



CASE STUDY

Aligning Employee Benefits with Leadership Goals



The Request

Streamlining employee benefits plans to meet leadership goals

Company Profile

Industry: Semiconductor Design and Manufacturing

Employees: 1,000+

Headquartered: United States

Offices and Distribution: 15+ Countries

When an international semiconductor design and manufacturing company shifted its focus to enhance and streamline its employee benefits plans, it leveraged its relationship with Brown & Brown to meet new leadership goals.



The Solution

Multi-pronged approach to help manage costs through behavioral changes and plan modifications

Brown & Brown approached the customer's request by analyzing the customer's current employee population. The team reviewed current plan design, cost drivers, historical data and the options currently available to employees to set a baseline.

From there, the Brown & Brown team collaborated with the customer to define new ways to help control costs through behavioral changes and plan modifications. Plans were re-structured to direct employees to resources that helped both the company and the employee control costs.

This multi-pronged approach led to a long-term strategy that met company goals and better equipped employees to receive proactive, affordable care.

In addition to managing the U.S. benefits, Brown & Brown assisted the manufacturer in developing a plan for its employees in more than 15 countries to help maximize the impact for employees throughout the world.



The Results

Employees had plan choices that aided their health and helped reduce costs for them and the employer



Three years after implementing the new, long-term strategy, the customer's **three-year company trend was negative two percent**. By restructuring plans based on how they were being used at the company, the customer was able to help employees make choices that both aided their health and strived to reduce costs for the employee and the company.



How Brown & Brown Can Help

Connect with our Brown & Brown team to learn about our knowledge in your industry, how we build our risk mitigation strategies and how we can aid your business in building a cost-saving employee benefits program.



Find Your Solution at [BBrown.com](https://www.BBrown.com)

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