

# MBGH Employer Survey on GLP-1s

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February 2026



Midwest Business Group on Health

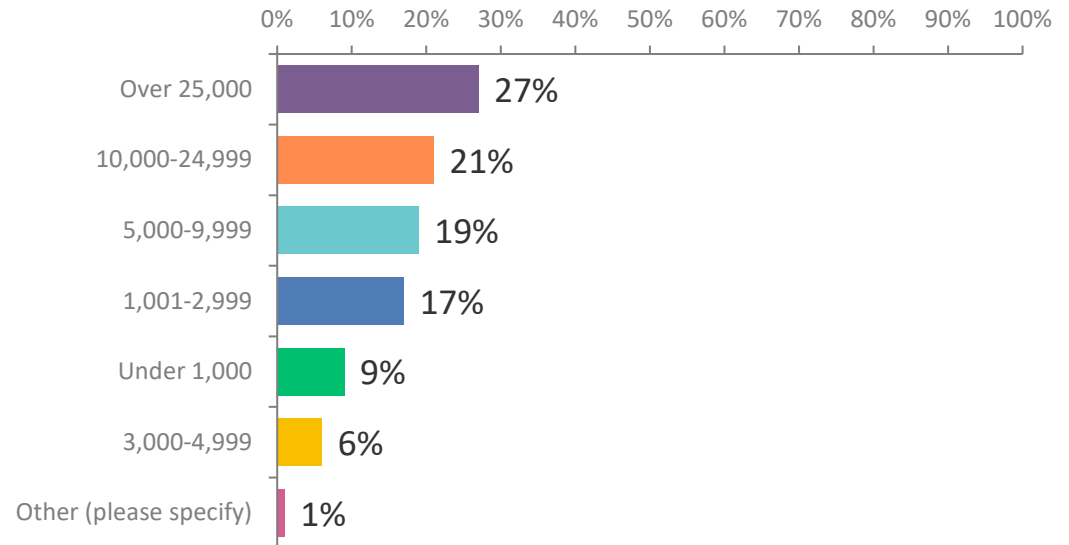
*Catalysts for **Change** in Health Care & Benefits*

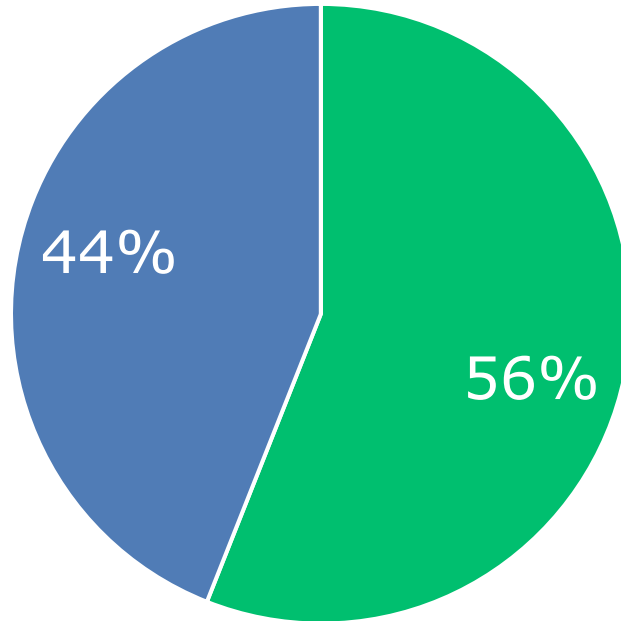
92 employer respondents

Primary industries represented

- 24% Manufacturer/packaging
- 11% Health Care
- 11% Financial Services
- 8% Education
- 6% Government
- 6% Technology

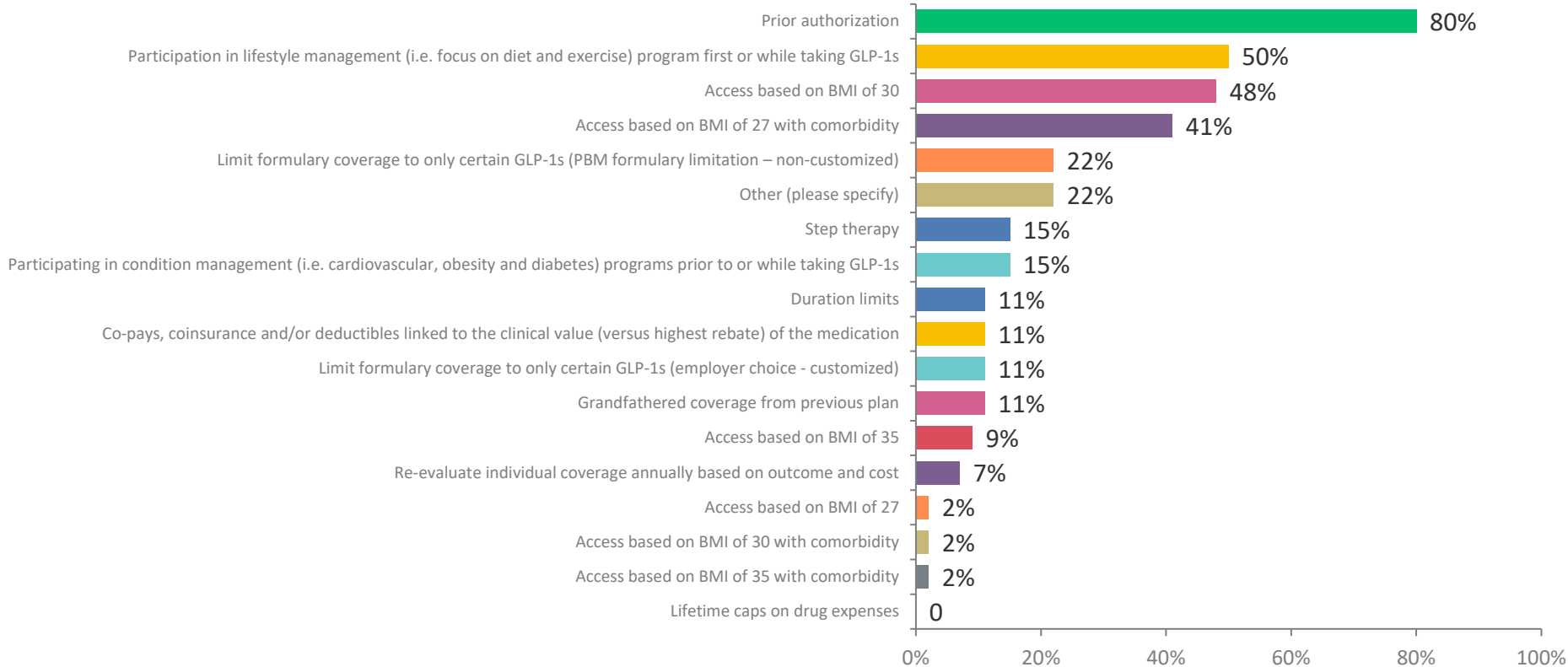
Employee Population Size





- Diabetes & Obesity
- Diabetes only
- Don't cover for either
- Do not know

# Utilization Management Strategies for GLP-1 for Obesity



# Views on Effectiveness of Strategies for Managing Access, Affordability & Cost for GLP-1s

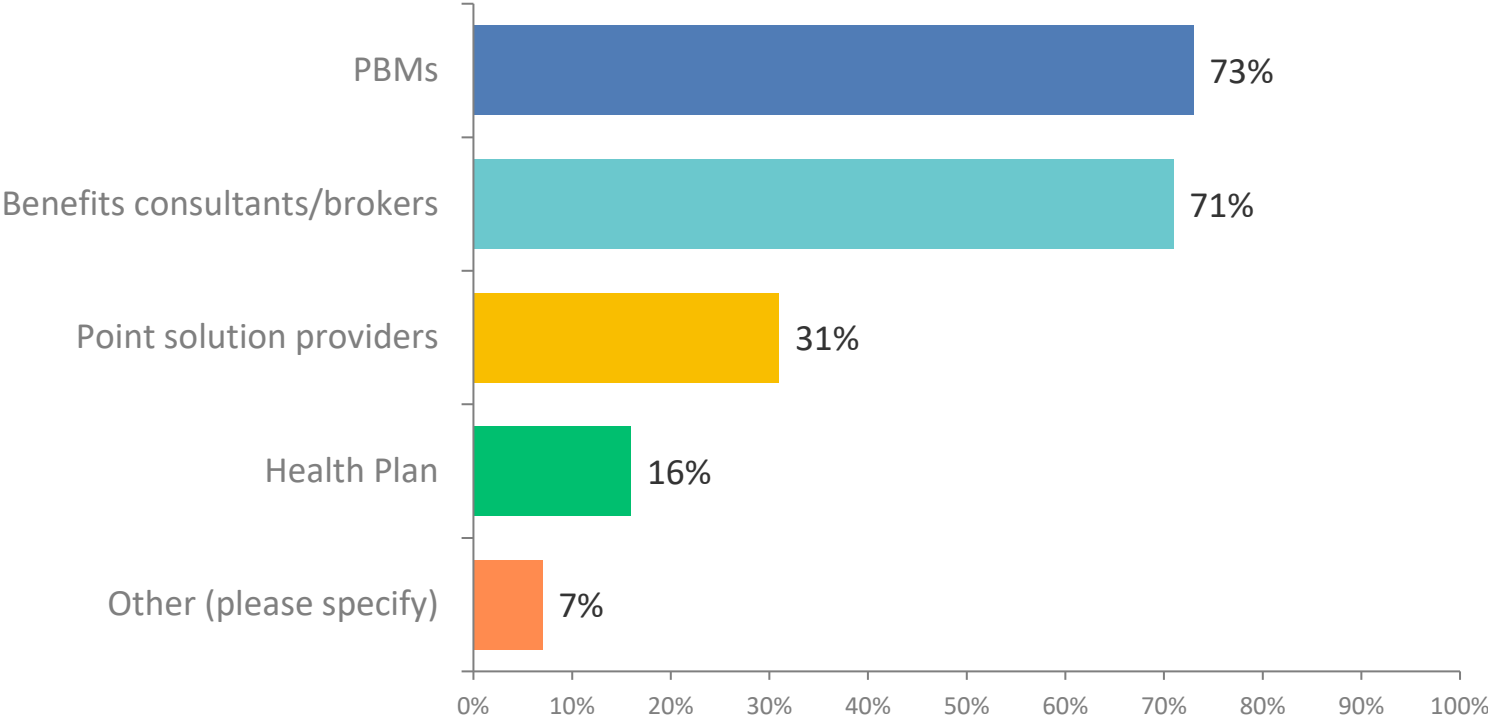
## Yes / Maybe

- 57% / 26% - Prior authorization
- 54% / 30% - Limit to specific populations (i.e., diabetes and/or obesity)
- 36% / 30% - Access based on BMI of 35 with comorbidity
- 35% / 28% - Require use integrated with existing obesity mgt programs
- 34% / 30% - Step therapy
- 31% / 36% - Access based on BMI of 35
- 28% / 36% - Access based on participation in lifestyle mgt programs first

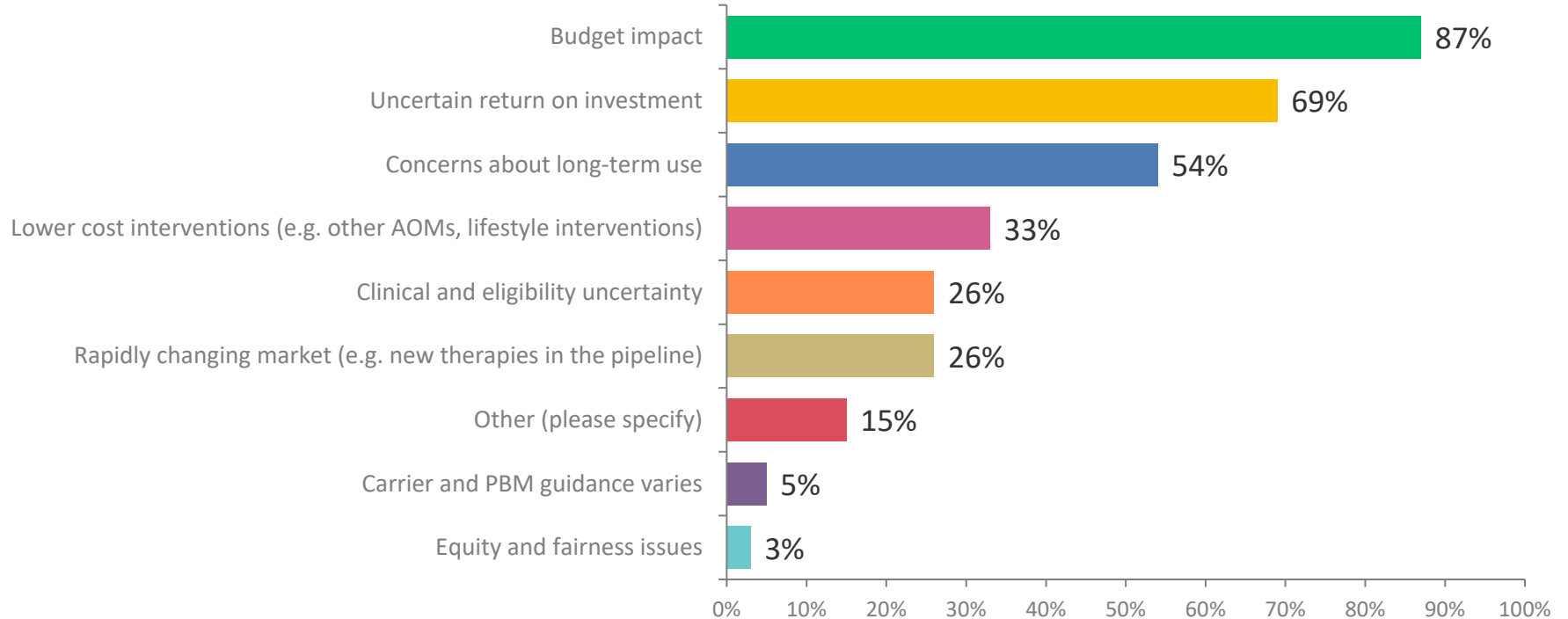
## No

- 45% - Access based on BMI of 27
- 28% - Access based on BMI of 27 with comorbidity
- 24% - Access based on BMI of 30
- 21% - Duration limits
- 20% - Limit formulary coverage to only certain GLP-1s (PBM formulary limitation – non-customized)
- 19% - Lifetime caps on drug expenses
- 16% - Step Therapy

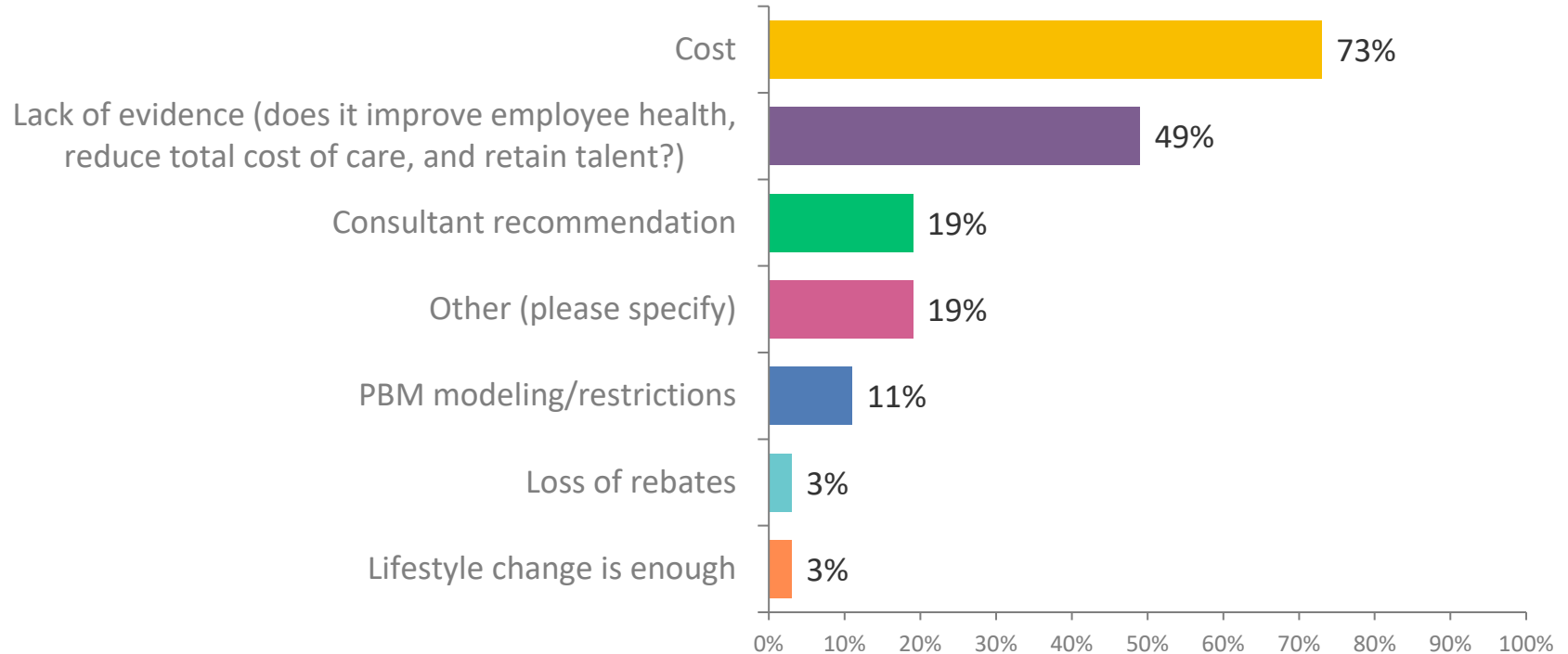
# Vendor Partners Who Supported Designing Strategy and/or Benefits for GLP-1s for Obesity



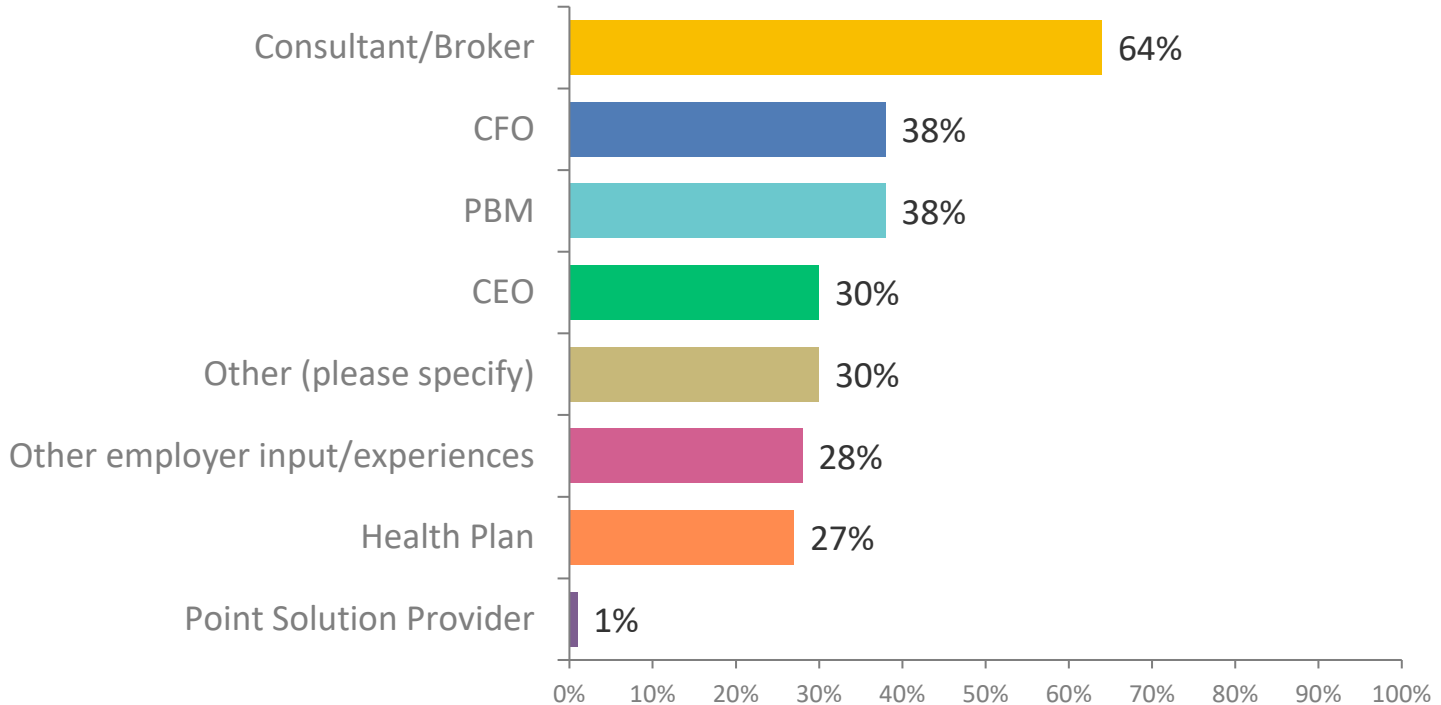
# Main Reasons Not Covering GLP-1s for Obesity



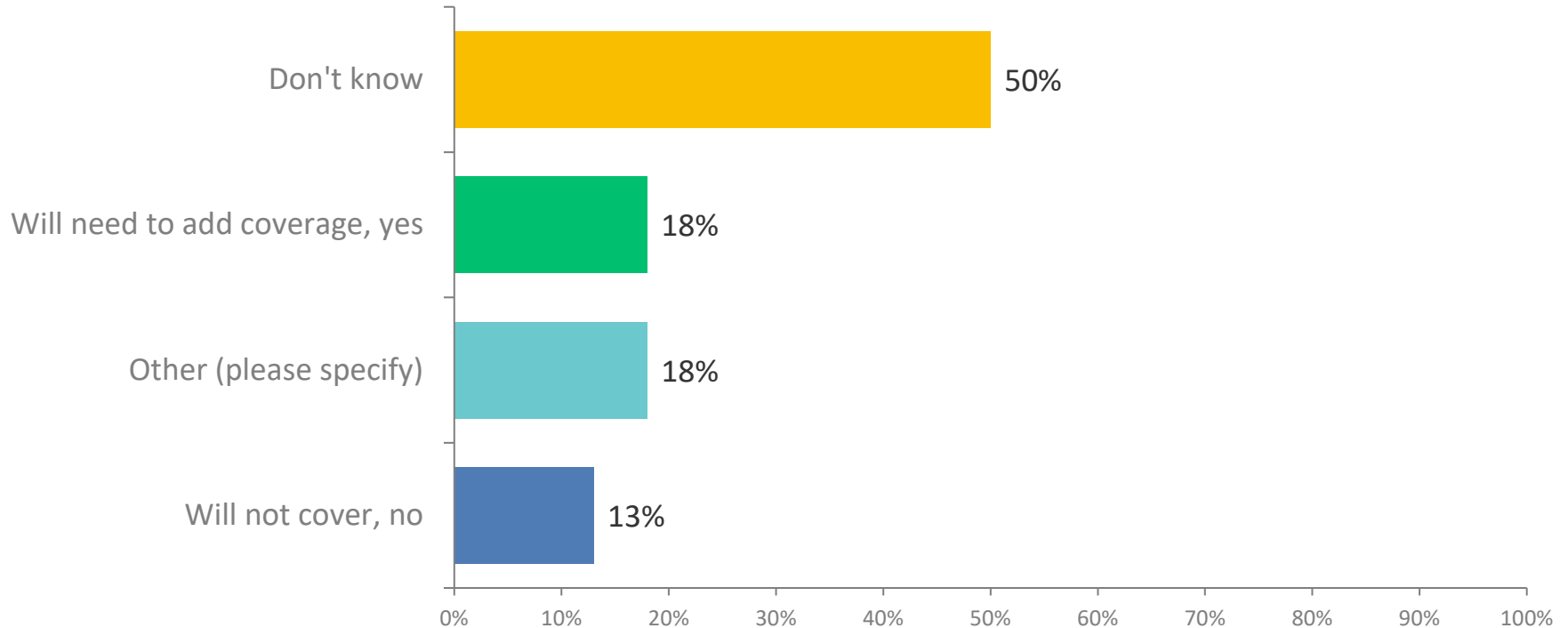
# Decision-Drivers for Not Covering GLP-1s for Obesity



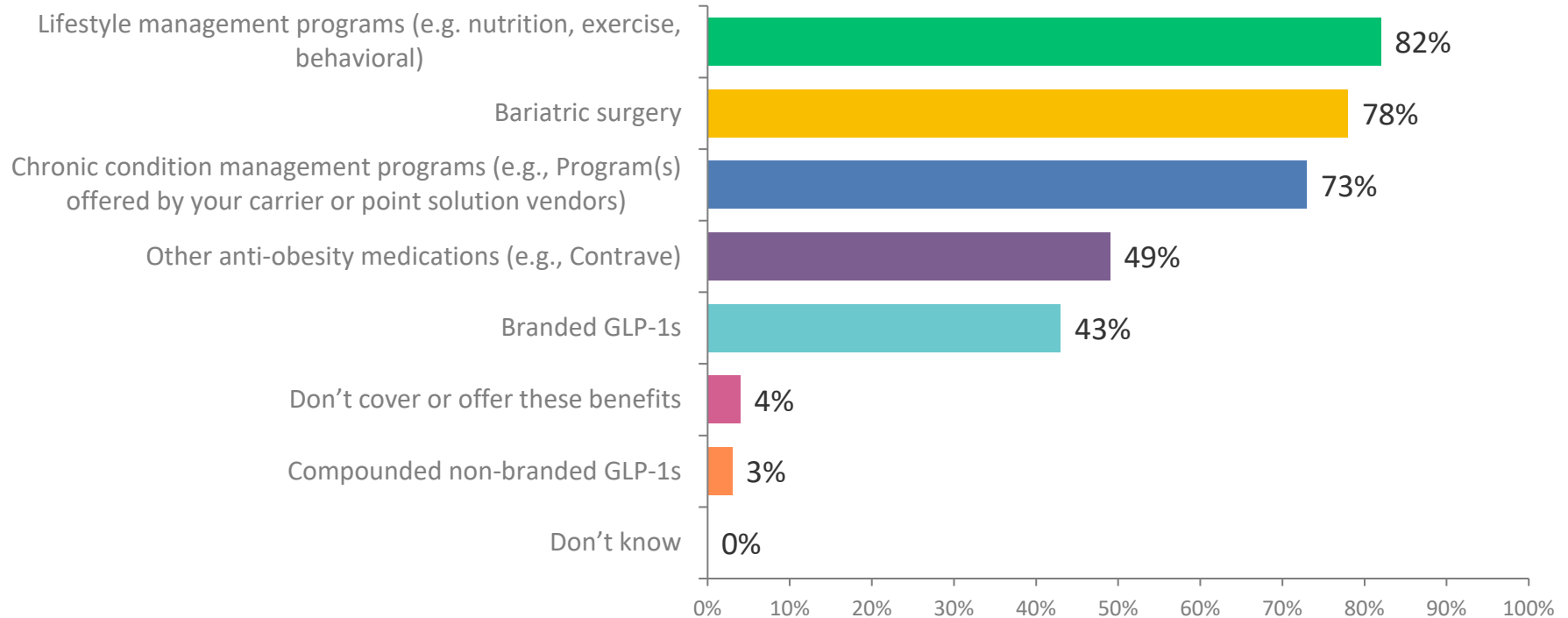
# Stakeholders Involved in Helping Make Decision to Cover (or Not Cover) GLP-1s for Obesity



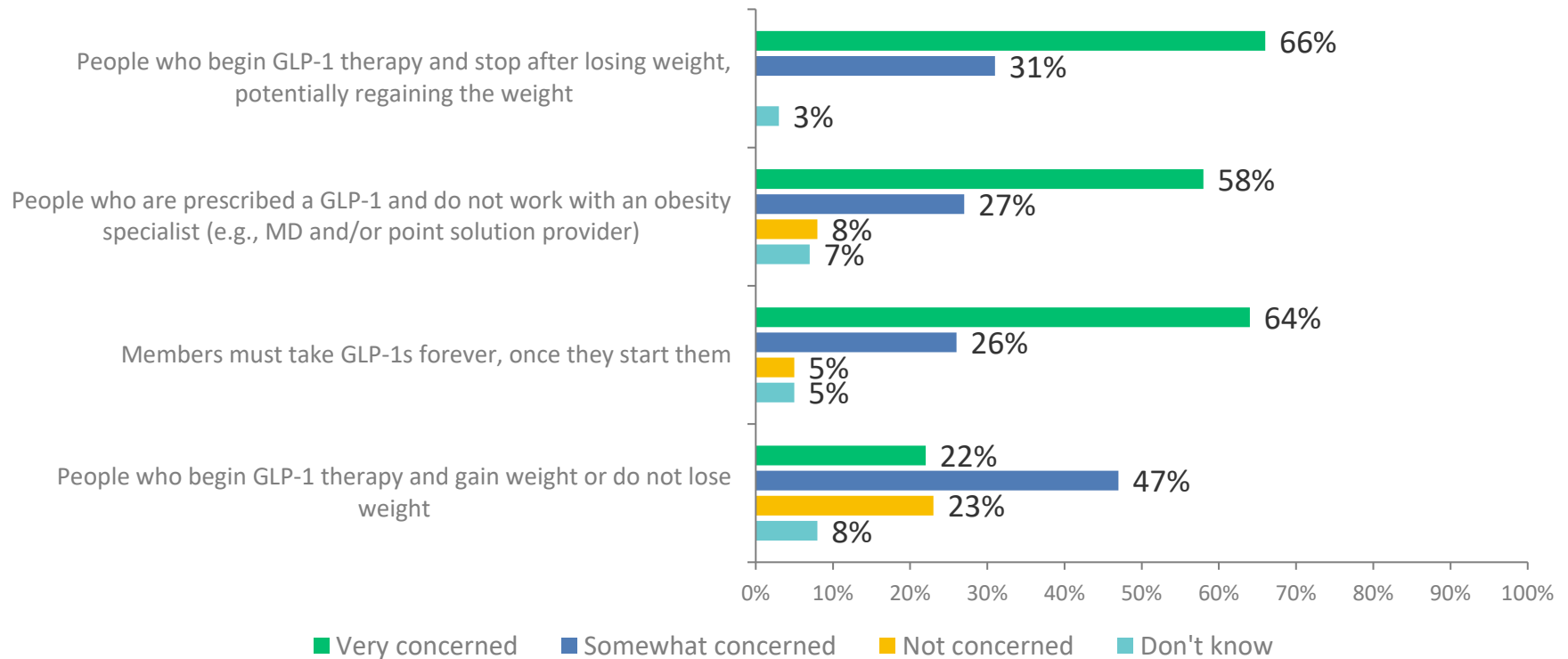
# Perspectives if Employers Will Need to Eventually Cover GLP-1s for Obesity



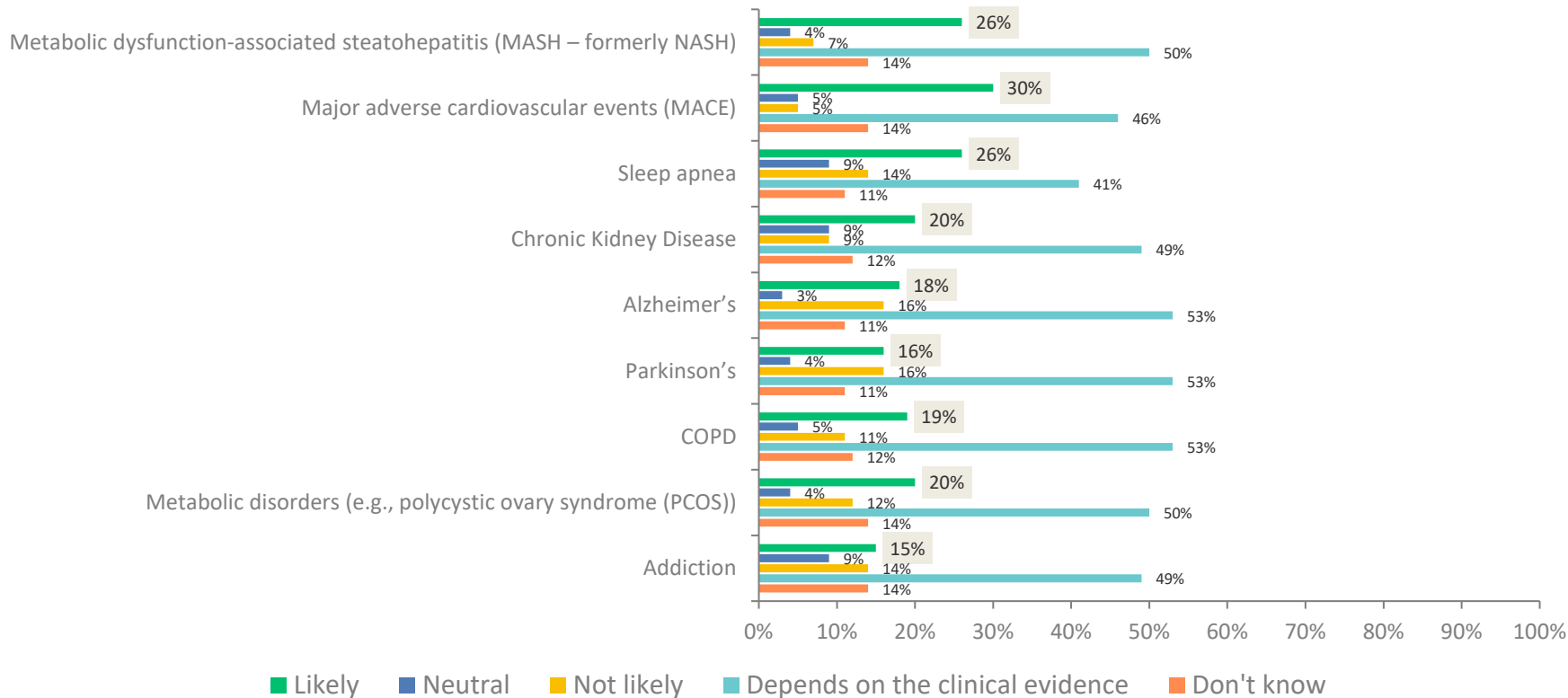
# Benefits Covered or Offered to Members Living with Obesity



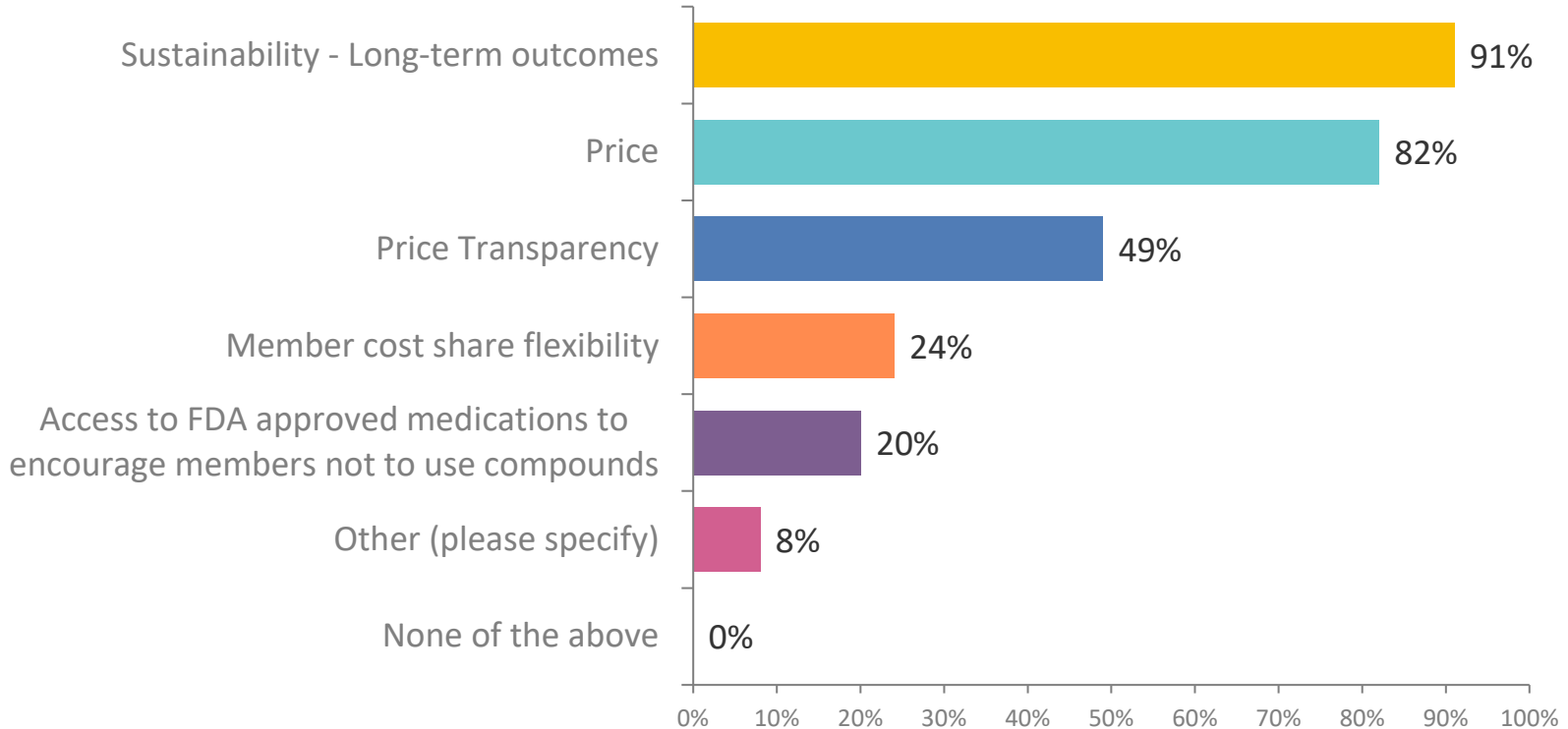
# Level of Concern on Key Topics Related to GLP-1s for Obesity



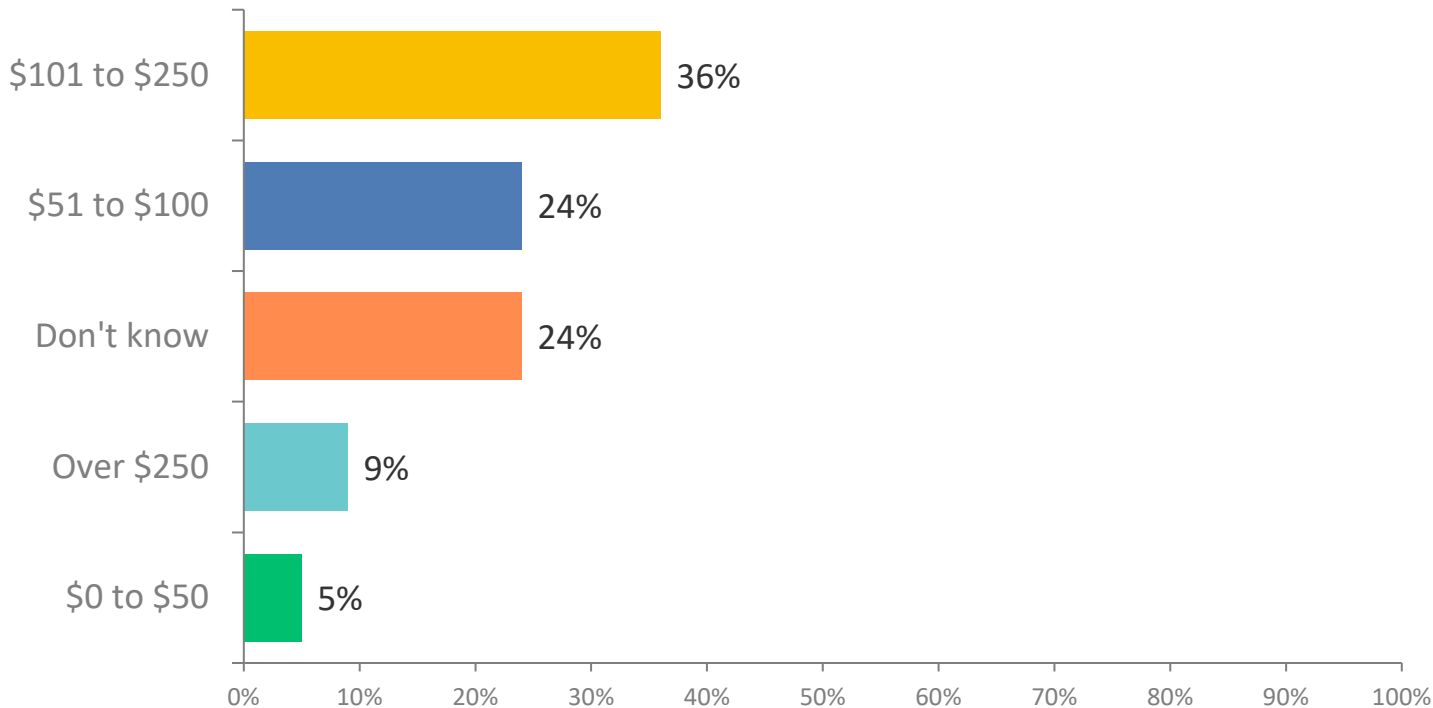
# Likelihood of Expanding Coverage for GLP-1s as New Indications Come to Market



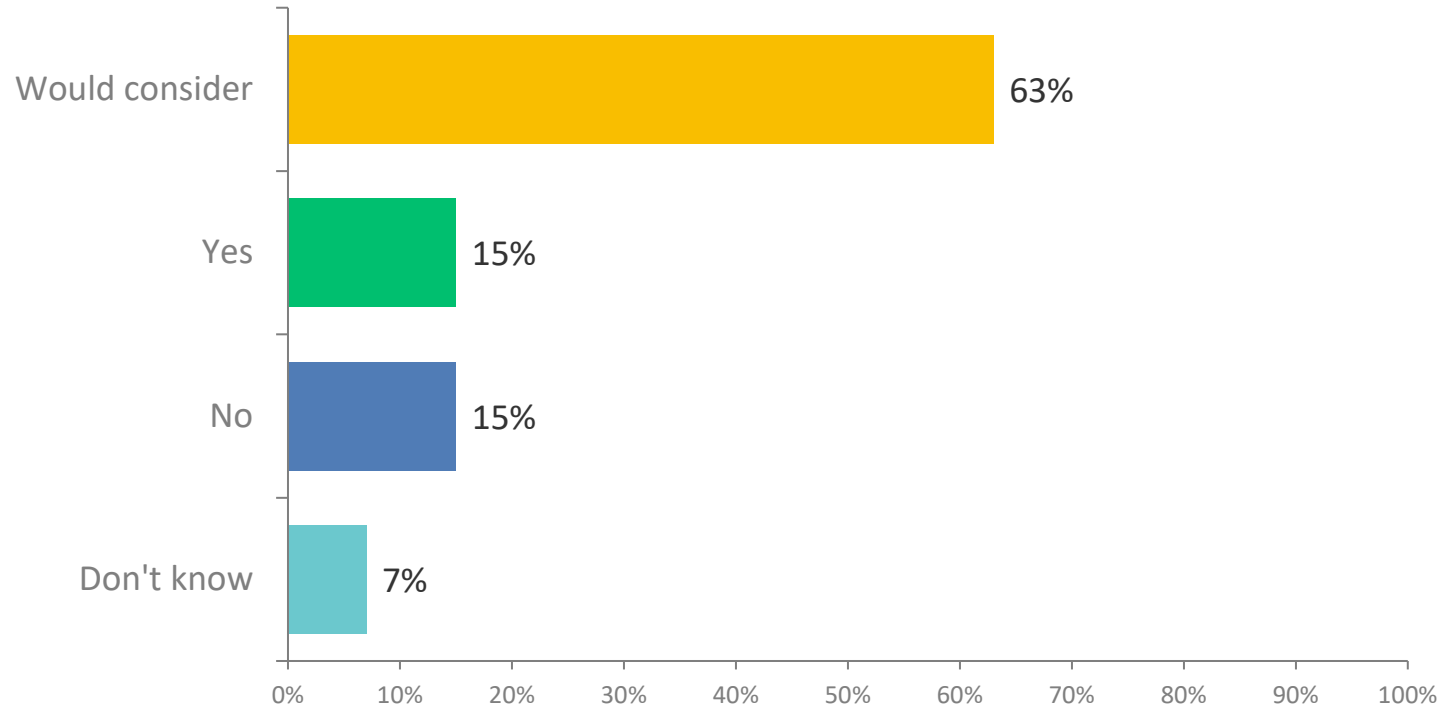
# Key Employer Topics Related to GLP-1s for Obesity



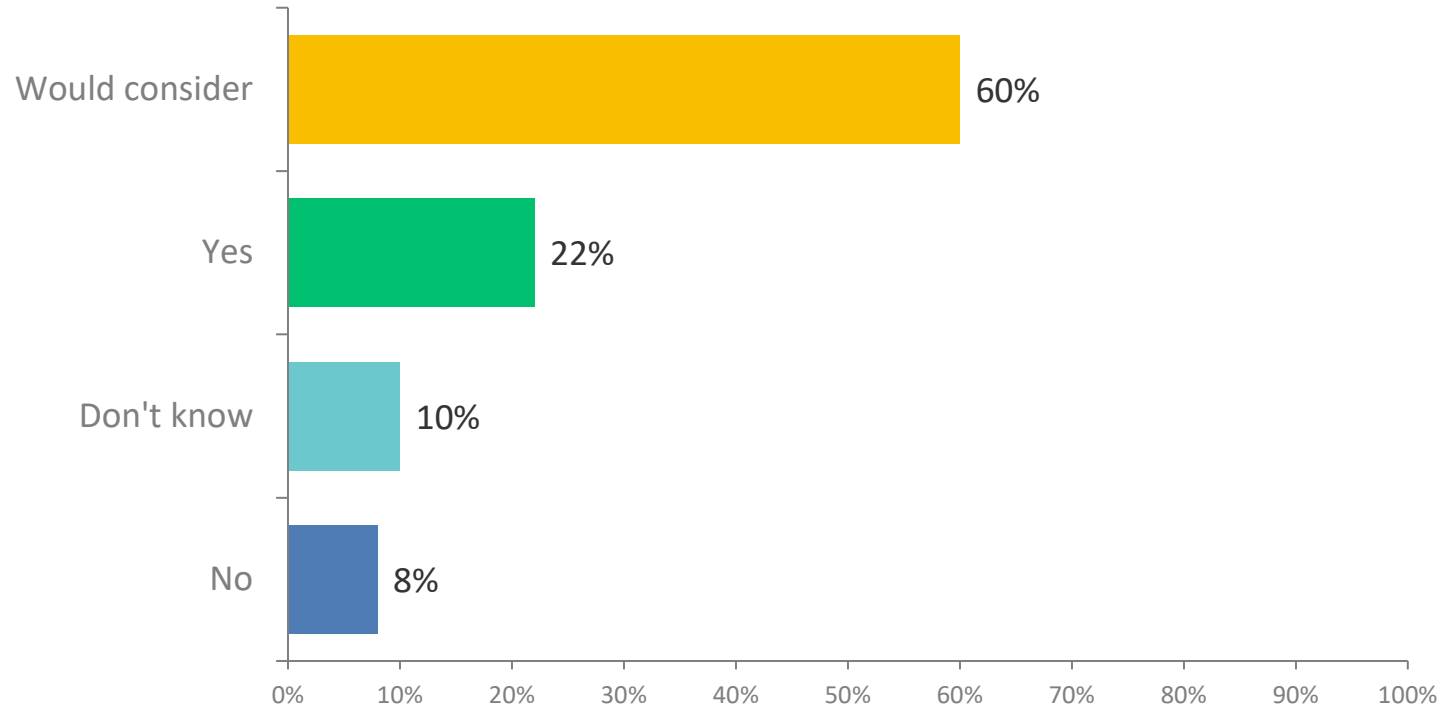
# Perspectives on Member Monthly Out-of-Pocket Costs for GLP-1s for Obesity



# Educating Employees/Members on Direct-to-Consumer Models for GLP-1s for Obesity Outside the Pharmacy/Medical Plan



# Employer Interest in Direct-to-Employer Options from Pharmaceutical Mfgs and/or Vendors for GLP-1s for Obesity



# Thank You to Survey Respondents!

For questions about this survey  
email [info@mbgh.org](mailto:info@mbgh.org)

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As the trusted source for leading health benefits professionals, MBGH represents more than 170 employers covering over 4 million lives, with members collectively spending more than \$15 billion annually on health care.

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