



Futura Industries Case Study

Futura Industries is one of the top aluminum extruders in the world, delivering customized, start-to-finish aluminum extrusion services. Headquartered in Clearfield, Utah, the company is consistently ranked by employees and outside organizations as one of the top workplaces in the state.

Under the pioneering leadership of President and CEO Susan Johnson, Futura partnered with OnSite Care to establish an on-site primary care clinic in 2007, with the goal of providing higher quality medical care, better access and lower costs for employees and their families.

“Partnering with OnSite Care to provide a primary care clinic at Futura has significantly improved the health of our employees and their families, while enabling us to keep costs dramatically lower than national averages,” said Ms. Johnson.

Bottom-Line Results

For the period from January 2014 through December 2015, per employee per month (PEPM) health care costs for Futura Industries averaged \$310.72, which is 47% below the industry



norm* of \$590.56 PEPM. For the same period, Futura’s prescription costs were also dramatically lower at \$132.27 PEPM, which is 45% below the norm*. (*Verisk Health’s Commercial Normative database)

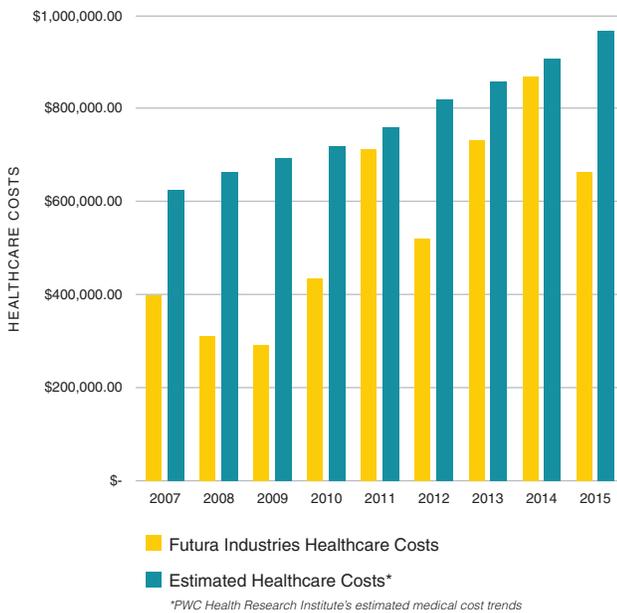
In 2007, when the clinic was introduced, Futura was paying \$100.23 per member per month (PMPM) in healthcare costs. Today, eight years later, Futura’s PMPM is \$95.70 resulting in nearly \$2.5 million in healthcare savings over the intervening years.

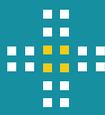
With nearly 300 Futura employees, the clinic serves approximately 1,000 staffers and their family members. Every visit to the clinic is free for employees and their dependents.

“Employees see our clinic as a huge benefit, and it is a plus for the business too,” said Spencer Burt, HR Director at Futura Industries. “It has drastically improved our attendance, helps to reduce our turnover rate, decreases our claims and – because our employees are healthier – helps to control costs. Our turnover rate, at 8% per year, is well below the national average for manufacturing, which is approximately 14%.”

Mr. Burt adds that the close partnership between Futura and OnSite Care has been key to the success of controlling

Futura Savings = \$2,068,026



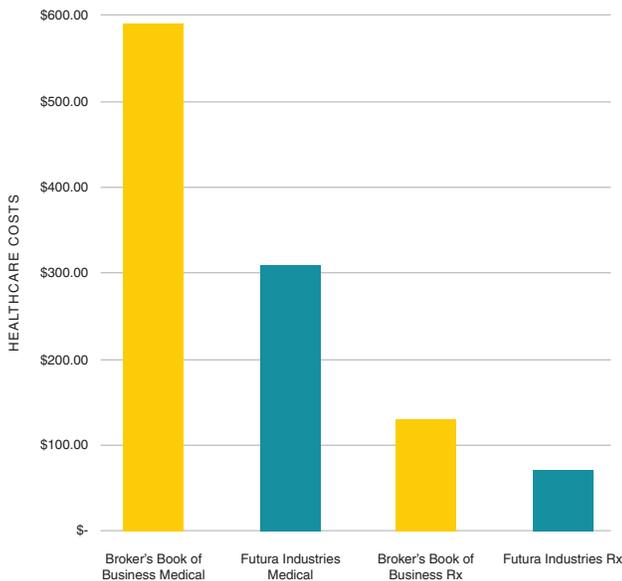


“Based on my 30 years of industry experience, I believe that Futura Industries has the lowest healthcare costs of any group that I’ve ever worked with. When we look at the quality and outcome metrics from the clinic, it’s pretty amazing. It’s a testament to the value of OnSite Care and the benefits of a medical home model for primary care.”

SCOTT HAAS

Vice President of Healthcare Operational Risk Consulting,
Wells Fargo Insurance Services

**Per Employee Per Month Costs
Jan 2014 – Nov 2015**



costs and improving care. “The OnSite Care team knows our culture and our people,” he said. “They care about the whole patient. Our relationship has been very open, with constant communication for feedback. The OnSite Care team is absolutely committed to meeting the needs of our employees and their families.”

Partnering with brokers is also important to the success of the OnSite Care clinic at Futura Industries. Scott Haas, Vice President of Healthcare Operational Risk Consulting within Wells Fargo Insurance, commented: “Susan Johnson is an innovative CEO. Her primary motivation in establishing the clinic was to enhance the lives of employees and their families. It has paid tremendous and dividends to the company and its employees. Based on my 30 years of industry experience, I believe that Futura Industries has the lowest healthcare costs of any group that I’ve ever worked with. When we look at the quality and outcome metrics from the clinic, it’s pretty amazing. It’s a testament to the value of OnSite Care and to the benefits of a medical home model for primary care.”

Chris Calvery, Director of Implementation and Project Management with plan administrator WebTPA, concurs. “Futura has one of the most highly utilized and productive on-site clinics that I have been involved with,” said Mr. Calvery. “They take full advantage of our reporting capabilities, so that the data from the on-site clinic is integrated with data from the rest of the health plan. This provides a rich level of detail analytics, which helps to underscore the cost benefits of the clinic, while providing a holistic view of healthcare costs. “It’s refreshing to see how much the entire team cares about the workforce,” he adds. “This approach represents the future of healthcare.”

