

Tecta America uses the PlanSource Dependent Eligibility Audit to save over \$870,000 annually in health care costs.

Case Study Tecta America

Location: Rosemont, IL (HQ) | **Industry:** Construction | **Employees:** 2,500 | **Website:** www.tectaamerica.com

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Tecta America's goal is simple: create a national construction company comprised of the best local talent. Created in 2000 by the consolidation of several smaller companies across the nation, Tecta provides the best roofing services available and fast, friendly service at competitive prices. The company's strong ties within each community they serve and their in-depth industry knowledge are unparalleled. Tecta currently operates in over 60 locations across the country with more than 2,500 certified roofing professionals.

CHALLENGE

On a typical employer medical plan, 6.2% of the covered dependents are ineligible for coverage. Maintaining compliance with insurance carrier eligibility requirements was critical for Tecta as they grew, in addition to proving that their healthcare funds were being spent within government regulations. Their solution needed to:

- Identify wasteful spending
- Ensure compliance with Summary Plan Descriptions, HR policies and rules
- Require minimal time, effort and resources to implement
- Handle all employee data with care and security

SOLUTION

Tecta America partnered with PlanSource to conduct a Dependent Verification Audit. Rather than implement cost-cutting measures like reducing benefits or increasing co-pays, PlanSource's solution was utilized to identify and remove dependents who were not eligible. The PlanSource Dependent Verification offered:

- Exceptional experience and process with audits for various industries across the nation since 2007.
- Comprehensive service, managing every step of the audit, freeing their human resource team to focus on more important strategies and day-to-day needs.
- Complete communication with employees, including mailings and call center support.

RESULTS

Tecta America mitigated the steep costs of benefits while continuing to offer exceptional coverage to those who qualify. The results far exceeded expectations. The PlanSource team handled all paperwork, communications and documentation, as well as removing dependents from coverage as necessary:

- 864 employees received the original audit mailing
- 753 total dependents were audited
- 18.64% of enrolled dependents failed to meet plan eligibility requirements
- Reduced ineligible dependent burden by over \$870,000* annually in healthcare costs

864 Dependents
Audited

249 Found
Ineligible

\$871,500 Annual
Savings