

## CASE STUDY

# Hendry Marine Industries

Maritime businesses | 225 covered employees | Tampa, FL



- ✓ Full-service shipyard with a range of maritime services
- ✓ Family and employee-owned



### CHALLENGE:

#### Protecting employees from rising healthcare costs

Hendry Marine Industries, Inc. consists of a diverse range of maritime businesses including commercial and government ship repair, marine environmental services, sandblasting and coating, and maritime employee staffing. Major operating companies include Gulf Marine Repair Corporation, Universal Environmental Solutions, LLC, Port Staffing, Inc. and Anchor Sandblasting and Coatings, LLC. Located on 50 acres within the Port of Tampa, Hendry Marine is the largest turn key shipyard on the Gulf Coast.

Like many companies, Hendry Marine kept seeing costs for its PPO plan increase every year. In 2017, it decided to switch from a fully funded model to a self-funded plan offered by one of the healthcare industry's large carriers. But within one year, it was handed another increase. "Hendry Marine

"Our healthcare costs continued to rise year after year. The company and its employees cannot always assume the additional costs. But the costs have to be settled somewhere. Unfortunately, it becomes a disadvantage to the employees and their covered dependents."

Stephanie Koch, *Director, Human Resources*  
Hendry Marine Industries

is an outside-the-box type of company," says Stephanie Koch, Hendry Marine's Director of Human Resources. "We knew there was a better way to manage healthcare costs."

### SOLUTION:

#### Cost containment and transparency

"Fortunately," says Koch, "we found Imagine360, which changed the trajectory of our healthcare program." Imagine360's reference-based pricing (RBP) model contained the company's healthcare costs – lowering the spend for both the company and its employees. Plus, the plan provided employees with access to an entire support team to guide them to the right care and help resolve any billing issues.

But for Koch, one of the best things about the Imagine360 plan is the ability to customize based on the specific needs of Hendry Marine and their unique employee population. For example, the plan's transparent reporting showed that only 15% of its employees were taking advantage of preventive wellness benefits.

With the millions of dollars in plan savings, she was able to solve the problem and reimagine care delivery – by bringing the Walk On Clinic, a mobile, walk in clinic, on site for workers who might be reluctant to make appointments for checkups or ongoing health problems.

## RESULTS:

Significant savings leads to innovation

Hendry Marine has saved over \$1.5 million since 2019 (when compared to a PPO plan). The savings allowed them to improve their benefit package and reimagine how they deliver wellness benefits.

### \$11.8M

in savings off billed charges

### No cost increase

for employees

### Mobile Clinic

On-site

With the money saved, Hendry Marine added a Walk On Clinic to bring care directly to the employees.

- Available to employees and their families
- Staffed with 2 physicians and a nurse practitioner



"Imagine360 is definitely an ally for our employees. I've never worked with another healthcare plan that offers such advocacy."

## EXPERIENCE:

Better access to care

"It was very concerning to us that our employees weren't taking care of themselves," says Koch. "So we decided to bring healthcare to the employees with a mobile walk-in clinic that is literally on-site at the shipyard."

One employee who visited the clinic was surprised to hear that his blood sugar was astronomically high. He enrolled in Imagine360's diabetic care program and, with the help of his doctor and a care team that checks in with him regularly, is on his way to better health.

"We know Walk On Clinic is going to save the lives of employees who are being treated for illnesses they wouldn't have otherwise been diagnosed with."

## BOTTOM LINE

For Koch and Hendry Marine, working with Imagine360 has been a success. "If you're in a world where you're still working with an old healthcare model, and you have employees who need healthcare, you owe it to yourself to look at this program," says Koch. "There is nothing better than being able to customize your healthcare plan to make it better for your employees, year after year. And that's the opportunity we have working with Imagine360. I would never have imagined that was possible, but it is."

Your health plan can do better.  
We promise.



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