Learn how employers are focusing their efforts on medium priorities and strategies in place for 2023.

**Health Benefits Priorities**
- Employer members face a variety of challenges, including cost containment and support for employee health and well-being.
- The annual employer member survey conducted by the Midwest Business Group on Health (MBGH) found that health benefits professionals are knowledgeable about the health benefits landscape and are taking steps to control costs, support their workforce and fulfill their responsibilities as fiduciaries.

**Pharmacy Benefits Priorities**
- Managing pharmacy costs continues to be a priority for employers.
- The biggest threats are related to high-cost pharmacy claims, medical inflation and market consolidation.

**Mental Health Benefits Strategies**
- Employers are working to improve employee mental health services, to their employees needs in today's environment.

**Top Threats to Employer-Provided Health Care Coverage**
- The urgent threats are related to high-cost pharmacy, medical inflation and hospital and EBC cost.

**Employer Fiduciary Actions**
- Employers are taking steps to address fiduciary responsibilities.

**Employer Thoughts on Hospital Transparency**
- Employers are looking for more transparency and accountability in the hospital transparency data.

**2023 Employer Health Benefits Priorities**

### High-Cost Pharmacy Claims
- 74% of respondents are spending more than the amount spent the prior year.
- 57% of respondents are using pass-through rebates.

### Pharmacy Strategies
- 72% of respondents are using formulary management.
- 65% of respondents are using direct payments to EBCs.

### Pharmacy Priorities
- 91% of respondents are looking for lower-cost drugs.
- 64% of respondents are looking for higher quality drugs.

### Employee Population
- 35% of respondents have 10,000-25,000 employees.
- 28% of respondents have 25,001-50,000 employees.
- 25% of respondents have 5,001-10,000 employees.
- 11% of respondents have 10,000-25,000 employees.

### Employer Fiduciary Actions
- 89% of respondents are conducting manager training.
- 75% of respondents are auditing their pharmacy benefits contracts.

### Employer Thoughts on Hospital Transparency
- 80% of respondents are looking for more transparency in hospital data.
- 72% of respondents are looking for lower cost of hospital care.

### About the survey and respondents
- The survey was completed by MBGH member employers.
- The survey results are representative of the employer health benefits industry in the United States.

### MBGH Activities and Resources
- MBGH members can access the full infographic and survey results at mbgh.org.

### About Midwest Business Group on Health
- MBGH is a non-profit employer coalition with over 150 mid, large and super-large employers representing more than $12 billion in annual health care spending.
- Coalition activities focus on employer-directed education, research, benchmarking and community-based initiatives that increase the value of health benefits.

### Sources
- The Health Benefits Priorities infographic is based on the survey data from the 2023 MBGH annual member survey.
- The survey was conducted by Denham Research, Inc., a health care strategic consulting firm.

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**Note:** This infographic is an illustration of key survey findings. MBGH members may access the full report at mbgh.org. The infographic and survey results may not be reproduced or quoted without permission from MBGH.