

Case Study:

# Health Plan Savings Fuel Reinvestment, Transformation of Employee Wellness and Education Programs



**HOMESTEAD**  
SMART HEALTH PLANS

## The Challenge

A non-profit PHM community care provider’s employee population had high health risk factors for a range of chronic illnesses but lacked equitable access to healthcare. **The employer saw an urgent need to close the gap in access to care and increase benefits for their employees – but funding posed serious limitations.**

## The Results

By switching to a Homestead RBP Plan, the employer saved an average of more than \$1,784 per employee per year, resulting in over \$21.5M in cost savings over 7 years. **This allowed them to offer more generous health coverage and reinvest the savings in comprehensive employee wellness, development, and support programs.**

**\$21.5M**

total savings between 2017-2024

**\$3.99M**

average savings per year

**\$1,784**

average savings per employee per year

### Recognized for Impact:

**2019 Health Benefits Innovations Award** for innovative solutions improving employee health and wellness from the Greater Philadelphia Business Coalition on Health (GPBCH)

**2019 Faces of Philanthropy** honor from the Philadelphia Business Journal

**Annual Costs and Savings: Homestead RBP vs. Traditional PPO**  
7 year savings = **\$21,452,684**

