BENECON
Cost Containment

A Strategic Guide for Consultants

MOVE THE NUMBER

Four Case Studies of Insights to Action

INSIDE:

Three High-Cost Claims

$5.3M IN ANNUAL SAVINGS

Same Provider. Same Treatment.

70% LOWER SITE-OF-CARE COSTS

Your Must-Have Checklist

Year-Round Strategies Before Renewal



Healthcare Didn't Change Overnight. The Strategy Did.

Healthcare costs continue to rise, but the organizations achieving the best outcomes aren't simply spending less, they're managing healthcare differently.

Today's leading employers are looking to consultants for more than annual renewals. They're looking for strategic guidance to help them navigate an increasingly complex healthcare landscape.

WHAT LEADING CONSULTANTS ARE DOING DIFFERENTLY

The most successful consultants aren't waiting for renewal to help clients manage healthcare costs. They're taking a proactive approach throughout the year.

Leading consultants:

- **Review** healthcare performance continuously
- **Use** data to identify emerging risks
- **Manage** specialty pharmacy proactively
- **Invest** in employee advocacy
- **Align** clinical and financial decision-making
- **Build** long-term healthcare strategies

THE DIFFERENCE ISN'T THE HEALTHCARE PLAN. IT'S THE STRATEGY BEHIND IT.

Healthcare strategy continues to evolve. The consultants who understand what's impacting their clients' healthcare costs today will be the ones helping them navigate tomorrow's challenges.

Inside This Book:
Consultant-led cost containment strategies resulting in measurable financial impact.

The 5 Trends Reshaping Employer Healthcare

1 SPECIALTY DRUG GROWTH

Specialty medications continue to be one of the fastest-growing drivers of healthcare spending. As new therapies and biosimilars enter the market, consultants have an opportunity to help clients proactively manage pharmacy costs and improve outcomes.

2 GLP-1 COST MANAGEMENT

As GLP-1 therapies continue to evolve, employers are balancing clinical outcomes, member demand, and long-term affordability. Consultants play a key role in helping clients develop thoughtful coverage and management strategies.

3 FIDUCIARY RESPONSIBILITY

As healthcare grows more complex, employers increasingly rely on consultants for transparent, data-driven guidance. Fulfilling that responsibility means more than presenting options, it means helping clients make informed decisions, challenging traditional approaches when appropriate, and recommending strategies that support long-term clinical and financial success.

4 AI & PREDICTIVE ANALYTICS

Artificial intelligence is reshaping healthcare beyond data analysis. As AI-assisted documentation contributes to increased coding intensity and influences reimbursement, consultants who leverage predictive analytics can better identify emerging cost drivers, uncover opportunities, and help clients make more informed healthcare decisions.

5 INTEGRATED CLINICAL AND COST MANAGEMENT

Managing healthcare costs requires more than individual point solutions. Bringing clinical management, pharmacy strategy, member advocacy, and cost containment together creates a more coordinated approach that improves outcomes and long-term value.

STRATEGY MATTERS MORE THAN EVER

Today's healthcare consultants are navigating an increasingly crowded marketplace of healthcare vendors, programs, and point solutions—all promising better outcomes, lower costs, and greater value.

While many of these solutions can deliver meaningful results, confidently determining which ones are right for each client—and how they work together—has become increasingly challenging.

The greatest challenge isn't finding solutions. It's confidently evaluating which solutions deserve your clients' trust and how they fit together to build a coordinated healthcare strategy.



Your Advantage is Cost Containment

The Cost Containment division simplifies the process by bringing together a network of carefully vetted, integrated **solutions designed** to work together as part of a coordinated healthcare strategy.

Rather than asking consultants to evaluate countless independent vendors, Benecon's Cost Containment team helps identify opportunities, align the right integrated solutions, and measure results throughout the year—giving consultants greater confidence in the strategies they recommend.

STRATEGY INTO ACTION: EMPLOYER SUCCESS STORIES

Great strategy doesn't stop with recommendations. It leads to measurable action.

OUR APPROACH



IDENTIFY

Uncover opportunities across the health plan using integrated medical and pharmacy data.



PRIORITIZE

Focus on the members, conditions, and cost drivers with the greatest clinical and financial impact.



ACTIVATE

Connect each opportunity with the right integrated solution through VERIS' network of carefully vetted partners.



MEASURE

Track outcomes, savings, and engagement to demonstrate value and support ongoing strategic decision-making.

Working alongside you as the consultant, we help transform data and insights into targeted strategies that improve outcomes, reduce costs, and deliver measurable value for employer clients.

Three cases put millions in motion.

THE CLIENT:

A Pennsylvania county faced **millions in projected claims** from a small number of high-cost specialty drugs and rare disease cases.

THE NUMBER

More than **$5 million in projected claims** created significant financial risk for the employer.

THE OPPORTUNITY

Claims analysis **identified 3 cases** in which eligible members could receive financial assistance based on their diagnoses and prescribed medications.

THE MOVE

The consultant worked with the employer to introduce a vetted cost-containment program during open enrollment and educate eligible employees about the available resources. Members who met the program criteria were **connected with financial assistance.**

PLAN IMPACT

The employer adopted a proactive approach to managing specialty drug and rare disease costs, helping **stabilize plan performance and reduce the financial impact** of catastrophic claims.

MEMBER IMPACT

Eligible employees and their families received **financial assistance, reduced out-of-pocket costs for life-altering treatments, and guidance throughout complex health journeys.** This allowed them to focus on their care instead of the financial burden.

THE RESULT $5.3M–$7.1M

ESTIMATED ANNUAL SAVINGS

- **3** high-cost cases proactively managed
- **$100K** program investment with significant projected ROI

From $23K to $10K per fill.

THE CLIENT:

Two high-cost Skyrizi claims created **more than $180,000** in annual specialty pharmacy exposure for a manufacturing employer.

THE NUMBER

Skyrizi cost **$23,000 per fill** for two female employees receiving quarterly treatments. **No alternative sourcing strategy was in place** to reduce specialty drug spend or renewal pressure.

THE OPPORTUNITY

Benecon's cost containment team helped the consultant evaluate RxValet as an alternative sourcing strategy while preserving treatment access.

THE MOVE

The consultant guided the strategy and the employer made the final decision. The alternative sourcing approach **reduced the cost from $23,000 to $10,000 per fill.**

PLAN IMPACT

The employer gained **greater control** over specialty pharmacy spending and reduced the cost associated with both Skyrizi claims.

MEMBER IMPACT

The members continued receiving their prescribed Skyrizi treatments with minimal disruption to their quarterly schedules and **no out-of-pocket cost.**

THE RESULT $100K+

ESTIMATED ANNUAL SAVINGS

- **More than 50%** reduction in per-fill costs
- **$0** member out-of-pocket cost
- **Lower** future renewal risk

CASE STUDY: SITE-OF-CARE

$619K saved. The treatment stayed the same.

THE CLIENT:

An employer faced significant financial exposure from an **ongoing Keytruda claim**.

THE NUMBER

More than $884,000 in projected annual oncology treatment costs was creating substantial pressure on the health plan.

THE OPPORTUNITY

Claims analysis showed that the member's existing treatment could continue in a more cost-effective care setting.

THE MOVE

The consultant and employer coordinated the transition to the lower-cost site of care.

PLAN IMPACT

The employer reduced the financial impact of a high-cost oncology claim and created a more sustainable approach to managing specialty treatment costs.

MEMBER IMPACT

The member remained with the same provider, continued the same treatment plan without interruption, and received the **same high-quality care in a more cost-effective setting.**

THE RESULT $619K

ESTIMATED ANNUAL SAVINGS

- **70%** lower site-of-care costs
- **$884K** high-cost oncology claim evaluated

7% ineligible. $2 million identified.

THE CLIENT:

A public school consortium was looking for solutions to better manage healthcare costs. The health plan was performing as expected, but ineligible dependents were **quietly increasing plan spend**.

THE NUMBER

A dependent eligibility review found **that 7% of enrolled dependents were ineligible** for coverage.

THE OPPORTUNITY

The review verified enrolled dependents and identified hidden costs that could be removed **without changing the employee health plan**.

THE MOVE

The consultant partnered with the employer to implement the review using clear communication and employee outreach. Together, they improved enrollment accuracy while minimizing disruption for eligible employees.

PLAN IMPACT

The employer improved the accuracy of enrollment and reduced unnecessary healthcare spending without changing plan design.

MEMBER IMPACT

Eligible employees retained their benefits and received clear communication and support throughout the review, **helping ensure a fair and accurate health plan** for everyone.

THE RESULT $2.0M

ESTIMATED ANNUAL SAVINGS

- **7%** ineligible dependents identified
- **No change** to plan design

The Team Moving Numbers

Behind these results is a team combining claims intelligence, clinical expertise, and pharmacy strategy. Their work gives consultants more options to bring to clients every day.



BRINTAN MADONNA

CHIEF SERVICE OFFICER

Brintan Madonna joined Benecon in 2007 and currently serves as Chief Service Officer for Benecon.

Throughout his tenure at Benecon, he has played a key role in driving the organization's national growth strategy, helping expand Benecon's presence into more than 39 states.

He was instrumental in launching the VERIS Consortium, which has grown to serve over 1,300 employer members nationwide. His leadership, initiatives, and passion are centered on advancing self-funded health plan solutions and strengthening producer partnerships within the insurance industry.



CLAUDIA BURCHSTEAD

VICE PRESIDENT, COST CONTAINMENT

With nearly 20 years at Benecon, Claudia Burchstead has played a key role in expanding the company's Southeast sales presence while serving as a trusted advisor to consulting partners and employers. She also led Benecon's internal wellness initiatives for nearly a decade, providing firsthand experience developing programs that improve employee health, engagement, and long-term outcomes.

Today, Claudia leads Benecon's cost containment strategy, identifying and evaluating innovative solutions that integrate seamlessly with its care model, preferred partners, and stop-loss strategy.



NICK MILLER

SENIOR DIRECTOR, PHARMACY

A pharmacist by training, Nick brings more than a decade of experience advising employers and benefits consultants on pharmacy benefit management. Prior to joining Benecon, he held leadership roles with both regional and national organizations where he developed innovative pharmacy solutions for self-funded employers.

Nick reflects Benecon's continued investment in helping clients navigate the rapidly evolving pharmacy landscape. His combination of clinical expertise, industry experience, and strategic insight strengthens Benecon's integrated approach to delivering data-driven pharmacy solutions that improve outcomes and maximize the value of employer-sponsored health plans.

Must-Have Checklist to Stay Ahead – Before Renewal

Use this checklist to help clients build healthier organizations and manage long-term costs.

01

PLAN BEYOND RENEWAL

- ☐ Identify opportunities
- ☐ Monitor trends
- ☐ Adapt strategies throughout the plan year

02

USE DATA PROACTIVELY

- ☐ Uncover opportunities
- ☐ Guide strategic decisions
- ☐ Connect clients with the right solutions before challenges become costly

03

MANAGE PHARMACY STRATEGICALLY

- ☐ Build pharmacy strategies around each employer's population, goals, and risk tolerance
- ☐ Achieve better outcomes by helping clients consider new strategies that better align with their long-term objectives and **evolving pharmacy trends**

04

ALIGN CLINICAL AND FINANCIAL DECISION-MAKING

- ☐ Help clients improve employee health while creating sustainable financial results by balancing cost and clinical outcomes

05

EDUCATE AND SUPPORT EMPLOYEES

- ☐ Help employees understand and confidently navigate their healthcare options with site-of-care optimization, alternative sourcing, and benefit navigation.

> The most successful healthcare consultants don't react to rising healthcare costs—they anticipate them.

The Next Number Is In Your Client's Plan

We're committed to partnering with consultants by providing the data, clinical expertise, pharmacy insights, and integrated solutions needed to support long-term success.

Let's Continue the Conversation

Whether you're looking to strengthen client relationships, uncover new opportunities, or build more integrated healthcare strategies, our team is here to help.

Connect With Us

- Schedule a strategy discussion
- Explore additional employer success stories
- Learn more about our integrated approach
- Discover new opportunities to help your clients achieve better outcomes

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