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## **Dean Foods Named Winner of Texas Star Benefits Award**

**Dallas – January 30, 2019** – The Texas Business Group on Health honored Dean Foods Company with the **2018 Texas Star Benefits Award** as an outstanding Texas employer committed to a healthy, engaged and productive workforce.

Recognized for its innovative benefits and wellness programs that improve employee health, health care decision-making and overall health care value, Dean Foods was selected from a group of nine Texas employers who were nominated for this prestigious award by fellow TBGH members. The eight other nominees were Capture RX (San Antonio), City of Garland (DFW), Dallas Area Rapid Transit (DFW), Gruma Corporation (DFW), H-E-B Grocery (San Antonio), Holly Frontier (DFW), North East Independent School District (San Antonio) and 7-Eleven (DFW).

The award was sponsored by DPC Healthcare and Blue Cross Blue Shield of Texas.

Headquartered in Dallas, Dean Foods is a consumer packaged goods manufacturer and the largest processor and direct-to-store distributor of milk in the United States, employing 16,000 US workers, with 2,200 employees in Texas and 1,100 employees in the DFW area.

Dean Foods pursued a multilayered benefits strategy that focused on controlling the cost of musculoskeletal (MSK) conditions to reduce waste and inefficiencies in treatment and improve patient outcomes. Dean's award-winning program requires employees with musculoskeletal conditions to follow a progressive path of care that starts with appropriate diagnosis, followed by self-care and progressing to physical therapy, then to chiropractic care, imaging price controls, second opinion if surgery is recommended, and bundled payment for surgery.

"We started the MSK program in 2018, with imaging price controls to prevent overspending on imaging and second opinions to eliminate unnecessary surgeries," said Mike Adams, Vice President of Benefits and HR for Dean Foods. "In 2017 we began adding features, including steerage to high quality providers and progressed to a bundled payment program for surgery performed by a quality physician at a reasonable, all-in-cash price, and MSK diagnostics, which resolves nine out of 10 chronic joint and spine conditions without surgery."

Because of this clinically proven program, Dean Foods has experienced a negative cost trend for MSK cases and for overall health care costs for over five years. “For 2019 we’re expanding this program with stronger prior authorization requirements and adding stem cell therapy to further enable employees to avoid unnecessary MSK surgeries,” Adams added. “We expect our cost trend to continue to improve as the company reduces waste and inefficiency in medical treatment and provides higher quality care to our employees.”

“All of the employers nominated for this prestigious award deserve accolades for their innovative approaches to improving employee health and health care quality,” said Marianne Fazen, TBGH president and CEO. “It was difficult to choose one employer and we’re very proud of these pace-setting TBGH members who are leading by example.”

The hand-blown, multi-colored glass award in the shape of the state of Texas was presented to Mike Adams and members of Dean Foods benefits team before a crowd of 510 business executives attending the TBGH-DFWBGH 14<sup>th</sup> Annual Benefits Forum.

The Award judges included TBGH Chairman Andrea Cockrell, Administrative Services Manager, City of Plano; David Whitt, Employee Wellness Manager, City of San Antonio; Chris Skisak, Executive Director, Houston Business Coalition on Health; and Marianne Fazen, TBGH President and CEO.

Nominees’ benefits programs were judged on the following criteria:

- Innovative benefits design to drive healthcare value, efficiency, and accountability
- Creative use of technology to facilitate informed, value-driven healthcare decisions
- Measurable results in terms of cost savings, employee participation, improvement in employee health markers
- Inventive employee education and communications strategies that promote informed decisions

### **About Texas Business Group on Health**

Texas Business Group on Health (TBGH), founded in 1985, is a non-profit statewide business association dedicated to promoting healthcare innovation, accountability, and value in support of a healthy, productive workforce. Members include nearly 200 Texas employers and their regional employer coalitions, including Dallas-Fort Worth Business Group on Health, Houston Business Coalition on Health, and San Antonio Business Group on Health. TBGH serves as a valuable resource for Texas employers in health benefits management and healthcare purchasing, and advocates employer healthcare interests in state legislation and policy development. For additional information, visit [www.tbgh.org](http://www.tbgh.org).

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