NORTHEAST
BUSINESS GROUP ON HEALTH



ALTERNATIVE HEALTH PLAN STRATEGIES:

BALANCING COST, QUALITY, AND EMPLOYEE EXPERIENCE

Thursday, October 22, 2026 | 12:00 - 1:00 PM

Sponsored by

AON

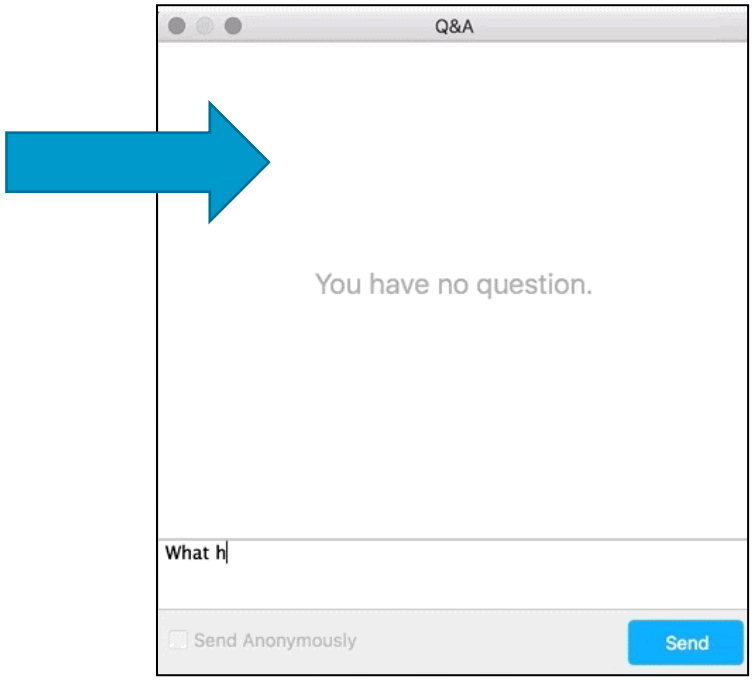
Webinar Procedures

All lines will be muted

Please submit all questions using the "Q&A" dialog box

Email Courtney at cwilson-myers@nebgh.org with any issues during this webinar

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



AON

NORTHEAST BUSINESS GROUP ON HEALTH

Speakers



Mary Amend
VP – Consultant Relations
Garner



Patti Wahl, MHA
SVP – Health Transformation Team
Aon



Mary Lamattina
SVP – Health Solutions
Aon



MODERATOR
Janaera Gaston
SVP, Programs & Conferences
NEBGH

AON

NORTHEAST
BUSINESS GROUP ON HEALTH

Alternative Health Plan Strategies: Balancing Cost, Quality and Employee Experience

October 22, 2026



Confidential & Proprietary

The Squeeze: Health Trend Is Absorbing the Rewards Budget

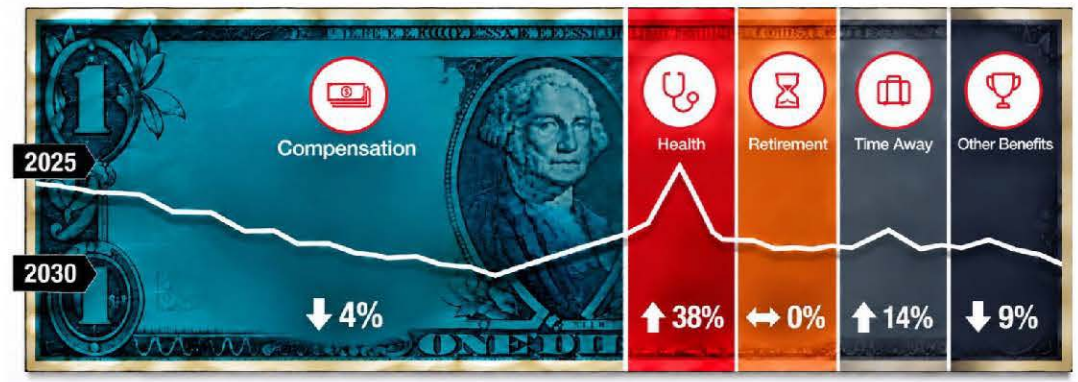
9.5% Projected 2027 health care cost increase - fourth consecutive year nearing double digits.

3.5% Projected 2027 salary increases; creating pressure to differentiate beyond base pay.

33% Of workers are on track to retire comfortably by age 67.

The $1 Invested in People is Shifting Due to Rising Healthcare

	2025	2030	Change in share of $1 investment	Relative Change
Compensation	69¢	66¢	-3¢	−4%
Health	**8¢**	**11¢**	**+3¢**	**+38%**
Retirement	5¢	5¢	0¢	0%
Time Away	7¢	8¢	+1¢	+14%
Other Benefits	11¢	10¢	-1¢	−9%



Increase in category share, not absolute dollars. Only represents employer spend (not employee spend)

Compensation
Merit increases are being crowded out the most.

Retirement
Retirement and other value creating benefits get limited attention.

Recognition & Career Development
Can have big impact but often first to be cut when budget is tight.

Time Away & Work Environment
Investment in culture, collaboration and wellbeing, which shape the employee experience.

Sources: Aon; U.S. Bureau of Labor Statistics

Confidential & Proprietary

Market Realities Reshaping Health Plans in 2027 & Beyond

Sustained cost pressure is making it harder for health plans to continue delivering value

Cost Continue Rising

~$20K

Average healthcare cost per employee in 2027

4th consecutive year of near-double-digit trend

Cost Drivers Are Persistent

- High-cost claims
- Specialty Drugs
- Site of Care

Expected to persist through the end of the decade

Tradeoffs Are Growing More Severe

- Affordability
- Wage Growth
- Other Organizational Investments

Harder to justify continued level of health investment

Reliance on traditional methods to address cost are not working

Traditional Care Patterns Changing

Affordability Strain

51% Of Americans lack access to or have been unable to pay for affordable quality healthcare (lowest level in 5 years)

Plan is becoming increasingly unusable

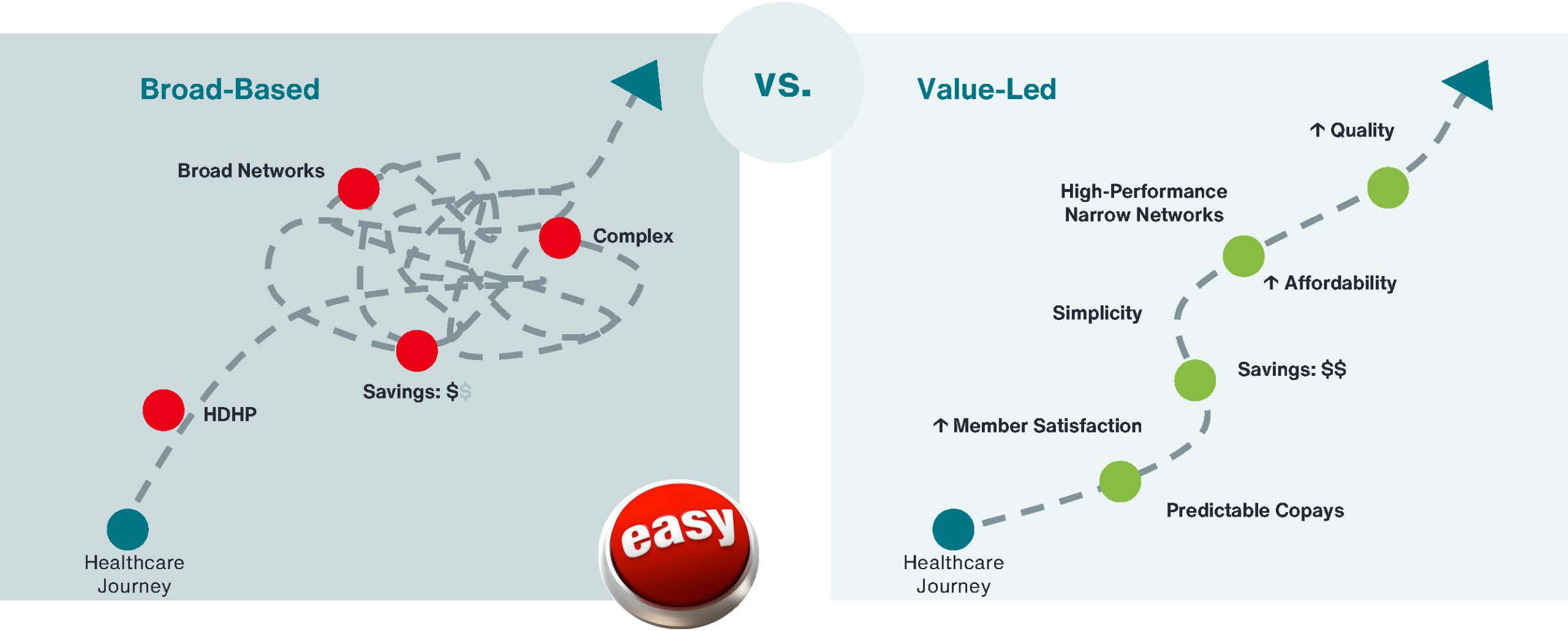
AI-Enabled Experiences

1 in 3 Individuals have used an AI chatbot for health-related information

Plan is becoming one element of a broader journey

Sources: Aon; Gallup; Rock Health

Employers are Moving Beyond the Status Quo via Plan Design



Bold Employers Incentivize High-Quality, Cost-Effective Care

Some employers are curbing healthcare costs by steering members to high-quality, cost-effective providers and strengthening primary care access. Early Movers are adopting stronger provider steerage and alternative health plan strategies to drive better outcomes through clearer cost/quality visibility and more guided care decisions.

Steerage Through Plan Design in Traditional Health Plan

40%[1]

of "early mover" employers are implementing strong steerage to high-quality, cost-effective care through significant plan design differentials or narrow networks

35%[1]

of employers have added or plan to add high performance or narrow networks

Alternative Health Plans

16%[1]

of early mover employers are implementing alternative health plans vs. only 6% of all other employers

Primary-Care Led Plans

28%[1]

of employers have or plan to have a health plan model that incentivizes or requires use of Primary Care to manage specialist referrals and care delivery

29%[1]

of employers have or plan to have a virtual-first plan design that incentivizes use of virtual primary care to coordinate all care

Reference-Based Pricing

1%[1]

of employers have reference-based pricing as full replacement to traditional health plans

24%[1]

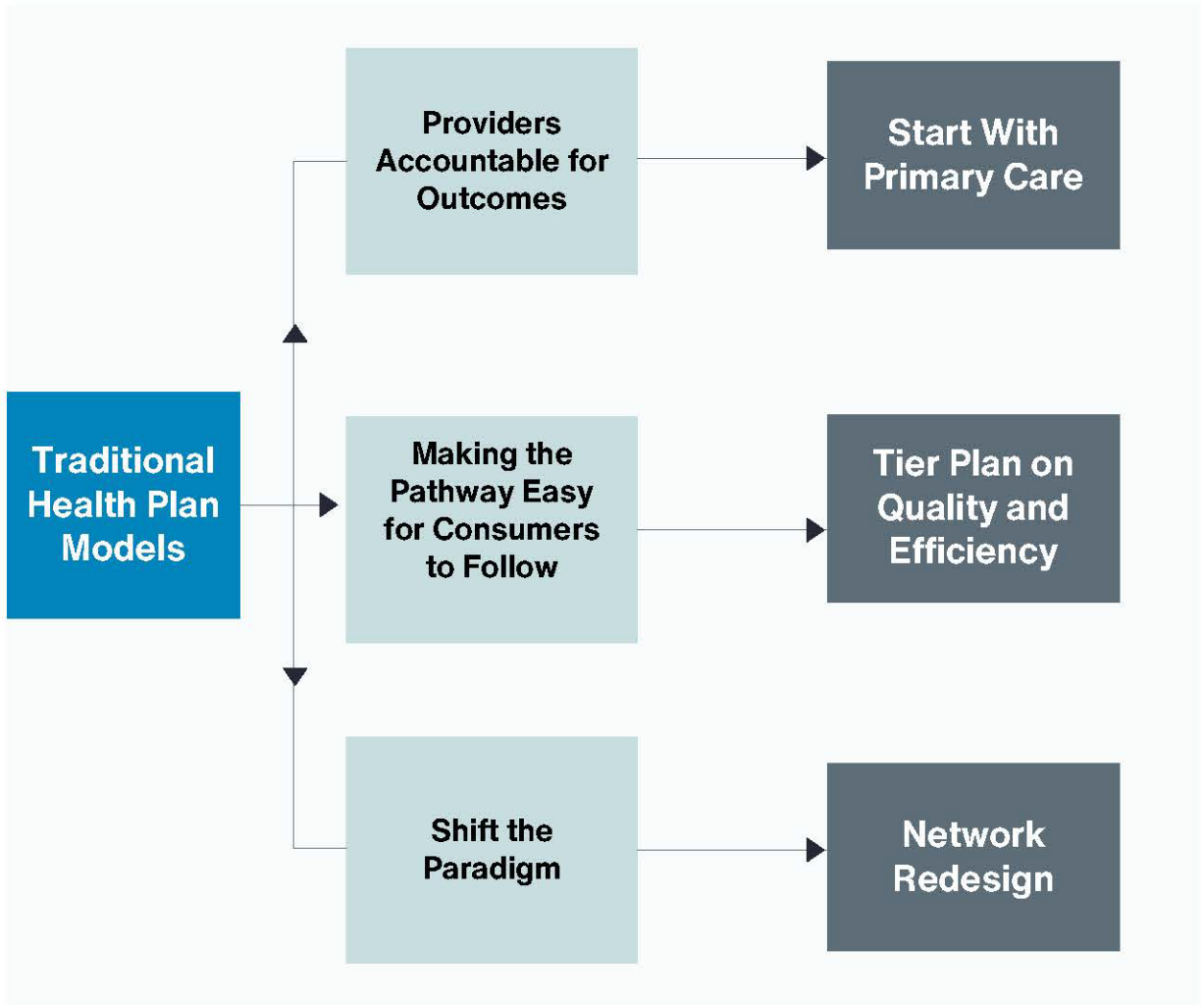
are considering the strategy

Source:

1. 2026 Aon Health Survey

Framework for Evaluating Vendors

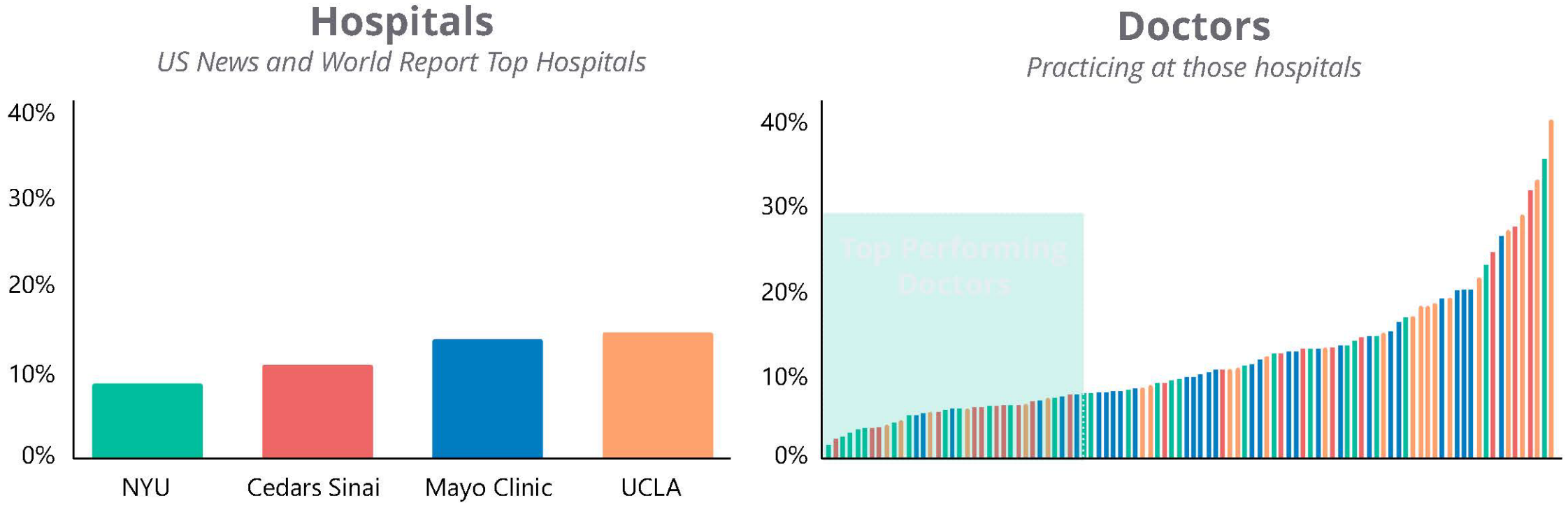
Alternative Health Plans/Overlay Steerage Models



CENTIVO
fireflyhealth
curative
myVirtualCare
garner™
easify
Included Health
COUPE HEALTH
surest
Aetna Informed Choice™
EmboldHealth
transcarent
XO Health
sidecar health

The key to lowering healthcare costs and improving outcomes is understanding the performance of individual doctors

Complication rates after joint replacement surgery



Source: Based on Garner's analysis of medical claims nationally

Proprietary & confidential. Do not distribute.

Garner's analytics paint a much clearer picture of performance for two Spine Orthopedists in Chicago

Garner's deep performance analysis

550+ *clinical metrics analyzing the full patient care journey*

		Dr. Dewald	Garner Top Provider Dr. Graf
	Cost per patient last year	$13,304	$14,482
	Industry standard carrier ranking	Tier 1	Tier 2
	Average Overall Garner Rating	68	98
Quality	% of surgeries before physical therapy	15%	3%
	% of maximally invasive surgery techniques	64%	4%
	% of complications after surgery	28%	6%
	% of revision surgeries	15%	4%
	% of surgeries performed inpatient	38%	19%
Cost	Average surgery cost	$53,403	$42,403

Proprietary & confidential. Do not distribute.

Garner uses better data and smarter incentives to drive care to the best providers in the existing network

Industry-leading provider analytics

One of the nation's most robust datasets, with **320M+ patients**

550+

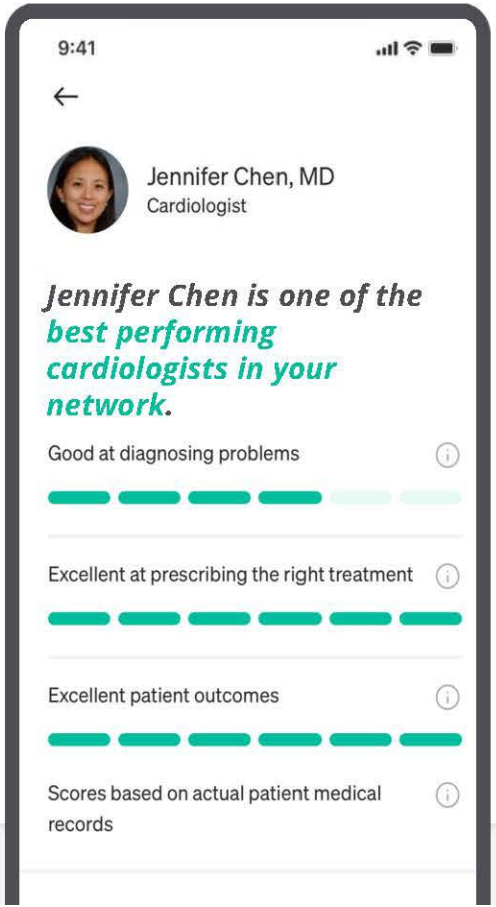
Proprietary clinical metrics

A proven incentive model

This year you saved **$2,832** *by seeing Garner Top Providers*



Get the most from your network



Proprietary & confidential. Do not distribute.

NORTHEAST
BUSINESS GROUP ON HEALTH

Upcoming NEBGH events:

- **November 12 | IN-PERSON CONFERENCE -** Beyond Benefits: Whole Person Health in Practice
- **November 16 | WEBINAR -** Mondays with Dr. Mark & Dr. Michael: Lung Cancer
- **November 19 | WEBINAR -** Direct Contracting in Action: Inside an Employer's Advanced Primary Care Strategy

SAVE THE DATES!

- **February 11, 2027 | IN-PERSON EVENT –** 32nd Annual Tribute to Leadership
- **March 18, 2027 | IN-PERSON CONFERENCE –** Cancer Summit
- **June 24, 2027 | IN-PERSON CONFERENCE -** 16th Annual Conference

AON

