Sterilite Corporation is the world’s largest manufacturer of plastic housewares. The Massachusetts-based company has 2,000 employees across seven locations.

In 2012, one-third of Sterilite’s workers and their dependents were responsible for more than two-thirds of the company’s health care related costs. High blood pressure, diabetes and metabolic/immune disorders were the most common chronic conditions jeopardizing their health. The manufacturer’s tab for the health care costs related to these conditions was significant.

To gain control of health care spending, Sterilite’s leadership understood it had to find a way for its employees to take more responsibility for their health and wellness. That year, Sterilite switched to Cigna and the company opted for a 100% Consumer-Driven Health Plan, which encourages enrollees to become more engaged and better educated about their health care. The company also chose to participate in Cigna’s unique initiative, Better Health. Guaranteed.*

Sterilite, their broker and Cigna teamed up to create a viable strategy to improve employee health. Sterilite incorporated health and wellness programs – including biometrics, health assessments, coaching and Cigna onsite health seminars and courses. Cigna’s Health Advisor and Your Health First®, as well as the Employee Assistance Program and Lifestyle Management Programs, now help their employees help themselves.

Sterilite and Cigna were on track to deliver a comprehensive wellness platform for their large and diverse employee population.

Population facts
- 2,000 employees/3,800 customers
- Private manufacturing company
- 7 sites across the US
- Top health risks: Diabetes, high blood pressure, metabolic/immune disorders

Actions
- Reduced health care costs
- Offered a broader network with deep discounts
- Recommended, implemented and sustained benefit plan changes
- Identified drivers of costs and reduced absenteeism rate
- Provided wellness and disease management benefits
- Helped employees manage and take ownership of their health

Outcomes
- Increased employee health engagement by more than 65%
- Lowered health risks by 37%
- Decreased health care spending by 25%
Among the wellness courses Cigna offers onsite is one that addresses the top health risk factors among employees. Health coaches educate high-risk individuals and give them tools to increase exercise, eat better, manage stress and learn to prioritize their overall goals. Forty-two participants enrolled in the course in 2013. Their results were hard to ignore.

- **83% completed the program**
- **90% improved Waist Circumference**
- **80% improved Systolic Blood Pressure**
- **71% improved Triglycerides**

When Sterilite partnered with Cigna for Better Health. Guaranteed., Cigna made a commitment to help Sterilite create a culture of health to support measurable individual health improvement. Cigna also guaranteed the program would reduce the risk levels of 20% of high- and medium-risk individuals within 12 months.

The challenge was to encourage at least 65% of employees to complete both a health assessment and a biometric screening for two successive years. With the support and leadership of its senior management, a well-coordinated communication campaign and employee incentives worth up to a $300 premium reduction for completing the health assessment and biometrics, Sterilite surpassed its goals.

- **69% completed health assessments**
- **67% completed biometric screenings**

Additionally, in 2012 and 2013, health assessment participants showed improvements in the following areas.

- **15.8% increased physical activity**
- **10% reduced stress**
- **5.4% reduced smoking**
- **32% increased adult wellness visits**
- **21.5% engaged in Cigna’s Health Advocacy programs**

The Sterilite-Cigna partnership exceeded the objective to reduce the number of high- and medium-risk individuals by 20%.

- **37% of the 432 employees identified as high or medium risk shifted to a lower risk category.**
- **61 employees shifted from High to Medium risk**
- **14 employees shifted from High to Low risk**
- **86 employees shifted from Medium to Low risk**

Since its inception, the wellness program combined with a move to a high-deductible health plan and HRA/HSA, has resulted in a 25% decrease in Sterilite’s health care spending. The company used some of its savings to fund zero-cost preventive medication for its health plan enrollees.

**What’s next?**

Sterilite now has a solid base of participation and acceptance of their wellness initiatives. In 2013 and 2014, numerous seminars and courses were held, targeting key topics including blood pressure, smoking, cholesterol and fitness. In addition, Sterilite began offering onsite biometrics and flu shots at all of their locations in the fourth quarter. They also extended biometric offerings to spouses and now have two occupational health nurses in their largest plants to help administer their programs.

The company plans to continue offering incentives for Health Assessment and Biometrics Screening completion over the next few years. Sterilite will also add two new outcomes-based incentives with the launch of Cigna’s MotivateMe® platform.