

Launchways Helps Amped I
Overhaul Benefits Program:
Cuts Health Premium by 20%,
Reduces Manual Processes,
Improves Employee Experience



Executive Summary

Amped I faced challenges administering a complex benefits plan with steep annual renewal costs. Launchways leveraged multiple cost-reduction strategies at Amped I to better control their benefits cost. Furthermore, Launchways created a better benefits experience for their employees via electronic enrollment, a telemedicine program, and additional value-adds.

Company Overview

Amped I is an innovative design and engineering firm specializing in power infrastructure projects ranging from transmission to distribution and fire protection projects for power utility, industry, government and commercial facilities.

Case Study Highlights

Challenges

- Double-digit increases during annual renewals
- Disjointed health plan offerings
- Lack of expertise and time to make proactive benefits decisions effectively
- Benefits and other human resources-related tasks distracting leadership team from strategic priorities

Solutions

- Completed employee group analysis to identify plan needs
- Leveraged multiple cost-cutting strategies
- Implemented telemedicine program
- Moved from paper to electronic enrollment
- Provided ongoing support for human resources and employee benefits administration

Results

- Reduced annual medical insurance premium by 20%
- Improved the employee benefits experience
- Improved Amped I's competitiveness for attracting top engineering talent
- Increased the amount of time the leadership team spends on growing the business rather than dealing with day-to-day people issues

Amped I Leadership Struggles with Clunky, Costly Benefits Program

Before engaging with Launchways, Amped I President, Melissa Wasielewski, handled the human resources function. However, as the company expanded quickly these tasks became increasingly time-consuming. Melissa noted "It came to a point where I couldn't wear all these hats anymore. I had my hands in so many different things I couldn't focus my time on growing the business."

Amped I struggled with a disjointed, costly benefits program. Melissa shared "Before Launchways, we had five different plans. Back then, I thought we had to offer as many plans as possible to meet everyone's needs." At the time, their benefits broker did little to advocate on their behalf at renewal time:

"Come renewal time, we got slammed with a huge renewal cost, year after year" said Melissa.

"When we decided to engage with Launchways, the company wasn't big enough to justify hiring an HR-dedicated team member, but at the same time I knew I had too much on my plate. I knew I needed help from an HR and employee benefits expert" noted Melissa. To combat challenges administrating and improving their benefits offering, Amped I brought on Launchways as their benefits broker.

Launchways Implements Cost-cutting Strategies, Telemedicine, and Electronic Enrollment

Launchways benefits experts began by conducting a thorough analysis of the employee group. They aimed to

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identify Amped I's workforce's unique needs and create a custom plan to address them. Launchways' goal was to streamline their current plan offering and reduce costs while retaining network coverage.

After analysis, the Launchways benefits team formulated a strategy to change Amped I's provider and leverage custom plan designs to reduce their insurance premium costs. Melissa said "the Launchways team was able to devise a strategy that maintained the same network coverage and plan richness, while also giving us more control over cost at renewal time." Launchways moved Amped I from a five-choice plan to a more streamlined offering. "At first we were skeptical of leaving our previous carrier, but when the Launchways benefits team presented their case I realized the new provider's network was just as good, if not better, than our current provider" said Melissa. Launchways reduced Amped I's annual health insurance premium by 20% while maintaining excellent network coverage.

In addition to the provider and plan changes, Launchways helped Amped I better invest their benefits dollars by implementing a comprehensive telemedicine solution. This platform allows Amped I employees to access board-certified doctors 24/7 via their smartphones, computers, or tablets. Amped I employee, Sally Albrecht, said "the telemedicine platform is a great tool for employees. I have never had anything like it before, and I do not know what I will do if I ever have to go without it. The service is fast, customer service impeccable and doctors are very friendly. I will never step foot in a minute clinic again!"

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Finally, the Launchways benefits team rolled out electronic benefits enrollment to Amped I employees. Online enrollment helped educate Amped I employees on their benefits

options, so they could choose the right plan for their families and enroll seamlessly.

Amped I Offers More Comprehensive Benefits and Gains Greater Control Over Renewal Costs

The Launchways benefits team spearheaded the roll-out and administration of Amped I's new benefits program. "I knew my team would be nervous about the plan change, but Launchways' benefits experts did a really great job giving comfort and knowledge to my employees. I've received absolutely no complaints about the switch. The Launchways team really went above and beyond to make sure my employees were taken care of" said Melissa.

Amped I now offers a more robust benefits program while maintaining greater control over cost. Melissa added "The entire experience with Launchways has been excellent. Our new medical benefits are great. With Launchways, I'm not fearful of our next renewal anymore."

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With Launchways handling Amped I's benefits and HR, the leadership team can focus on growing the business rather than managing the day-to-day. Melissa noted "I'm so grateful to have the support of the Launchways team. To take the pain of dealing with HR and benefits off my plate and really have Launchways drive this and own it has been awesome. I've always received the highest level of service from the Launchways team and am looking forward to continuing to receive excellent service moving forward."

