

PROTECTING PEOPLE, PERFORMANCE, & PROFITS

YOUR PEOPLE ARE YOUR BUSINESS.

For healthcare organizations, rising healthcare costs are often accepted as unavoidable. Spooner challenged that assumption.

In 2014, escalating premiums, declining benefits, and limited access to care were creating financial pressure for the organization and frustration for employees. Despite a relatively young and healthy workforce, musculoskeletal conditions remained one of the largest drivers of healthcare utilization and cost.

Tim Spooner recognized that traditional healthcare models were reactive, expensive, and often failed to address the root causes driving healthcare utilization and cost.

They needed a different approach.

Not simply managing claims.

Not simply controlling costs.

Creating a healthier workforce while improving the employee experience.

That is where Solveglobal entered the picture.

WHY CHANGE WAS NECESSARY

BEFORE

Rising Healthcare
Premiums

Increasing Healthcare
Spend

CHALLENGE

Limited Access
to Care

Delayed MSK
Intervention

IMPACT

Employee Frustration

Reduced Value from
Benefits

HEALTHCARE COSTS CONTINUED TO RISE, YET EMPLOYEES STRUGGLED TO ACCESS THE CARE THEY NEEDED WHEN THEY NEEDED IT.

FROM RISING COSTS TO MEASURABLE SAVINGS:

THE SPOONER SUCCESS STORY

THE CHALLENGE:

- Rising healthcare premiums
- Increasing healthcare spend
- Delayed access to musculoskeletal care
- Employee frustration with traditional healthcare navigation
- Need to provide better benefits without increasing costs

These weren't just health issues. They were business problems.

THE SOLVEGLOBAL SOLUTION:

We implemented a predictive workforce health strategy that:

- ✓ Identified employees at risk before problems escalated
- ✓ Improved access to primary care and musculoskeletal care
- ✓ Addressed root-cause movement dysfunctions
- ✓ Reduced unnecessary healthcare utilization
- ✓ Guided employees to the right intervention at the right time
- ✓ Created a healthier, more productive workforce

THE GOALS:

- Reduce healthcare spend
- Improve employee access to care
- Improve employee satisfaction
- Increase retention
- Reinvest savings into employee benefits
- Create a sustainable long-term health plan

THE PREDICTIVE CARE ADVANTAGE

THE RESULTS

This was not simply a change in insurance design.

It was a transformation in how Spooner supports employee health.

The long-term impact has been measurable:

- ✓ More than \$4.7 million in estimated savings
- ✓ More than \$4.7 million reinvested into employees
- ✓ Affordable healthcare premiums
- ✓ Low deductibles
- ✓ Improved access to primary care and musculoskeletal care
- ✓ Healthier and more engaged employees

EMPLOYEE IMPACT (REINVESTMENT)

Spooner employees today benefit from:

- ✓ Student loan repayment assistance
- ✓ 401(k) matching
- ✓ Continuing education funding
- ✓ Direct Primary Care access
- ✓ Direct access musculoskeletal care
- ✓ Low-cost/high value health coverage
- ✓ Reduced out-of-pocket expenses

ESTIMATED
SAVINGS

**\$4.7
MILLION**

424

COVERED
MEMBERS

REAL STORIES: EMPLOYER PERSPECTIVE

"The goal was never simply to lower healthcare costs. The goal was to create a better experience for our employees while building a sustainable health plan for the future."

– Tim Spooner, CEO

FROM HEALTHCARE COSTS TO EMPLOYEE INVESTMENT

2017
2017

TRANSITION TO
LEVEL-FUNDED
SOLVEGLOBAL
INTRODUCED

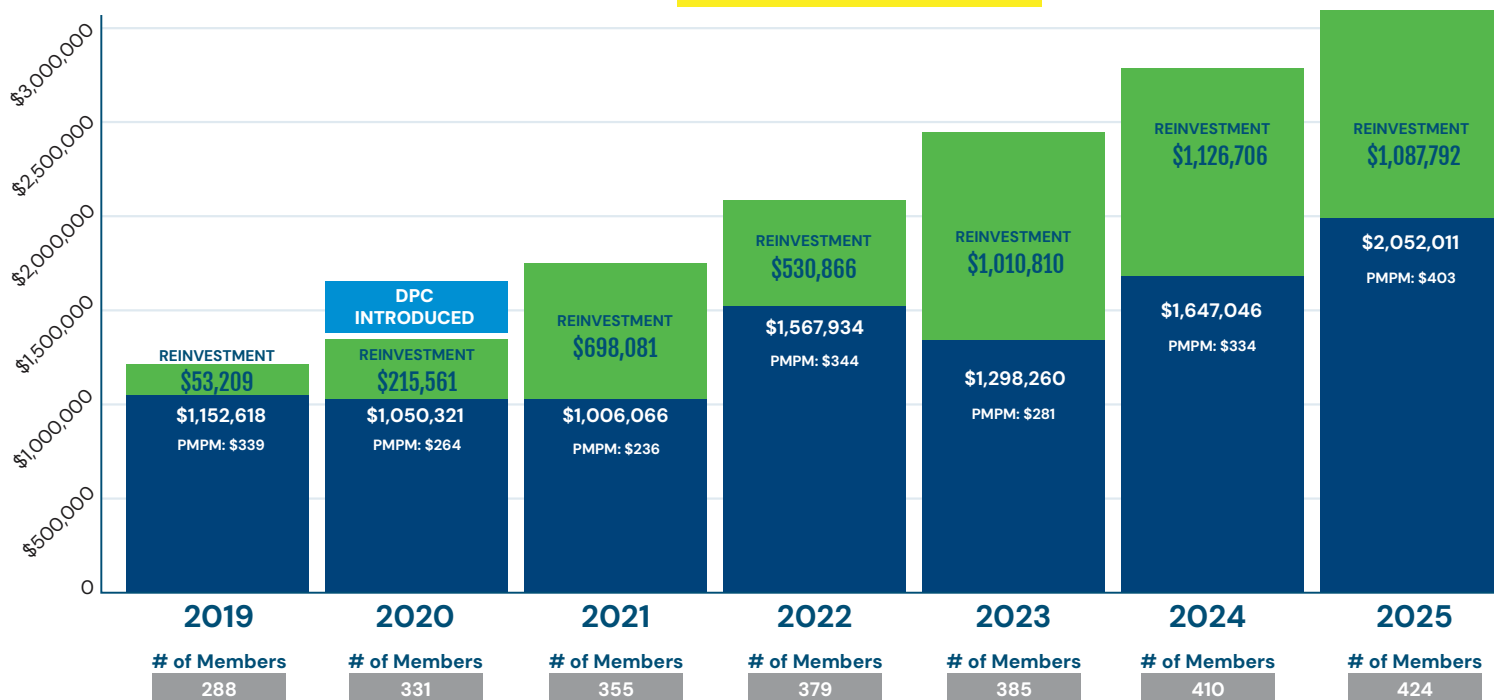
2018

COMPLETE
UNBUNDLED



SOLVEGLOBAL IMPACT

ESTIMATED SAVINGS: \$4,723,028



More than \$4.7 million in estimated savings generated through proactive workforce health management and early musculoskeletal intervention.

REAL STORIES: EMPLOYEE PERSPECTIVE

"Navigating healthcare used to be frustrating and expensive. Today, I know where to go when I need care, I can get help quickly, and I feel like the company is genuinely investing in my health and well-being."

– Spooner Employee

KEY TAKEAWAY

Most organizations view healthcare as an unavoidable expense. Spooner demonstrated that with proactive workforce health management, healthcare can become a strategic investment that improves employee experience while generating measurable financial returns.

By identifying risk earlier, improving access to care, and addressing musculoskeletal issues before they escalate, Spooner created a healthier workforce while reinvesting millions of dollars back into employees.