

# What Employers Need to Know

Managing pharmacy benefits is one of the most important, and often the most complex, parts of offering a group health plan. Employers who understand their pharmacy benefit can better control spending while supporting healthier employees. Consider these key actions to help make informed decisions and get the most value from your plan.



## Action Plan for Employers:

### 1 Understand Your Pharmacy Benefit Structure

Pharmacy benefits can represent a significant portion of your total health plan costs. Review how formularies work, what your coverage tiers include, and any exclusions that may affect your employees. A clear understanding up front helps you avoid surprises and choose the right plan design.

### 2 Manage Rising Prescription Drug Costs

Specialty medications and new therapies are major drivers of employer spending. Encourage generic use, evaluate your specialty drug coverage, and consider biosimilars to maintain affordability. Strategic benefit design can reduce costs without compromising care quality.

### 3 Understand Your PBM Structure

Pharmacy Benefit Managers play a major role in drug pricing, formularies, and rebate structures. Whether your PBM is selected for you or evaluated on your behalf, knowing how transparency, spread pricing, and rebates are handled can bring greater clarity to your pharmacy costs.

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## 4 Customize Benefits to Fit Your Workforce

Every organization has unique needs. Tailor your formulary, coverage options, and wellness programs to match your employees' health patterns and your budget. A well-designed pharmacy benefit increases satisfaction and supports a healthier, more engaged workforce.

## 5 Integrate Pharmacy and Medical Benefits

Coordinating pharmacy and medical benefits improves care continuity and reduces confusion for employees. Integrated data and analytics help identify high-risk individuals earlier, enabling proactive care management and better long-term outcomes.

## 6 Support Preventive Care and Medication Adherence

Preventive medications and consistent adherence are essential for managing chronic conditions. Provide employees with tools to compare drug prices, locate in-network pharmacies, and access adherence programs. Empowering members to be smart healthcare consumers lowers long-term costs.

## Want to learn more about PHP plans and coverage?

Contact your benefits advisor or PHP at (260) 432-6690 or [sales@phpni.com](mailto:sales@phpni.com).



**Brian Steiner**  
Account Executive | Full Risk Products  
[bsteiner@phpni.com](mailto:bsteiner@phpni.com)



**John Court**  
Account Executive | TPA Services  
[jcourt@phpni.com](mailto:jcourt@phpni.com)



**Sara Brita**  
Account Executive | Full Risk Products  
[sbrita@phpni.com](mailto:sbrita@phpni.com)