WORKFORCE

OVERVIEW

A multi-state manufacturer has partnered with BSI since 2010. In that time, their 2,000-person workforce has seen their benefits program transformed across every dimension, funding structure, plan design, pharmacy strategy, clinical programs, and member engagement. The cumulative result is over $56 million in documented savings.

That number wasn't built in a single initiative or a fortunate claims year. It was earned deliberately, systematically, and continuously - one strategy at a time, compounding across fifteen years of disciplined execution.

THE STRATEGIES

Self-Funded Medical & Rx

- **Transitioned from fully insured to self-funded** medical coverage, eliminating carrier profit margins and gaining greater control over healthcare spend.
- **Improved financial transparency** by paying actual claims rather than fixed premiums.
- **Retained favorable plan performance savings** to reinvest in employee benefits and organizational priorities.
- **Established a sustainable funding strategy** designed to manage costs, improve flexibility, and maximize long-term value.

Pharmacy: Accountability & Optimization

- **Strengthened PBM accountability** through annual RFPs and independent audits.
- **Optimized pharmacy spend** through strategic solutions including CanaRx, PillarRx, and Smart90.
- **Improved transparency, contract performance**, and overall Rx program value.

Wellness-Integrated Plan Design

- **Designed a proactive health strategy** that aligns employee engagement with improved health outcomes and lower healthcare costs.
- **Encourages preventive care and early intervention** through meaningful incentives and wellness-focused plan design.
- **Builds a healthier, lower-risk population** to drive long-term cost control and plan sustainability.
- **Delivers measurable value with 10–15% annual savings compared to a traditional HMO** while enhancing the employee benefits experience.

Telemedicine

- **Implemented telemedicine to expand access** to convenient, cost-effective healthcare.
- **Improved care navigation and affordability** by providing virtual care options.
- **Enhanced equitable access** for a geographically dispersed, multi-state workforce.

High Deductible Health Plan (HDHP)

- **Introduced a strategically designed HDHP** supported by employer HSA contributions and employee education.
- **Expanded employee choice** by providing a high-value, cost-effective option.
- **Empowered employees to make informed healthcare decisions** while avoiding a cost-shift approach.

THE PHILOSOPHY

This is not a set-it-and-forget-it engagement. Every year, BSI asks not "what should we renew?" but "where is value being left on the table, and how do we capture it?" Over fifteen years, that discipline has produced a portfolio of strategic wins
that together account for $56 million in cumulative savings.

RESULTS

Strategy	Impact
Self-funded medical & Rx	15–20% annual savings vs. fully insured
Wellness-integrated plan	10–15% annual savings vs. standard HMO
HDHP (~300 employees)	12% annual savings vs. standard PPO
Telemedicine (since 2020)	$1,028,926 in savings
Pharmacy value-add programs	$585,467 in savings
Annual Rx RFP + independent audit	Ongoing accountability and recovery
Total cumulative savings	**$56M+ since 2010**

Fifteen-year client relationships in benefits are rare. They endure when a partner keeps delivering, not just in year one when opportunities are obvious, but in year five, year ten, and year fifteen.

For this manufacturer, $56 million is the proof.

Ready to build a benefits strategy that compounds over time?
Scan to connect for a no-obligation assessment.

No lazy answers. No cookie-cutter plans. Make the switch to an independent firm.