



Prepare for the road ahead: Take control of your health plan.

A guide to reimagining healthcare for trucking companies.



Trucking companies are at a crossroads.

As shipping patterns stabilize and networks rebalance after the turmoil of the pandemic, the industry is looking to address systemic shortfalls. Labor shortages continue to impact hiring and retention. At the same time, operational costs like healthcare are becoming more prohibitive.

Fleet owners and managers are looking for ways to cut costs, but most don't realize their healthcare plan holds the key to solving many challenges.



Economic uncertainty

Amid high inflation and rising interest rates, consumer spending remains a concern, while the likelihood of a recession looms over the economy. Diesel costs have come down from pandemic highs, but still hover around \$5 per per gallon – in part due to the war in Ukraine.*



Labor and supply chain challenges

Labor shortages remain an issue, as does the ongoing threat of supply chain bottlenecks. A surge in containerized imports over the past two years stressed many parts of the supply chain.*

A survey of owner-operator truck drivers showed



are planning to make changes in their business plan**



forecasted worsening prospects for 2023**

Market pressures are increasing.

A lower consumer demand for goods means fewer truckloads are needed to move them. Meanwhile, healthcare costs are projected to rise.

Reshuffling continues

- Port volumes shifted on U.S. coasts, resulting in truckload surges in some locations and droughts in others.*
- Consumers emerging from lockdown spent more on restaurants and hospitality than durable goods. This reduced truckload demand.*

The healthcare price hike continues.

According to a recent report,** health plan costs are expected to rise by 7.4% in 2023. The report looked at claims costs for traditional PPO plans. This increase comes after a similar 7.3% jump in 2022.

With healthcare costs increasing, finding extra money for salaries or bonuses is a major challenge for healthcare decision-makers. Moreover, trucking companies often have no choice but to pass these healthcare price increases along to employees in the form of higher out-of-pocket costs. In many cases, costs go up while the value stays the same or declines.

Find a bright spot in an unlikely place: Your health plan.



Industry experts are calling for fleet owners to be flexible in their operations. Reimagining how healthcare works for you and your employees is a great place to start.

1. Ditch your PPO

Let's face it, the traditional PPO has run its course. Costs continue to rise year after year, including back-to-back 7% price hikes for two years running. It all results in higher out-of-pocket costs for your employees – in the form of higher premiums and deductibles – and less control for employers. It's time to make a change.

2. Embrace self-funding

Did you know that 64% of the American workforce is covered under a self-funded health plan? That's for good reason. Self-funded health plans give employers more control over their health plan design, more insight into spends and more ways to drive down costs.

3. Add innovative tools

One of the biggest advantages of self-funding is your ability to add innovative tools, like reference-based pricing (RBP). This proven cost-containment solution has helped trucking companies like yours lower their healthcare spend by 15-30%. That's real savings that can be reinvested back into your business.

Reference-based pricing:

A proven solution in the fight against high costs.

Reference-based pricing (RBP) is a health plan strategy that's been around for nearly two decades and has grown into one of the most popular tools to control healthcare costs for self-funded employers.

Safeguard employees from healthcare overcharges.

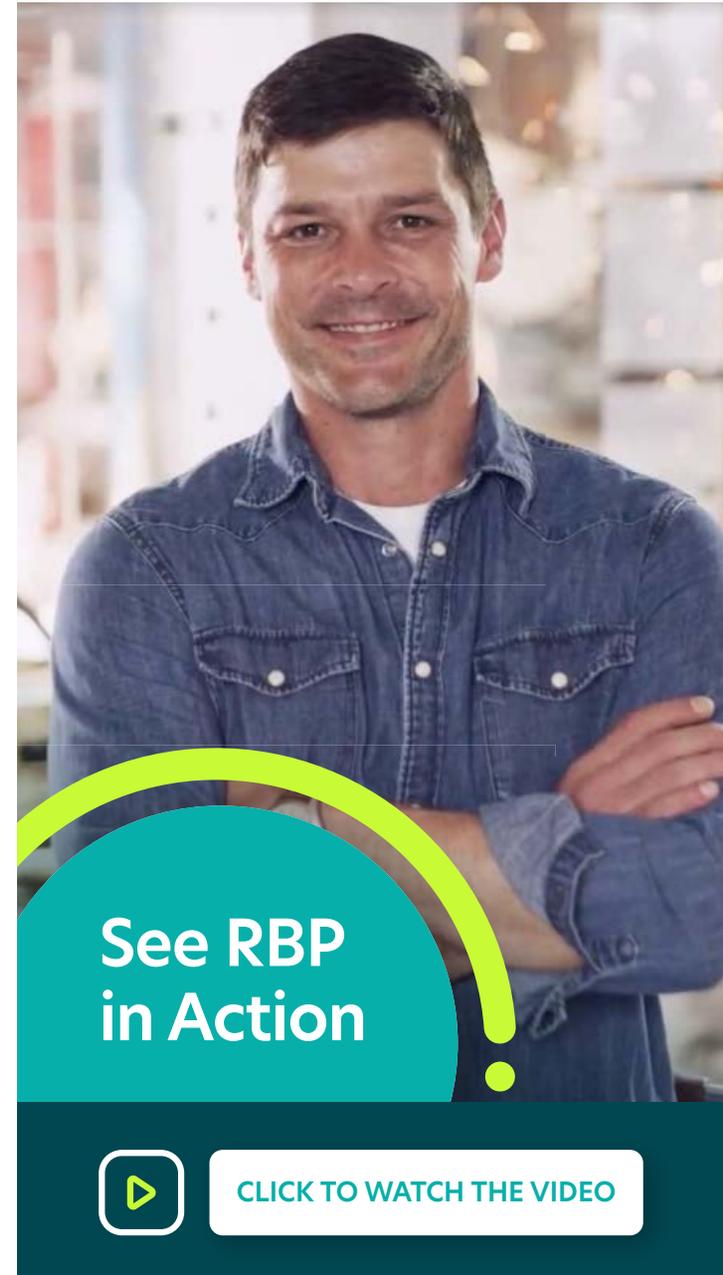
How does the RBP model work? It involves setting a limit on what a company will pay for a particular medical procedure or service based on a reference price, like Medicare rates or the actual cost of care as reported by the healthcare provider. With reference-based pricing, your RBP partner provider reviews and audits medical bills and reprices the claims based on the established reference price.

The result: 15-30% savings.

With RBP, employers and their employees can dramatically lower their healthcare spend by 15-30%.

Built to protect and save.

Every day, employers are faced with unfair healthcare charges – like an inflated \$1,528 bill for a CT scan that should only cost \$150. See how RBP helps you take back control and protect members from rising healthcare costs.



Elevate your benefits.

Solve your labor challenges with healthcare.

Other trucking companies have added RBP to their healthcare strategy, saved 15-30% on healthcare and reinvested those savings back into their business. You can, too.

Turn healthcare savings into a better way to recruit and retain talent.

Recruitment and retention of drivers will continue to be a challenge for the foreseeable future. You can't build a successful growth strategy for your trucking company without first managing your staffing challenges. It starts with taking control of your healthcare costs by adding RBP.

How will you invest your 15-30% savings?

- Add "portable" health plans that give drivers easy access to healthcare on the road
- Higher salaries
- Signing bonuses
- Wellness programs
- Fleet maintenance and business growth

A closer look:

Tackle healthcare costs for the long haul.

"In trucking, turnover is really high. Literally healthcare and all benefits are differentiators between plans for employees. Since 2017, our employees haven't seen an increase in medical at all. They've got improved benefits and reduced premiums that are better than most companies in our industry, and it's all based on reference-based pricing."

- Bob Flood, TCW



15-30% Savings

Imagine360

The first full-service health plan with RBP built in.

15 Years

LEADING THE CHARGE FOR AFFORDABLE HEALTHCARE

\$1B

IN COMBINED HEALTHCARE SAVINGS FOR CLIENTS

98%

MEMBER SATISFACTION RATING

Transform healthcare from a cost burden into a tool to assist with economic uncertainty, recruitment and retention. At Imagine360, we work with trucking companies to help maximize the performance of their health plan strategies with solutions that offer:



Deep savings

Experience significant cost savings of up to 30% in year one. And sustained savings year after year.



Price protection

Safeguard employees from high costs with the #1 reference-based pricing solution in the industry.



360-degree support

Support members during every step of their healthcare journey, including finding physicians, answering clinical questions and handling billing issues.

Save more. Improve recruitment. Grow your business. We can show you how.

Getting started

Ready to take the first step to lowering your healthcare costs?

We can help.

At Imagine360, we work with self-funded employers and their brokers to help maximize the performance of their health plan strategies. When you're ready to take the next step, our experts will work with you and your broker to develop a self-funded health plan that delivers results for your company and your workforce.

Contact us today to learn more.



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