

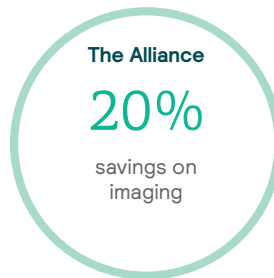
BY THE NUMBERS

WHAT EMPLOYERS ARE DOING TO IMPROVE AMERICA'S HEALTHCARE SYSTEM

Slowing healthcare spending while improving healthcare experience is a tall order. It requires thinking outside of the box — something for which US companies are renowned. There is a long history of employers innovating in healthcare to bring about positive change. The **American Benefits Council** and **Mercer** have collaborated on a paper to showcase innovation success stories from leading employers that have taken action to combat high cost and poor quality in the US healthcare system. Here, in a nutshell, is what these employers are doing differently — and what others can, too.

BETTER CARE FOR THE BUCK

Contracting with high-quality providers to combat high costs, inconsistent quality and poor patient experience



FINDING THE RIGHT SITE FOR CARE

Improving the patient experience by offering members more convenient, less costly care



\$1.3M saved in **2016** through specialty Rx program with site-of-care focus

Insurance Brokerage



10%-30% reduction in healthcare spend after opening 24/7 worksite clinics

PERSONALIZED HELP

Helping members find the right provider and treatment plan

Princeton University

>20%

of patients using expert medical opinion program receive a different diagnosis

Walgreens

4%

savings on total medical claims resulting from consultation with care coordinators and shared savings

Boeing



improving access to behavioral health care and seeing better outcomes with collaborative care model

TARGET THE SOLUTION

Implementing targeted solutions to improve employee health and lower high-cost claims

Tech Company

<3%

vs

22%

reduced rate of multiple births from IVF to <3% with infertility program – while the national avg. is 22%

Fortune 50 Retailer

5%

down from

20%

5% growth in claims related to diabetes, down from 20% prior to specialty program implementation

BorgWarner

-5%

vs

B.O.B.

holistic wellness program helps hold claims per member to 5% below health plan's book of business.

BETTER ENGAGEMENT THROUGH TECHNOLOGY

Providing high-tech platforms to increase employee engagement in their health and well-being

PepsiCo



online engagement platform resulted in **61% increase** in transparency tool utilization and **25% increase** in telemedicine visits in first six months

AT&T



after introduction of decision support tools, saw **30% enrollment increase** in lowest-cost plan and medical trend below average

WHAT POLICYMAKERS CAN DO TO HELP

- Modernize HSAs
- Repeal the “Cadillac Tax”
- Reject new proposals to tax employees’ health benefits
- Expand HRAs
- Support greater quality and price transparency
- Repeal the ACA employer mandate penalty
- Simplify ACA employer mandate reporting
- Preserve ERISA’s uniform standard for plan administration

