



Pharmacy Benefit Management Strategies

ASHHRA Benefits Symposium

January 29, 2025

Moderator: Phil DeNucci, SVP, Aon
Sheena Singh, SVP, Aon



Market Trends Influence Pharmacy Benefits in Unique Ways

Market Influences



Pharmacy spend & trend is increasingly hard to manage – anticipating 11% trend for 2025



Rise in high-cost, specialty drug approvals and expanded indications of existing treatments



Need to focus on fiduciary role and pricing transparency in PBM contract

Benefit Trends



340B Optimization



Domestic Steerage



PBM Rebate GPO Audit Rights & Transparency



Gene/Cell Therapy



GLP-1s for T2DM and Weight Loss

Hospital Industry View

- 45% support employee steerage to the organization's 340B program; 21% considering
- 70% have Internal Pharmacy steerage through plan design (e.g., lower copays)
- 46% not covering GLP-1s for weight loss; 47% citing cost as the main factor
- 45% offer coverage for FDA-approved gene and cell therapies under the benefit plan

Aon will ensure all commitments are pulled through to PBM contract

Domestic Pharmacy Arrangements and PBM Relationships

Off the Shelf PBM Relationship

Highly Customized PBM Relationship



Typical Employer Model

- Use PBM for typical benefit services
- Outpatient pharmacy not involved in decisions around plans
- Domestic pharmacy in the PBM network



- Pharmacy team may provide benefit input around customized participant access to domestic pharmacies
- Pharmacy team may create service, programs or access for participants
- Domestic pharmacy is preferred location



- Pharmacy team involved in care delivery
- Pharmacy team works with PBM to support primary role in dispensing
- Domestic pharmacy is preferred for specialty or maintenance supplies



Majority of Claims at Domestic Pharmacy

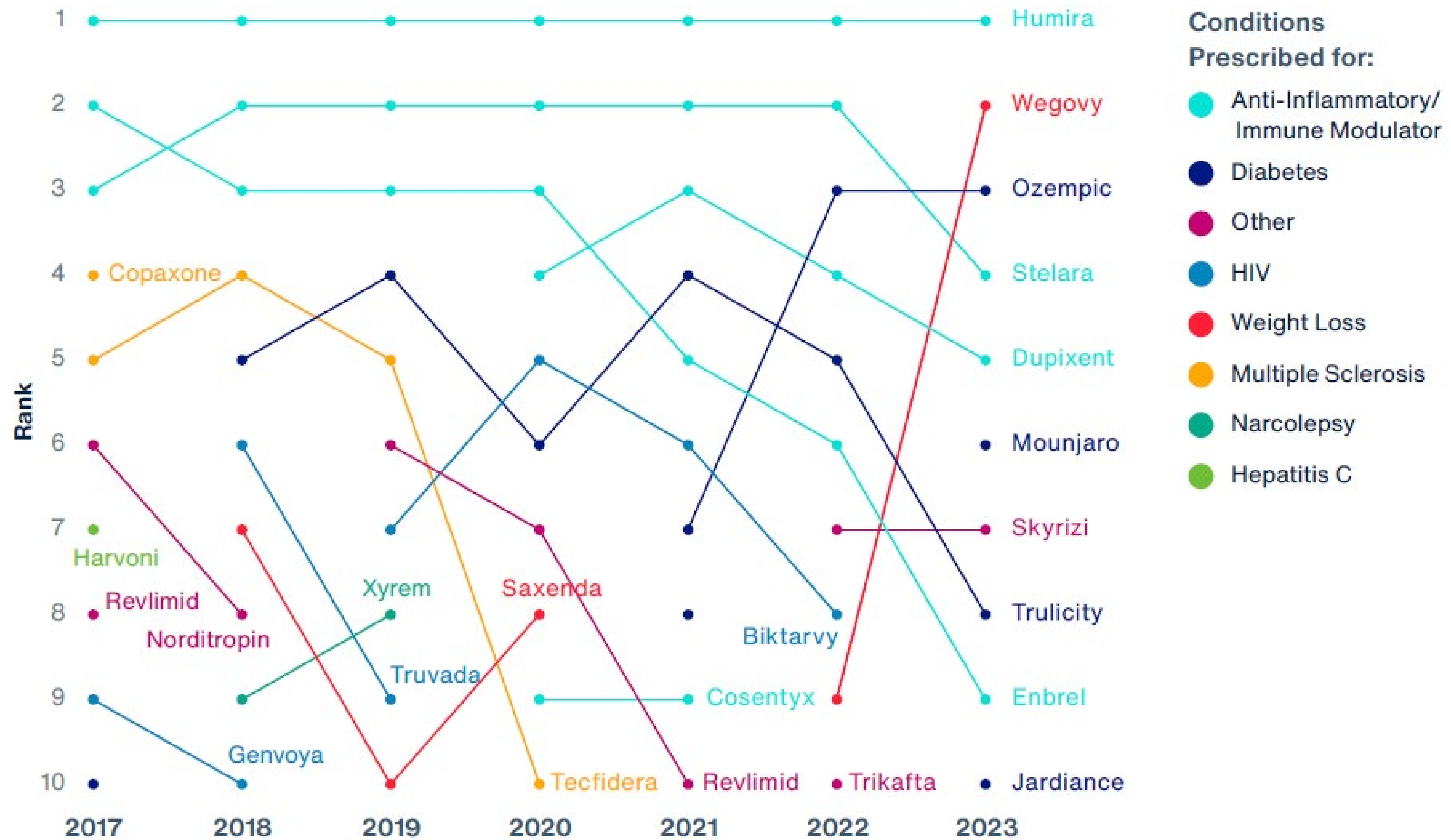
- Pharmacy team has customized or exclusive access for certain dispensing, steerage
- Pharmacy team supports savings programs such as coupons, 340B
- Domestic pharmacy provides shared savings

No/Low Domestic Pharmacy Strategy

Strong Domestic Pharmacy Strategy

Pharmacy Utilization by Cost

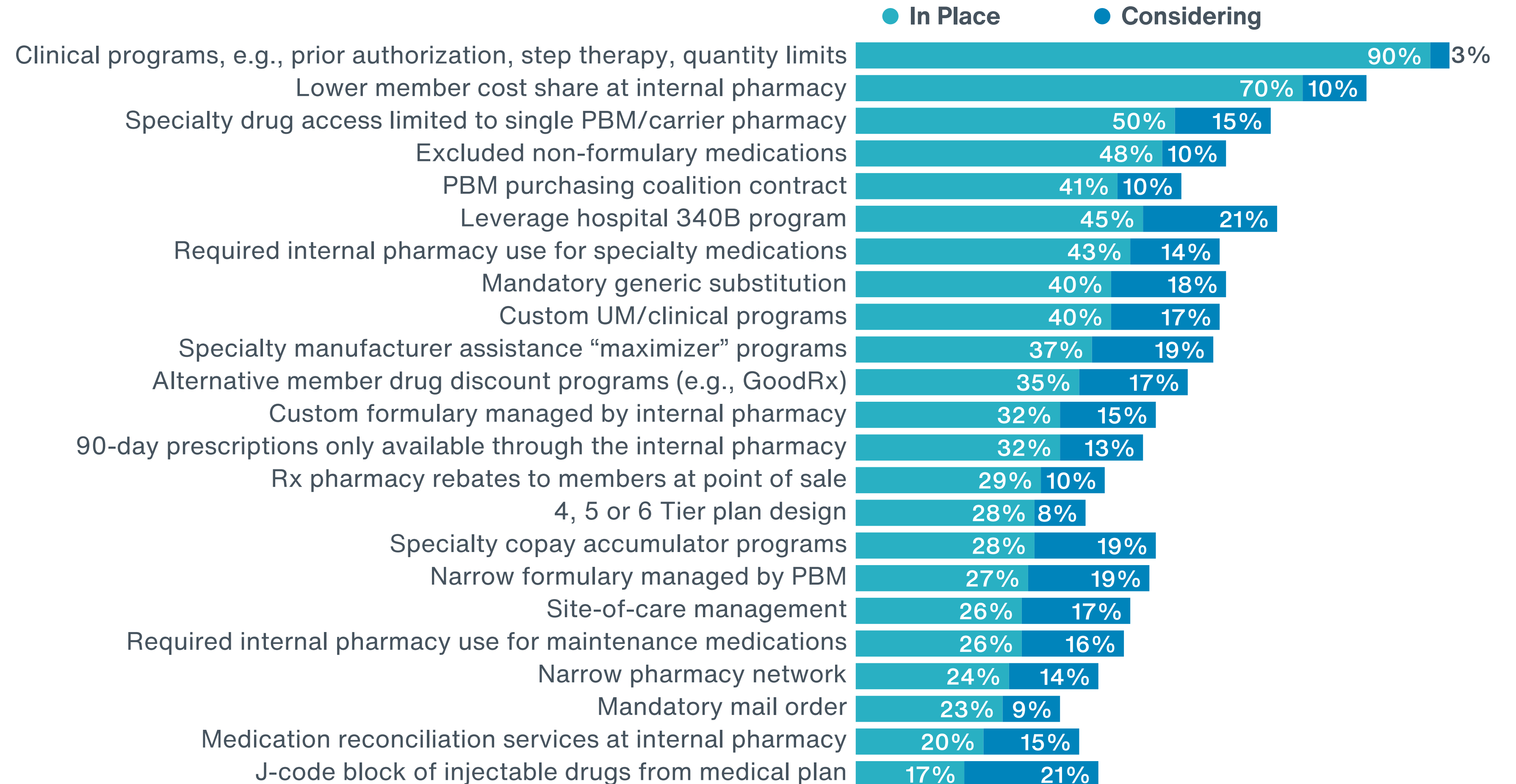
Top 10 Prescription Drugs by Plan Cost



Pharmacy Management

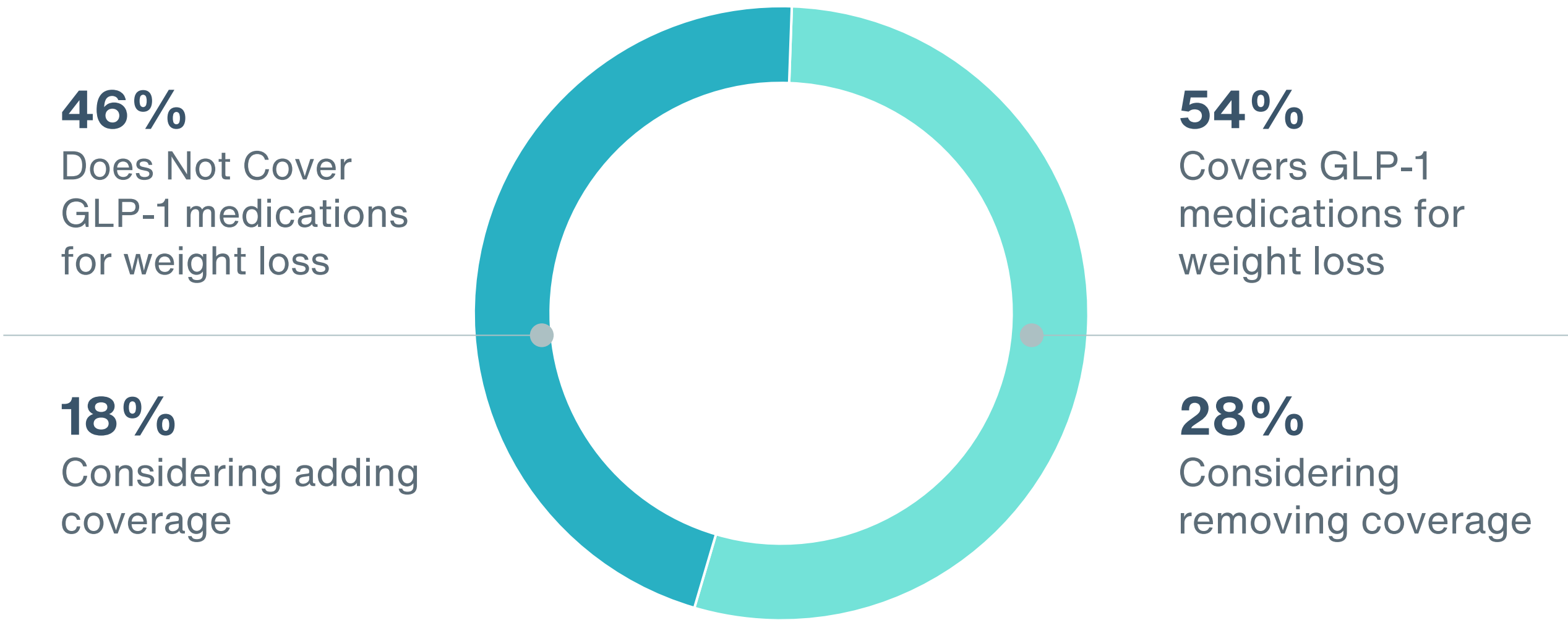
What Rx programs are hospitals deploying to manage cost and quality?

A variety of programs can control Rx costs by managing prescriptions, prices, and providers. Respondents employ programs such as:

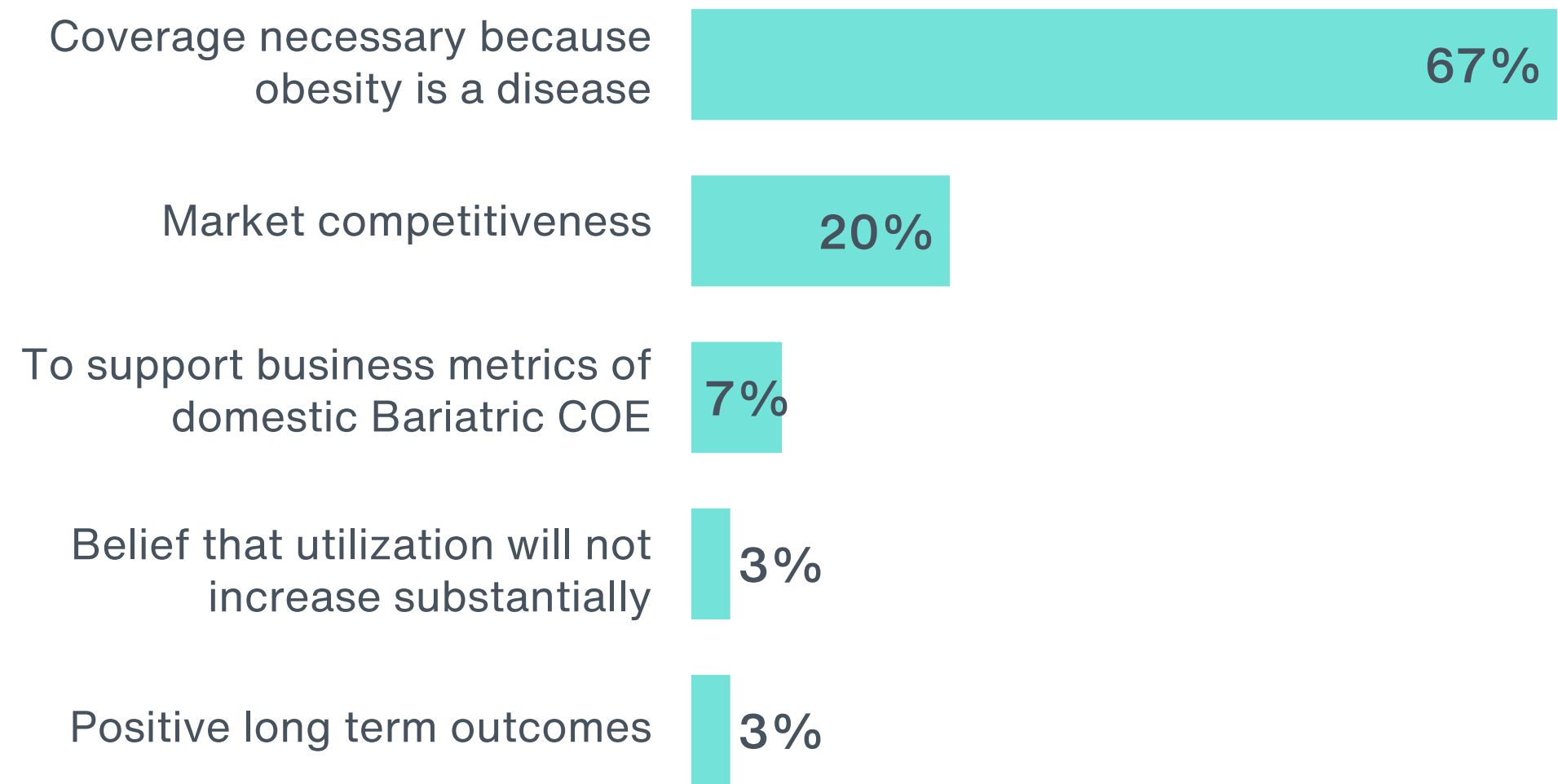


GLP-1 Coverage for Weight Loss

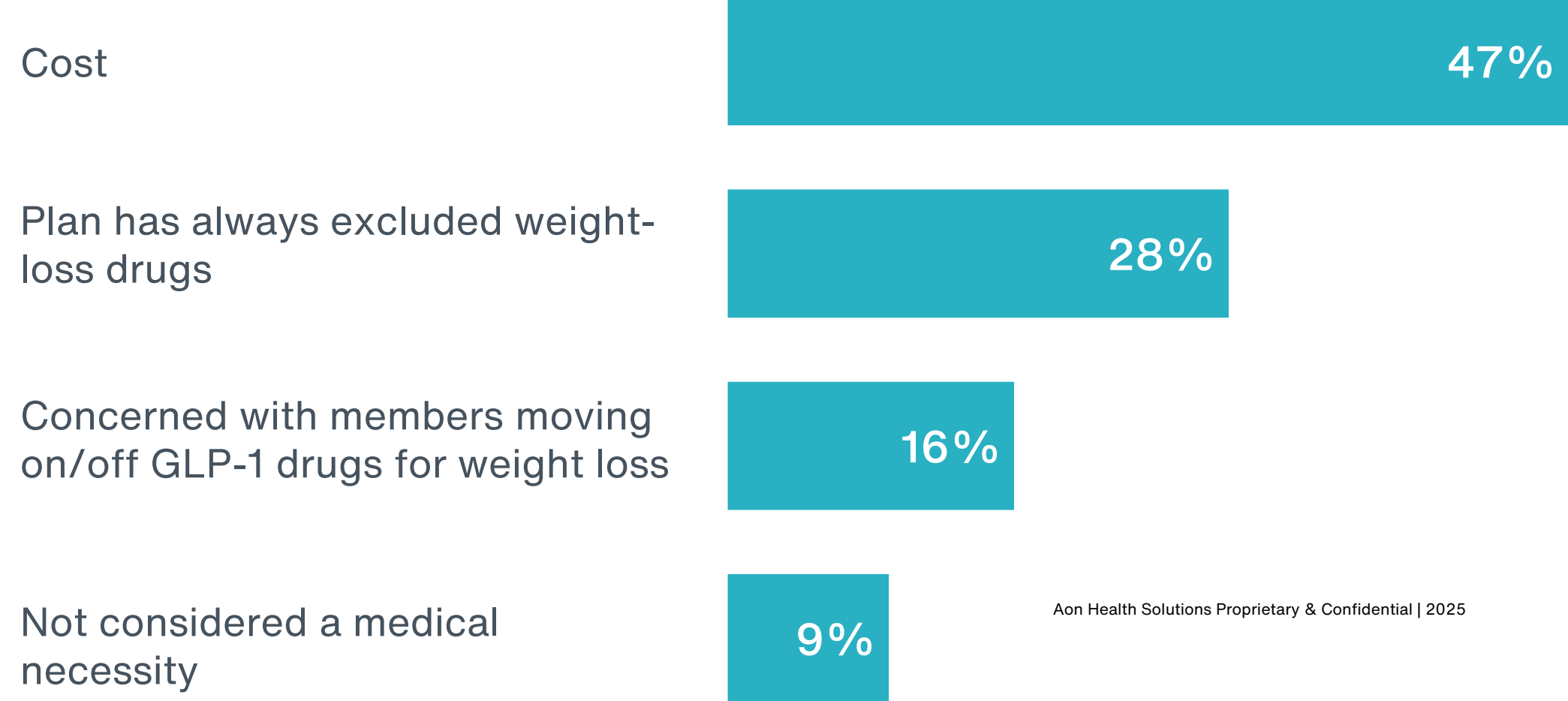
Does your organization currently cover GLP-1 medications for weight-loss use (e.g., Wegovy, Saxenda)?



For those covering GLP-1 medications for weight loss, these are the primary reasons for coverage



For those not covering GLP-1 medications for weight loss, these are the primary reasons for not covering

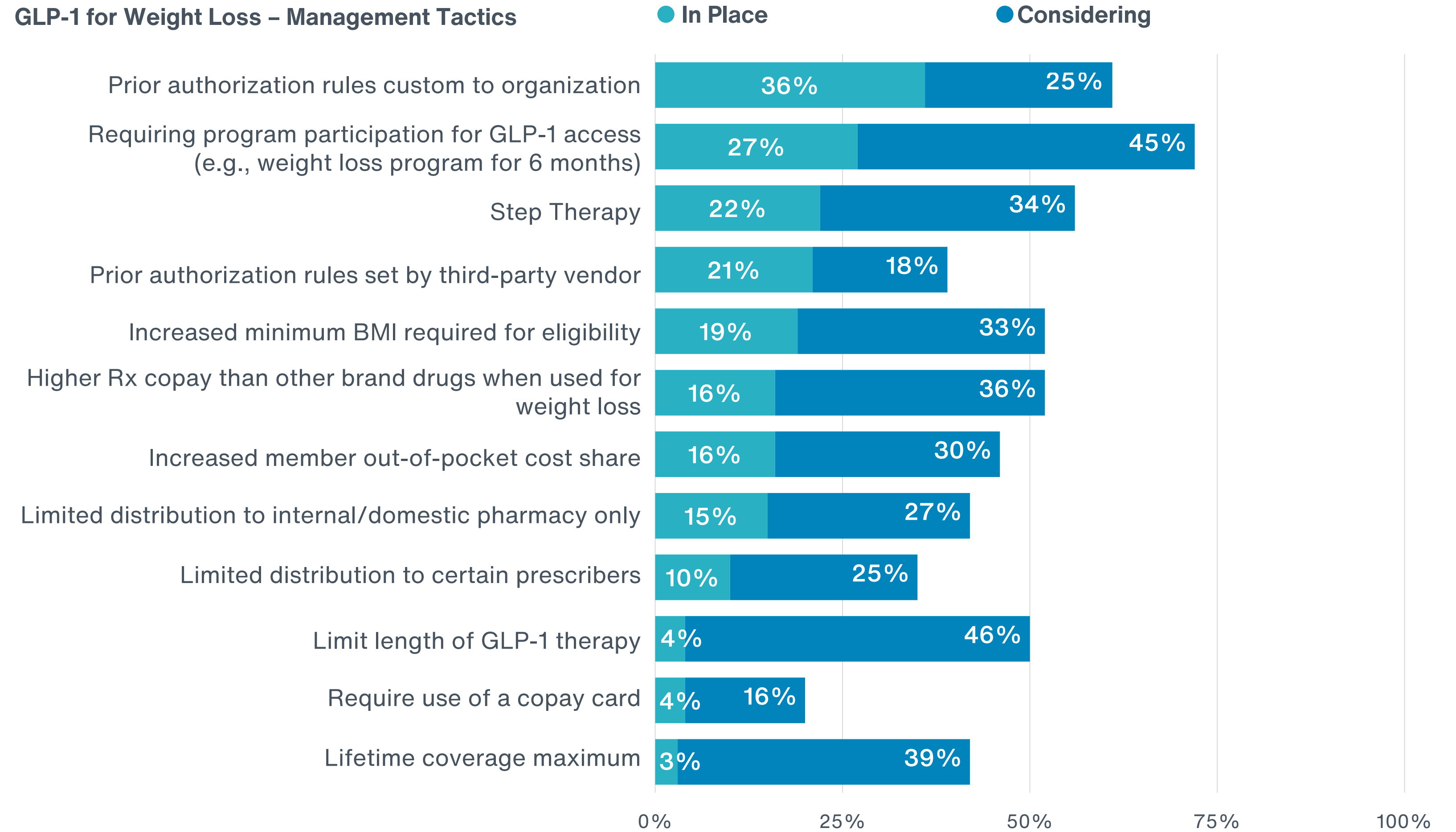


GLP-1 Coverage for Weight Loss

What strategies have organizations implemented to control GLP-1 medications for weight loss management?

50% of organizations that require use of a weight management program for GLP-1 access are using an internal program.

GLP-1 for Weight Loss – Management Tactics



Diabetes and Obesity Utilization and Trends (National)

Clinical Condition

- 37.3M Americans have diabetes, and another 96M US adults have prediabetes
- 42% of the US population is obese.
- Obesity is a primary risk factor for developing type 2 diabetes (TD2)
- Losing ~7% of body weight can reduce the risk of developing diabetes by almost 60%

Novel Therapies

- GLP-1's tackle both blood sugar control and promote weight loss by mimicking incretin hormones
 - ↓ Appetite ↑ Fullness
 - ↑ Insulin Sensitivity
 - ↑ Insulin Production
 - ↑ Sugar Uptake From Blood
- Tirzepatide targets incretin hormones GLP and GIP with different brand names for each indication:
 - Mounjaro® (diabetes)
 - &
 - Zepbound® (weight loss)

Treatment Guidelines

- American Diabetes Association: 2025 prioritizes the use of GLP-1's in the treatment of diabetes
- GLPs have become the cornerstone of treatment for obesity
- American Academy of Pediatrics: 2024 guideline update shifts from the watch-and-wait approach to a comprehensive obesity treatment plan with weight loss evaluation for ages 12 +

Aon Best Practices

- Obesity and diabetes are treatable, chronic conditions
- Add UM programs to GLP-1 drugs for diabetes to prevent off-label use for weight loss
- For plan sponsors choosing to cover the treatment of obesity with GLP-1s, Aon recommends that this class of drugs be managed using UM protocols along with a lifestyle management/coaching program
- Pairing GLP-1 drug coverage and lifestyle management for obesity treatment helps patients learn and adopt long-term approaches towards a healthier lifestyle while working towards a clinically appropriate weight



Utilization & Trends (11/2024 compared to 2023)

Utilizers of anti-obesity GLPs increased by 100%; utilizers of diabetic GLPs remained flat

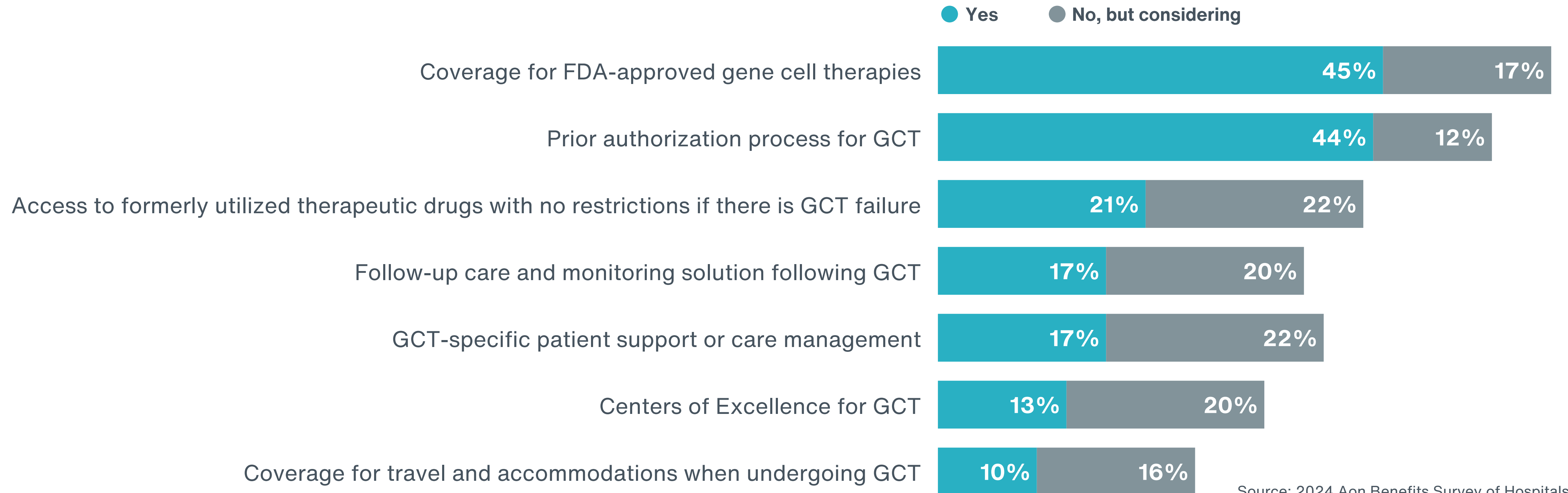
Plan paid for anti-obesity GLPs increased 127%; plan paid for diabetic GLPs increased 23%

Persistence on therapy for anti-obesity GLPs has increased to over 60% compared to 47% in 2023; likely the result of the resolution of drug shortage issues

Expanding indications for anti-obesity GLPs now include secondary cardiovascular disease and obstructive sleep apnea and will expand utilization

Gene and Cell Therapies

Has your organization implemented any of the following strategies to support employees in regard to gene and cell therapies (GCT)?



Source: 2024 Aon Benefits Survey of Hospitals

Questions / Contacts

Phil DeNucci, R.Ph.

SVP, Aon Pharmacy Practice

phillip.denucci@aon.com

651-341-5127

aon.pharmacy.practice@aon.com