

# Out of Box Thinking Saves Small Biz Money and Offers Flexibility for Unique Workforce

## CASE STUDY

With two years of significant insurance cost increases topping 70% one year and nearly 40% the following year, Shawn Deiter of Green Bay Insurance Center knew his new client in the mental and behavioral health industry was ready for a change. Additionally, this organization's workforce was unique and included many part-time workers with high turnover, and a population with ongoing health conditions which had historically limited the insurance options they could offer.

Nexben's ICHRA (Individual Coverage Health Reimbursement Arrangement) solution provides individual coverage choice and cost predictability for employers. Nexben empowers employees with the ability to choose individual health coverage and pay for it on a pre-tax basis, like other group health plans, while keeping costs predictable for employers.

"ICHRA's were new to me, and my client knew that, but the Nexben team was incredibly helpful and made the first open enrollment I handled for the

client run smoothly, helping me meet their needs, save them money and keep everyone happy," Shawn shared.

Offering a one-size-fits-all benefit package is no longer relevant for many employers. By introducing an ICHRA, employers can support the insurance needs of more employees (e.g. part-time, hourly, or seasonal workers) who will now be eligible for benefits when they hadn't previously.

### CLIENT OVERVIEW

- Industry: Mental and behavioral health services
- Headquarters: Wisconsin
- Locations: Satellite offices across Wisconsin
- Benefit Eligible Employees: 24

### KEY CHALLENGES WITH PRIOR PLAN

- Current Funding Type: Level Funded
- Renewal Month: August
- Enrolled Employees: 12
- Total Annual Cost: \$126,252

### CLIENT GOALS

- #1. Move to a January 1 renewal date
- #2. Move away from level funded plan with year-over-year increases
- #3. Ensure plans are still ACA compliant including affordable

## The Results

**#1: Reduced overall premium cost by 32.9% or \$80,908** and established a defined contribution strategy for budget purposes for future renewals.

**#2: Employees selected 10 unique plans with 5 different carriers across the state.** Enrollment compared to previous plan enrollment increased from 12 to 17.

**#3:** Shifted renewal month from August to January.

### THE FINANCIAL RESULTS\*

	Renewal Plan	Renewal Plan	Nexben's ICHRA	Savings**	% Change**
Total Premiums	\$178,857	\$245,684	\$164,776	<b>\$80,908</b>	32.9%
Employer Other Cost	—	—	\$4,080	<b>(\$4,080)</b>	—
Total Cost	\$178,857	\$245,684	\$168,856	<b>\$76,828</b>	31.3%

\*Projected annual financial results assumes 17 employees (vs. 12) for comparison purposes.

\*\*Renewal Plan compared to Nexben ICHRA Plan.

This material is for general information purposes only. This material is not to be considered or taken as legal, tax, benefit, or human resources advice. Regulations change over time and can vary by location and employer size, among other factors. Nexben does not guarantee any form of access, eligibility, or coverage. Consult a licensed broker, human resources certified expert, or attorney for specific guidance. Nexben services are subject to terms and conditions.

Nexben™ is a trademark of Nexben, Inc.

©2022 Nexben, Inc. All rights reserved. T-59\_04.12.22