

The Real Rx Problem — and What HR Can Do About It

August 26, 2025 | 12:00 – 1:00 pm

Wellnecity®

Speakers



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NORTHEAST
BUSINESS GROUP ON HEALTH

Webinar Procedures



All lines will be muted



Please submit all questions using the “Q&A” dialog box



Email Diane Engel at dengel@nebgh.org with any issues during this webinar



A recording of the webinar and a PDF of the presentation will be shared.



Q&A

You have no question.

What h

☐ Send Anonymously

Send

What's Driving Your Rx Costs— and What Can You Do About It?

August 26, 2025



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Why Pharmacy Costs Keep Rising – Without Clarity

60%

of pharmacy costs come from just 2% of prescriptions

(Source: Specialty drugs – Blue Cross MN Report 2024)

\$400B+

projected U.S. drug spend

(+13.3% specialty inflation Source: Intercept Health)

\$12K–\$16K

per person per year for GLP-1 drugs

Ozempic, Wegovy

source: Mercer/WTW



The Visibility Gap in Pharmacy Benefits

**95% of
healthcare
data goes
unused.**

(Source: IDC & Seagate)



Inside the PBM Black Box

52% of Employers Considering Changing PBMs for Better Transparency

Source: Gallagher 2024 Pharmacy Benefit Manager Survey



Costly Drugs Are Only Part of the Problem

Biosimilars can

**reduce drug costs
by 65% to 95%,**

yet adoption in employer-sponsored
plans remains well below 40%

Source: IQVIA's April 2024 analysis

Only 18%

of eligible patients on Humira were
transitioned to a biosimilar in the
first 6 months of 2024

Source: Amgen/PBM case study data



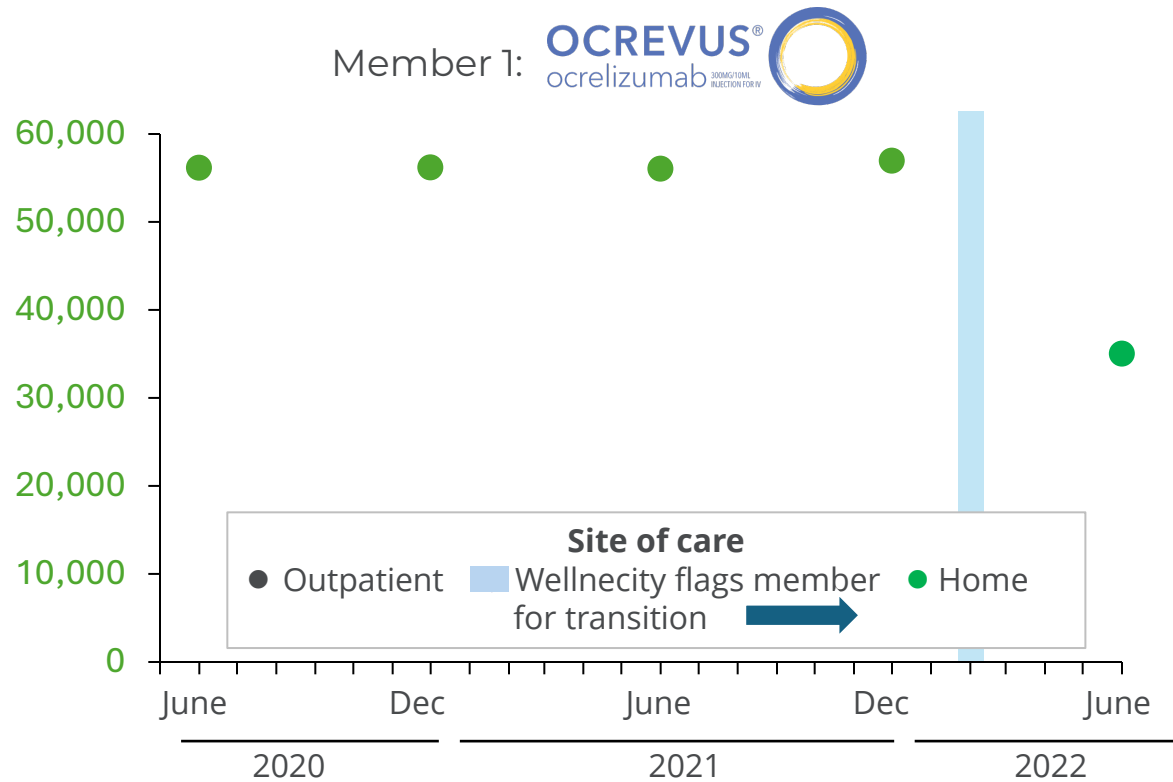
When Rebates Distract from Real Savings

62.7% of employers still prioritize rebate guarantees for specialty drugs.

Journal of Managed Care & Specialty Pharmacy, 2025 Survey

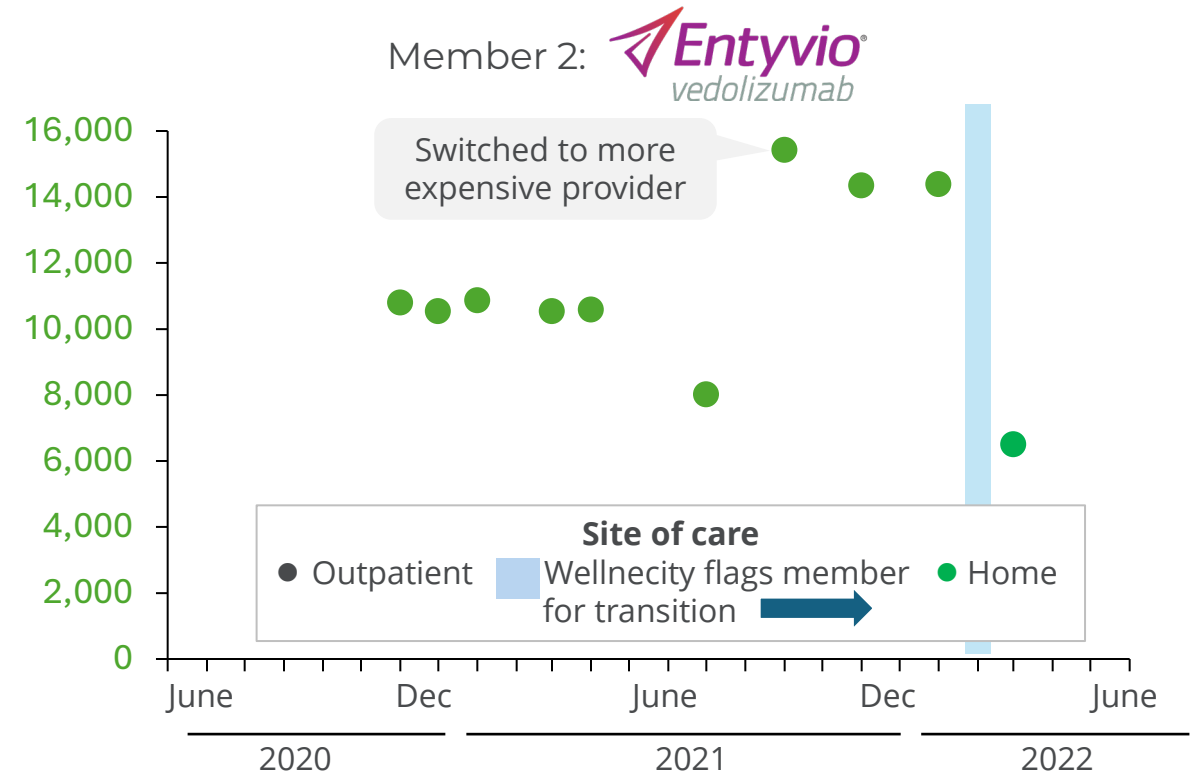


Infusion Management — Gaps Identified



Outcome: Confirmed next infusion (June) will be in Home setting

Savings Per Infusion	\$22,000
x	x
Infusions per Year	2
=	=
Annualized Savings	\$44,000



Outcome: Confirmed most recent infusion (March) was in Home setting

Savings Per Infusion	\$7,500
x	x
Infusions per Year	6
=	=
Annualized Savings	\$45,000

From Insight to Action: What Employers Can Do Today

Only 21% of employers say they review PBM performance quarterly or more often.

(Source: AJMC Employer PBM Oversight Survey, 2024)



PBM Framework Chart: Where are you today?

From Blind spots to Breakthroughs

Category	Basic (Red)	Developing (Yellow)	Advanced (Green)
Rebate Visibility	No transparency on rebate details	Summary reports from PBM	Full pass-through with claim-level tracking
Contract Auditability	No audit rights defined	Annual audit allowed	Quarterly review + active monitoring
Site-of-Care Management	No tracking of infusion sites	Manual spot-checks	Automated tracking with alerts
Formulary Governance	PBM-managed with no view	Reviewed annually	Employer-led design, reviewed quarterly
Data Access	Vendor-controlled, delayed reports	Monthly summaries	Real-time, claim-level access

Q&A

Thank you!



Get a free analysis

QR Code to request a demo or email:
demo@wellnecity.com

We'll send you a Tip Sheet

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Upcoming NEBGH events:

- **September 8**— Mondays with Dr. Mark & Dr. Michael
- **September 9** - Beyond the Headlines: What Employers Need to Know About Vaccines This Fall
- **September 18** – 2025 Pharmacy Benefits Conference
- **October 29** - Missed Care Hurts Your People—and Your Budget: How HR Leaders Can Close Care Gaps Early with Personalized, Proactive Navigation
- **November 13** – The Cancer Care Continuum: Supporting Employees Throughout the Cancer Journey

SAVE THE DATE FOR THESE 2026 EVENTS!

- **February 12** – 31st Annual Tribute to Leadership
- **June 18** – 15th Annual Health & Wellness Benefits Conference