



# Elevating Vision Benefits for a Fortune 500 Company

**CLIENT:**  
**NAVISTAR**

**INDUSTRY:**  
Manufacturing

**ABOUT COMPANY:**  
Core business focused on the truck, school bus, and genuine parts markets in North America and the International and IC Bus brands.

**EMPLOYEE COUNT:**  
7,000+ UNITED STATES

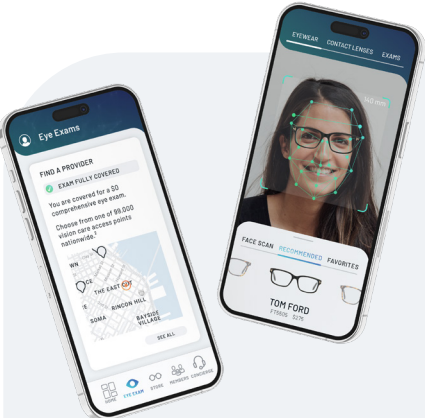
**HEADQUARTERS:**  
Lisle, IL

## OVERVIEW

Navistar, a manufacturing giant that produces a wide range of trucks, engines, and commercial vehicles, has a history of innovation that dates back nearly 200 years. As a dynamic company helping Americans get to where they need to go in a sustainable way, its leaders saw an opportunity to apply the same thinking when it came to providing more comprehensive vision care for its large employee base.

## HELPING NAVISTAR DELIVER A VISION BENEFIT THAT OFFERED UNPRECEDENTED VALUE

Navistar’s legacy vision insurance program offered a single reimbursement benefit that members could apply toward an eye exam, eyewear, or both. As a result, 85% of the claims submitted by employees were for exams. While 15% of eligible employees applied for an eyewear benefit, the resulting out-of-pocket costs remained high, limiting members’ ability to purchase the eyewear they truly wanted.



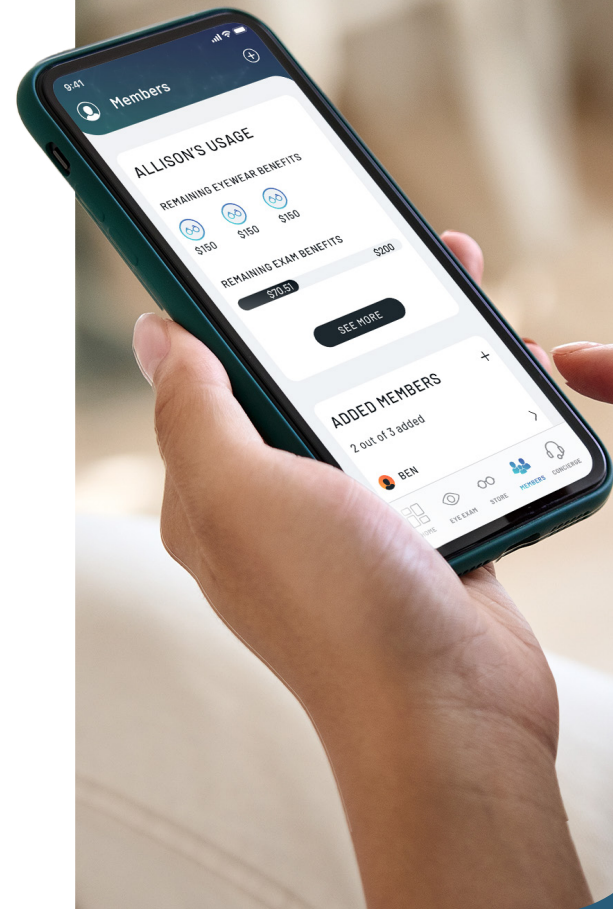
“XP Health has been a huge value-add to our benefits offerings. Rollout was seamless, thanks to the direct integration of our eligibility provider, and the new vision benefit helped us bring more forward-thinking options to our people.”

Brian Delphey, Benefits Director at Navistar

## HOW XP HEALTH HELPED NAVISTAR

XP Health designed a custom solution allowing Navistar to maintain the reimbursement benefit that employees were used to but built on that to deliver significant savings to employees. With XP Health, members received access to high-quality eyewear with three annual \$150 credits for purchasing prescription and nonprescription eyewear online. Navistar employees no longer needed to prioritize eye exams over the best quality eyewear; now they could have both.

- **MORE VALUE.** XP Health enabled Navistar to keep its existing reimbursement model and add to it considerably by offering benefit credits on Rx and non-Rx eyewear via the XP Health marketplace.
- **EASY ROLLOUT.** XP Health worked directly with Navistar's eligibility vendor to set up open-enrollment workflows, test and validate e-file exchanges, set up member support infrastructure, and guide new members through enrollment.
- **IMPROVED SATISFACTION WITH +67 NPS:** Navistar employees had a very positive experience with XP Health due to the comprehensive vision offering with easy ordering and claims processing.



## OUR IMPACT

XP Health worked closely with Navistar to understand its team's challenges in offering more comprehensive and better-utilized vision benefits to its workforce. Since launch, we've been able to achieve the following:



**\$117 AVERAGE SAVINGS**

for Navistar employees using their benefits



**\$81 AVERAGE OUT-OF-POCKET COST**

for eyewear purchases



**35% INCREASE**

in pairs of glasses purchased via XP Health



**2,700+ ELIGIBLE**

employees and dependents enrolled since the rollout



To learn more, email [info@xphealth.co](mailto:info@xphealth.co) or visit us at [xphealth.co](https://xphealth.co).