



*Founded in 1917  
in Portland, Maine,  
Cheverus High School  
is a private, Jesuit  
college-preparatory  
institution.*

*With more than 425  
students and 145  
faculty and staff, the  
school is dedicated  
to fostering  
intellectual, spiritual,  
physical and  
personal excellence.*

## **CASE STUDY: HEALTH & WELLBEING**

### **Background:**

The decision for a small and mid-sized school to leave the fully insured market and work with other schools in a partially self-insured health insurance captive arrangement often takes time and due diligence. Cheverus High School studied the Captivated Health program for two years before their board made the decision to join.

One of the key deciding factors was their desire to bend the curve on their annual fully insured rate increase – a virtually impossible feat in a fully-insured marketplace without access to data and proper planning.

Although there is often some savings in the first year, the goal of participating in such an arrangement is long-term stability and the predictability it affords. Cheverus' initial 16.5% pricing was similar to their insured plan.

### **Significant Actions:**

An integral part of the Captivated Health strategy is to create a climate of wellbeing that goes beyond the medical into the physical, financial, workplace, community and mind/spirit areas that affect employee productivity as well as health. The whole employee comes to work each day – and this strategy focuses on the whole person.

Cheverus worked with Captivated's dedicated health & wellbeing team to craft a multi-year strategy that would engage and educate. When faculty and staff understand that today's claims are tomorrow's premiums, they behave differently and make more informed choices.

Consistent with that decision, the school created business partnerships with a local fitness center, nutritionists and personal health coaches to offer advice and guidance at no cost to faculty, staff and their families.

### **Results:**

The spouse of a faculty/staff member had been told that he needed gastric bypass surgery which, on average, costs approximately \$100,000. Before committing to the surgery, the spouse worked with the nutritionist who took the time to understand the challenges and offer advice and guidance.

The spouse lost the weight without the surgery which represented a better outcome for both the individual and for the plan. It was life changing for both the spouse and the employee.

### **CONCLUSION:**

While the traditional claims-related planning is exceptionally important, fashioning a long-term health and wellbeing strategy is the key to enjoying the benefits of a partially self-insured captive insurance arrangement. Captivated Health's dedicated teams help schools to create a complete program that leads to long-term success.

*For more information contact*

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