

MBGH Annual Employer Benchmarking Survey 5 Years in Review

Focus: Majority of employers still use traditional plan design elements; willing to try new strategies

2015-
2016

- 80% indicate that cost trend management is a top priority
- 85% still use traditional plan designs; willing to try new strategies
- Most effective cost management strategies:
 - Required use of a specialty pharmacy
 - Prior authorization for pharmacy claims approval
 - Patient support and case management

Focus: Employers seeking best strategies to manage specialty drugs

2013

- Top priorities: Improve adherence and reduce inappropriate use
- Popular tactics:
 - Case/care management
 - Benefit design coordination
 - Incentivize employees for use of specialty pharmacy

Focus: Employer understanding of specialty drug benefits, plan design options and vendor contracting

2011

- Majority use traditional benefit plan designs
- 70% - Don't know their medical specialty drug spend
- Drug costs #1 reason to contract with PBM or specialty pharmacy

2014

Focus: Employers seeking effective approaches to benefit design strategy and contracting

- 90% say new solutions are needed to manage specialty drugs
- 68% considering use of a narrow network
- Top three cost management strategies:
 - Coordinated information on disease therapies
 - Vendor performance guarantees
 - Limited fill supply

2012

Focus: Diversity of employer size, leadership knowledge, and medical and pharmacy benefit challenges

- 53% - Leadership average to low understanding of specialty
- 35% - Unaware specialty drugs paid out of medical benefit
- Top priorities: Case management, drug utilization, cost sharing