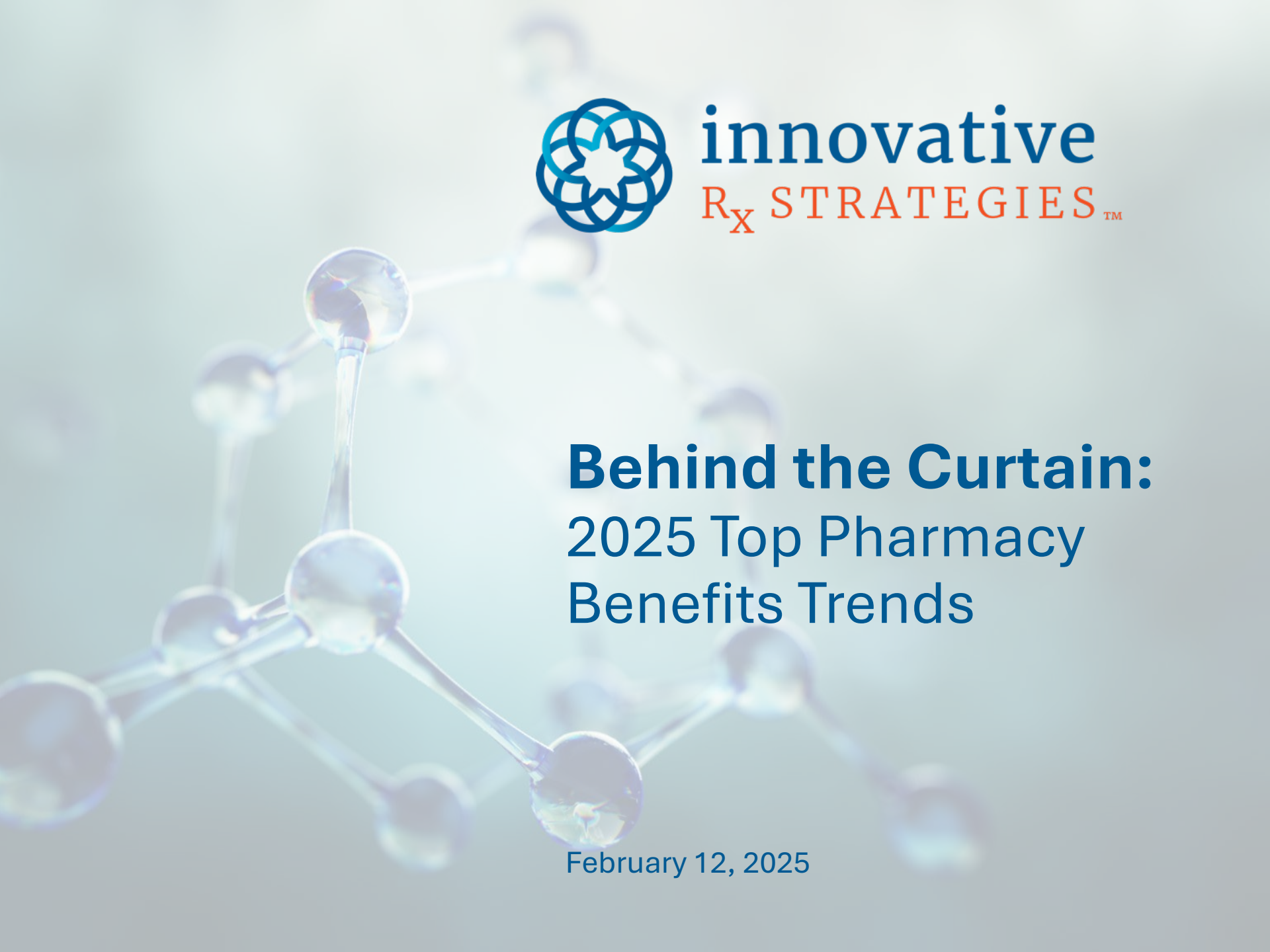

innovative Rx STRATEGIES™

Behind the Curtain:
2025 Top Pharmacy Benefits Trends

February 12, 2025

Webinar Housekeeping

- All attendees will be in “listen-only” mode for the duration of the webinar.
- For questions or comments, click on the question icon located at the top of your webinar screen.
- Presentation slides and resources can be downloaded by clicking the icon at the top of your webinar screen.

Leadership Team

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Chief Revenue Officer

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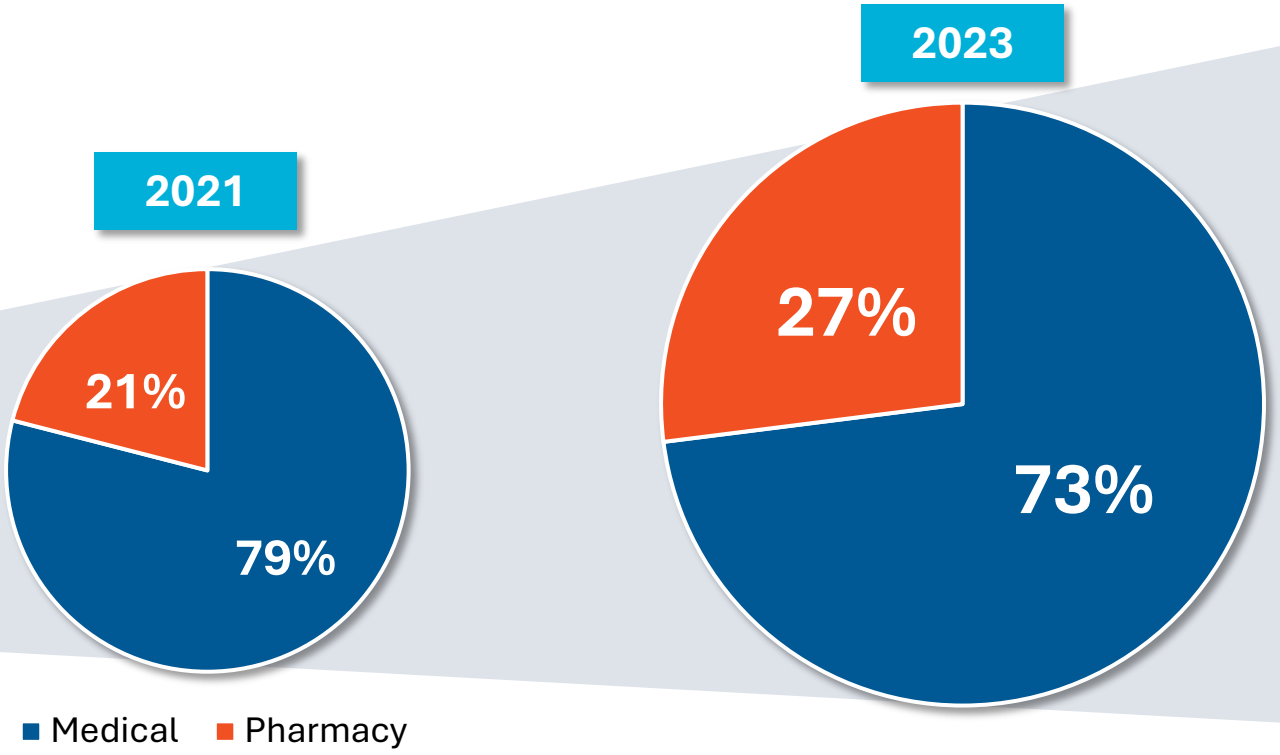
Vice President
Clinical Strategy

Pharmacy Costs Growing at Faster Rate



Pharmacy Costs Growing at Faster Rate

Behind the Curtain:
2025 Top Pharmacy Benefits Trends

1. **FIDUCIARY**

2. **MARKET COMPETITIVENESS**

3. **TREND MANAGEMENT**

4. **NEW DRUG PIPELINE**

5. **LEGISLATION**

1

Fiduciary

J&J Sued Over Contracting with PBM that Overcharged Health Plan, Enrollees

Apr 2, 2024

Litigation | Finance & Banking | Corporate Structure | Health Insurance | Lawsuits

Wells Fargo sued over employee prescription drug costs

July 30, 2024

Tyson Foods ditches the traditional PBM model to partner with Rightway.

January 24, 2024

2

Market Competitiveness

2024 Innovative Rx RFP Savings

Competitive?

- Strong Contract
- Annual Market Check
- Annual Rate & Rebate Reconciliation

Make sure what is in your RFP gets into your contract to hold PBM accountable

2

Market Competitiveness

RFP Best Practices

1) Strategic
2) Expert Analytics
3) Clinical Insight
4) PBM Variety

10 months prior

Decide RFP Process
Gather, prep, develop documents

Launch RFP

Review First Round Results & Select Finalists

Review Best & Final Offers

4-6 months prior

PBM Selection & Implementation Kick-Off

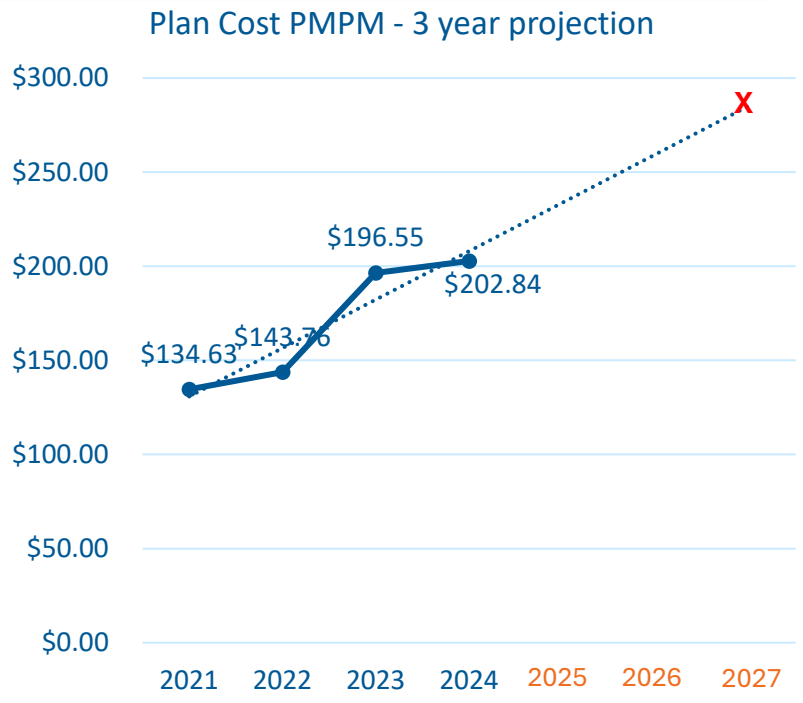
Decision made

Go-Live Readiness
Review Test Claims, Finalize PBM Contract

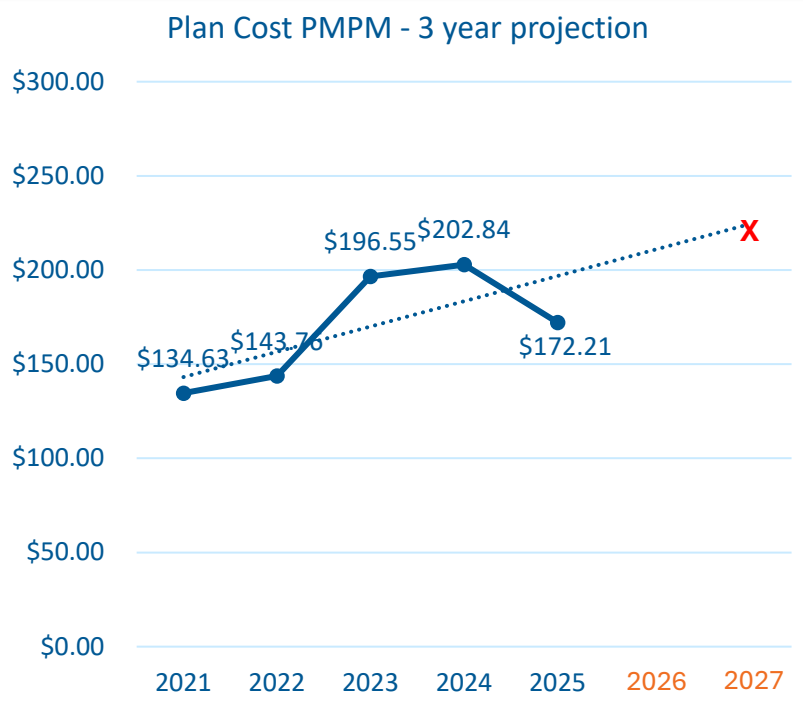
3

Trend Management

Status Quo



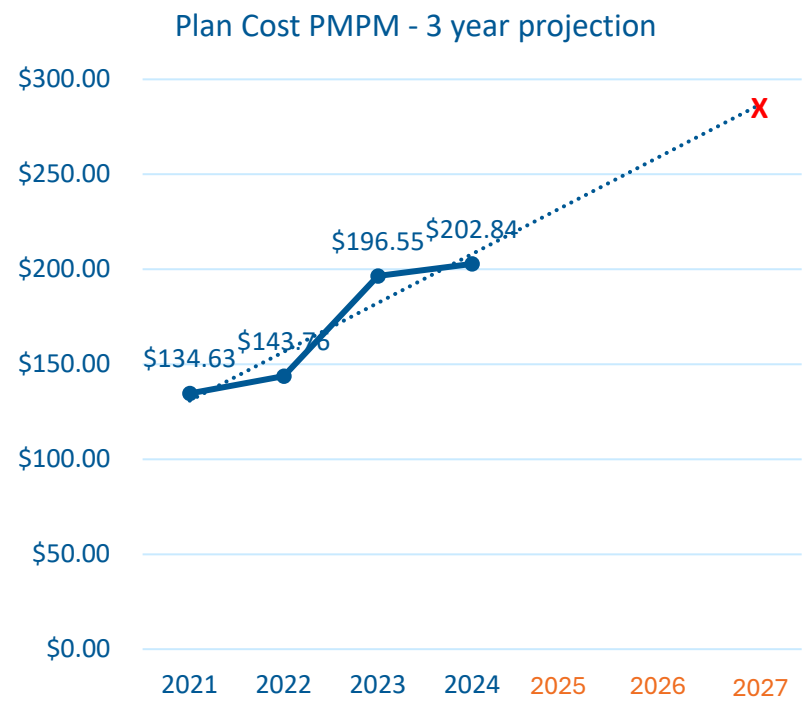
PBM RFP Savings



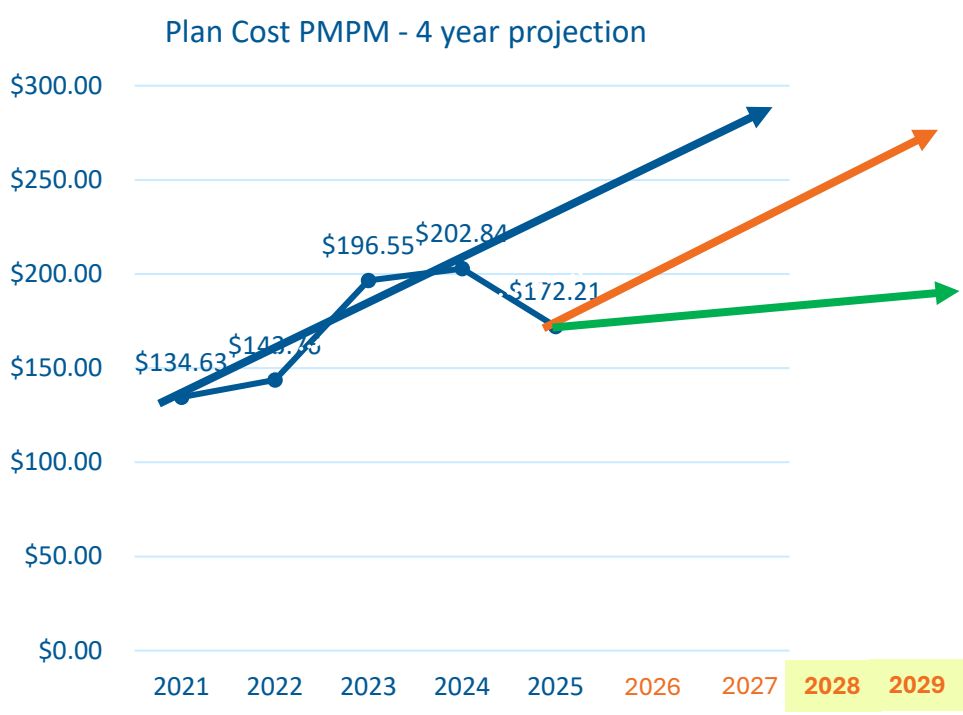
3

Trend Management

Status Quo



Trends will continue without strategy



4

New Drug Pipeline

#1 **50 New Drugs**	#2 **5 Cell & Gene**
#3 **$4.25M per treatment**	#4 **Biosimilars**

5

Legislative Outlook

Federal Proposed

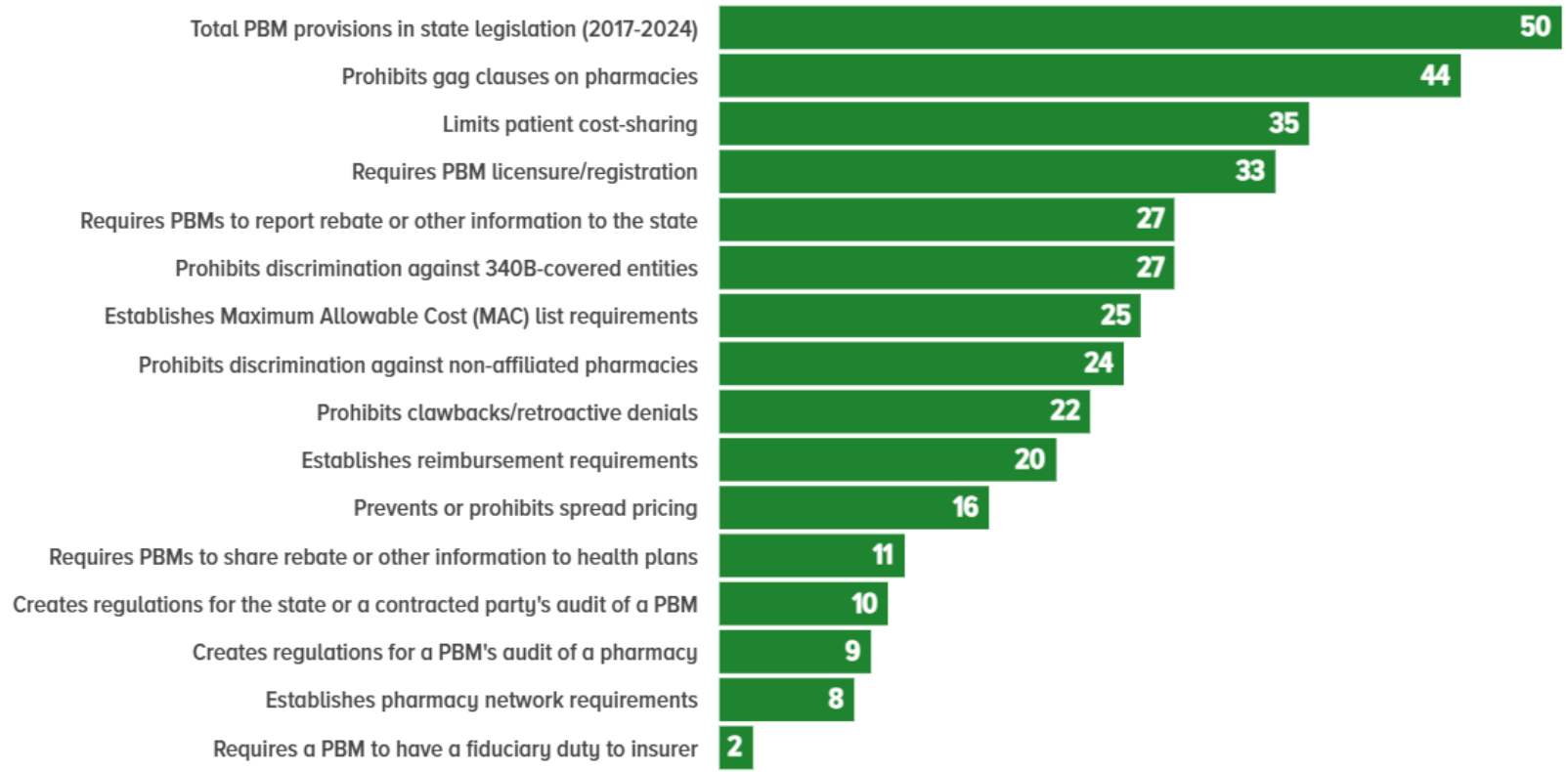
- Spread Pricing
- PBM Reporting
- Pass-through Rebates

5

Legislative Outlook

Federal Proposed

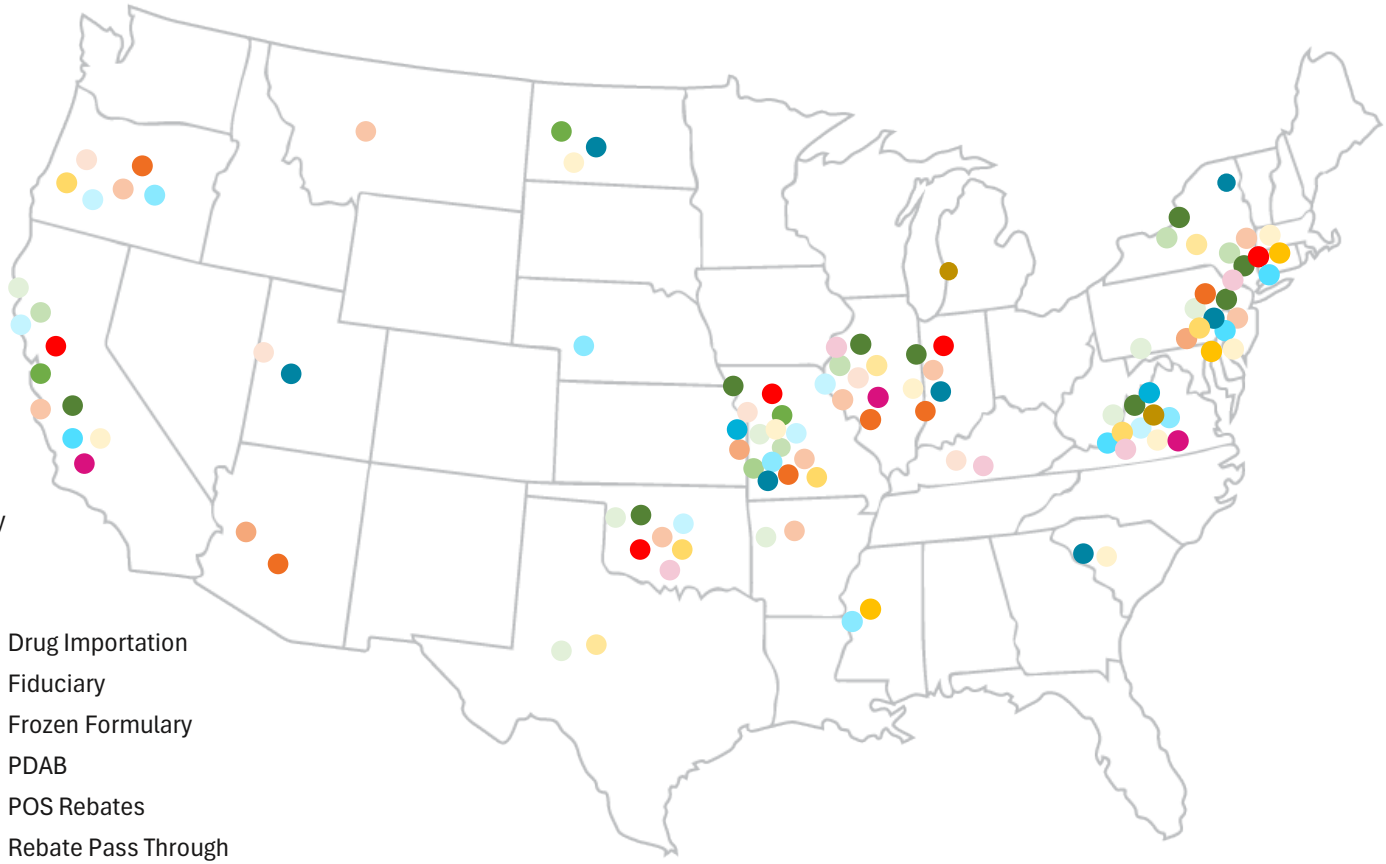
Number of States with Common Provisions in State PBM Legislation: 2017–2024



5

Legislative Outlook

State



- ERISA Erosion
- GPO/Rebate Aggregator
- Medicare Erosion
- PBM Licensure/Registration
- Transparency
- 340B Protections
- AWP, AMMO, & Anti-Steering
- Guaranteed Pharmacy Profitability
- NADAC +/- Dispensing Fee
- No Pharmacy Fees
- No Spread
- White Bagging
- Delinking
- Biosimilar Coverage
- Copay Accumulator
- Copay Caps
- Drug Importation
- Fiduciary
- Frozen Formulary
- PDAB
- POS Rebates
- Rebate Pass Through

Summary & Action Steps

- Strategy, Strategy, Strategy
- Right vendor
- Claim level detail
- Know what is coming
- Vendorship vs. Partnership

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