

## The graphic consists of the letters "BIZ" in a bold, sans-serif typeface. Each letter is constructed from overlapping geometric shapes in shades of blue and orange. The background is a dense collage of semi-transparent images: a man in a suit with a name tag, a person at a booth with a "heart" logo, a man in a plaid shirt, a group of people smiling, and a banner that reads "MISSOURI WELCOMES". Other smaller text elements like "BIZ DASH" and "PRESS SCRIPTS" are also visible within the collage.

# ANNIVERSARY

# 2022 | ANNUAL REPORT

**The year was 1982.** Employers were facing double-digit increases in medical expenses, with little information about the price or quality of these services. Tired of the lack of transparency and accountability, a group of 12 forward-thinking employers established the St. Louis Area Business Health Coalition.

Serving as a resource for organizations paying health care bills, the BHC was founded to monitor trends in health care financing, supply, and delivery; help employers make sense of the rapidly changing health care environment; and to bring the purchaser voice to health care conversations, both locally and nationally.

Four decades later, the BHC now supports nearly 70 public and private purchasers across the country in their efforts to improve workforce well-being and increase the value of their investments in health benefits. Through shared learning opportunities, data insights, and group purchasing, BHC members are collaborating to make health care work better for their employees, their businesses, and the larger communities they serve.

Recognizing the serious burden of health care spending on all Americans, employers are embracing their fiduciary role and are ready to use new transparency tools to pay for value. While much work remains to fully harness and integrate health care cost and quality data into actionable information, the era of accountability has finally arrived.

To our members, present and past, it has been an honor to serve you. Thank you for 40 years as employer partners in health care. We are optimistic about the future and our collective work to transform primary care and flatten the spending growth curve. It is time to create the health care system that Americans want and deserve.



# 1982-2022

## Picking Up Where We Left Off: Making High-Value Health Care the “New Normal”

As we emerged from the pandemic in November 2021, the BHC was pleased to gather with nearly 300 attendees (in-person and virtually) to celebrate our resilience as a community and determine next steps for making affordable, high-quality health care our “new normal.”

Dr. Eric Ambrecht, Professor with Saint Louis University’s School of Medicine, opened the conference with an examination of health care spending and utilization in the COVID-19 era. Dr. Kenton Johnston, a subject-matter expert on Medicare payment models, outlined the main delivery transformation systems of CMS, underscoring its goal for all traditional Medicare beneficiaries to be in accountable care organizations by 2030. Acclaimed economist, Dr. Adam J. Fein, reflected on the complexities of the vertically integrated pharmaceutical system and the convoluted rebate and pricing scenarios. The event ended with a presentation by Sheila Savageau, Global Health & Well-being Leader with General Motors, on the experience and outcomes of their first value-based direct contract with Henry Ford Health System in Detroit, Michigan.

*Don’t ever think that because you don’t have enough volume in a market, that that’s something that should stop you. GM is not a jumbo employer in most markets. If anything, go find your friends, because you do have friends in that marketplace.*

**- Sheila Savageau, General Motors**

## Advanced Primary Care: A Prescription for Better Health

In summer of 2022, the BHC’s Community Forum engaged over 200 business, health care, and policy leaders to discuss the next generation of primary care and key characteristics of importance to patients, including: integrated behavioral health, evidence-based referrals, and technology adoption. Chris Koller (Milbank Memorial Fund) opened the conference by discussing opportunities to strengthen primary care via value-based payment models, increased access, workforce development, digital health, and accountability measures. Following this, Linda Brady described employer priorities for advanced primary care and Boeing’s quest to achieve value through direct contracting with accountable care organizations. In a panel discussion led by BHC Board President, Dave Toben (Bi-State Development), provider leaders from BJC Medical Group, Esse Health, and Mercy demonstrated how St. Louis practices are innovating to capture the promise of advanced primary care. The conference concluded with remarks from Dr. Rushika Fernandopulle (One Medical), who shared poignant patient stories and lessons learned from his 15 years of experience building advanced primary care practices across the country.

*It takes a village . . . one employer alone will not change the system.*

**- Linda Brady, The Boeing Company**



### BHC WEBSITE

**12,144** WEBSITE VISITORS  
**36,883** TOTAL PAGE VIEWS



### SOCIAL MEDIA

**1,878** FOLLOWERS  
**101,428** TOTAL IMPRESSIONS



### BE HEALTH CONNECTED

**8** PODCAST EPISODES RELEASED  
**488** LISTENERS



# PHARMACY MANAGEMENT INITIATIVE

40th Anniversary Annual Report

For 20 years, the BHC's Pharmacy Management Initiative (PMI) has offered employers transparency, accountability, and best-in-class pricing for national pharmacy benefit management services. Currently contracting with CVS Health and Express Scripts, the program supports 47 employers nationally, representing over 300,000 covered lives and over \$351 million in annual pharmacy spend.

## Contracting

In partnership with Mercer, the BHC's annual market check process yielded an additional 3% in projected savings above year two contract pricing improvements, equating to nearly \$10 million in further cost reductions for employer members. A 100% financial claims audit and four-quarter rebate audit, now underway with Milliman, will ensure PBM compliance with all contract terms. In addition to seeing aggregate results across the coalition, each PMI participating employer will also receive a company-specific audit dashboard with their unique impact summary.



Pharmacy Management Initiative (PMI) is formed.

## Education

Featuring insights from industry experts and fellow employers, BHC's bi-monthly pharmacy meetings equip members with the knowledge necessary to make informed plan decisions. In 2022, topics included emerging trends for gene therapies, biosimilars, and prescription digital therapeutics, as well as advancements in the treatment of obesity and other common chronic conditions.

## Pricing

As a founding partner of the Institute for Clinical and Economic Review's (ICER) Midwest advisory board, the BHC meets quarterly with their team to ensure that employer members are prepared for upcoming pharmaceutical innovations and market shifts. This included a first look at ICER's forthcoming Purchaser Playbook, outlining actionable recommendations to help employers use value assessments to lower pharmacy costs. With ICER's research identifying the need to reduce many drug launch prices to align with cost-effectiveness data, the BHC Board has prioritized conversations with pharmaceutical manufacturers nationally regarding these affordability concerns, including large discrepancies between drug pricing in the US compared to other industrialized nations.

**47**  
Participating  
Employers

Over  
**300,000**  
Covered Lives

Over  
**\$111**  
million  
in savings from clinical  
management programs

## Data Insights

A top goal in 2022, the BHC focused on strengthening PMI analytics and reporting capabilities. Advanced training and the expansion of available queries through the ESI and CVS data platforms has improved the timeliness of data pulls for PMI participating members. Using an internal dashboard, key performance metrics are monitored on an aggregate and individual employer basis, allowing BHC to flag unusual changes in spending, utilization, or high-cost conditions.

## Clinical Oversight

In January, the BHC was pleased to welcome Opal Chaudhary, PharmD, as an academic detailing pharmacist to the PMI team. Examining employer data for opportunities to reduce wasteful drug spending, Dr. Chaudhary facilitates direct outreach to physicians and patients with evidence-based clinical recommendations. For 2022, initiatives on eliminating low-value medications, duplicate therapies, and unnecessary overutilization are projected to result in \$383,626 in savings for PMI participating employers.

# HEALTH POLICY

With a lobbyist in Jefferson City, Missouri, and partnerships with National Alliance of Healthcare Purchaser Coalitions and ERISA Industry Committee in Washington DC, the BHC monitors and proactively brings the purchaser voice to important policy conversations impacting health care and employer-sponsored health benefits. During the 2022 legislative session, the BHC testified and sent letters to defeat several bills that would have increased health care costs for employers and/or impacted the quality or safety of care delivered in various settings. Areas of concern included:

- Any Willing Pharmacy
- Acquisition Cost Reimbursement
- Mandated Dispensing Fees
- 340B Pharmacies
- White Bagging
- Telehealth Adaptive Questionnaires
- Dialysis Facilities' Anti-Competitive Behavior
- CMS Reporting on Preventable Errors
- Worksite Clinic Access for HDHP-HSA Enrollees
- Telehealth Access for HDHP-HSA Enrollees
- Surprise Billing
- Drug Price Reform
- Primary Care Investment

Employer members receive regular updates on state and federal policy activities via the BHC website, monthly newsletter, and social media posts featuring legislative summaries and position statements.



**BHC amplifies  
lobbyist presence  
in Jefferson City.**

Over  
**\$36**  
**million**  
in annual price  
improvements

Over  
**\$24**  
**million**  
in specialty  
solutions savings

Over  
**\$127**  
**million**  
in rebates passed  
back to employers

# WELL-BEING

40th Anniversary Annual Report

## 2022 BHC Award Winner

The BHC is pleased to announce First Busey Corporation as the winner of the 9th annual Business Health Culture Award. Through a comprehensive application and scoring process, employer well-being programs and strategies are assessed on the following components: Leadership Support, Wellness Teams, Strategic Planning & Evaluation, Wellness Programming, Communications, Incentives & Participation, Environmental Support, and Innovation. Receiving 89.93 out of a possible 100 points, Busey has established a well-rounded approach to support the well-being of over 1,500 employees nationwide.

*With associates being one of Busey's four pillars, it is crucial to offer associates new possibilities and opportunities to thrive. Empowering associates is part of the core of Busey's mission, vision, and values. B Well is driven by that very passion.*

**- Sara Maxwell, First Busey Corporation**

## Addressing Chronic Disease

The BHC is grateful to continue a strong, multi-year partnership with the Missouri Department of Health and Senior Services, exploring opportunities for employers to align their benefit plan designs, worksite environments, and well-being programs to address diabetes and heart disease. In 2022, this work resulted in the creation of the *BHC Benefits Check-Up* tool, which provides a checklist to evaluate employers' current approaches to chronic disease prevention and management, as well as additional tips for encouraging healthy employee behaviors. Employers returning a completed checklist received an individualized scoring report and guidance from the BHC with actionable recommendations to address gap areas.



**Business Health Culture Award is created to celebrate employers' commitment to well-being.**

## Preventing Type 2 Diabetes

Supported by the National Association of Chronic Disease Directors, the BHC assessed organizational awareness of the National Diabetes Prevention (DPP) lifestyle change program and challenges to deployment. An Employer Market Assessment yielded results from 27 organizations, of which 68% were not currently offering the National DPP to employees. Follow-up conversations with five employers and four consulting firms provided additional information about program coverage options and tools to overcome barriers to implementation. Through ongoing participation in a National Learning Collaborative with state health departments and other business influencers, the BHC will continue to accelerate adoption of diabetes prevention strategies.



### FLU SHOTS

**25** Participating Employers  
**236** Clinic Locations  
**11,419** Shots Administered



### HANDS-ONLY CPR

**FOUR** Employer Trainings  
**132** Employees Trained



### WELLNESS CHAMPIONS

**TWO** Employer Trainings  
**57** Wellness Champions Trained

## Building a Culture of Health

In collaboration with the CDC Foundation, the BHC convened a group of 10 employers to provide feedback on an evidenced-based survey called the *Workplace Health Drivers Management Tool*. Aimed at capturing meaningful data, the tool provides a mechanism through which employers can learn more about the complex work and non-work factors impacting employee health and well-being. One BHC member, a large local school district, is in the process of piloting the survey and reviewing results to inform their benefit and wellness strategies. The BHC and the CDC Foundation were invited to share preliminary findings at the Health Enhancement Research Organization's 2022 Forum, putting this work in the national spotlight.



**Launch of the Innovator Showcase series.**

## Innovator Showcase: Mental Health & Well-being

Each year, nearly one in five Americans experience a mental health disorder that impacts them at home and work. With COVID-19 exacerbating diagnoses of these conditions, the BHC conducted a Request for Information (RFI) with 29 national vendors to assist employer members in better understanding innovative solutions in the behavioral health space. Based on member feedback, eight vendors were chosen to provide a short pitch of their services at the BHC's virtual Innovator Showcase in August. Since this time, nearly 200 benefit professionals have used the RFI results to navigate the growing landscape of digital programs and choose the right partner for their organization.

## Virta Health

Two years into our group purchasing partnership with Virta Health, four BHC employer members have implemented this novel clinical program to sustainably reverse type 2 diabetes without medications or surgery. In total, 422 employees have enrolled in the program and have collectively achieved an average A1C reduction of 1.5 points, an average weight loss of 9.9%, and a 40% decrease in diabetes-specific prescription volume.



*Virta delivers unheard-of outcomes in diabetes treatment. We've been blown away by the results and the testimonials of our employees in the treatment, alongside the cost savings associated with getting employees healthier and off expensive medications like insulin.*

**- Sara Correnti, Concordia Plan Services**



### MANAGER WELLNESS

**THREE** Statewide Trainings  
**72** Managers Trained



### CDC WORK@HEALTH

**ONE** Training  
**12** Well-being Leaders Trained



### HEALTH FAIRS

**FOUR** Benefit Fairs Attended  
**648** Employees Reached



# MIDWEST HEALTH INITIATIVE

## Road to Effective and Affordable Change in Health Care

Recognizing the power of information and collaboration, MHI hosted a series of multistakeholder conversations throughout 2022 to discuss the *Road to Effective and Affordable Change in Health Care (REACH)*. Supported by a grant from the BHC and facilitated by experts in economics, actuarial science, and state health care reform, this workgroup of Missouri-based employers, labor unions, health systems, provider organizations, and health plans garnered buy-in on spending growth targets for the 2023, 2024, and 2025 years. These will be published in a forthcoming community report along with measurement strategies for monitoring care cost and quality over time. By aligning efforts to reduce wasteful spending and advance primary care, participating organizations have committed to tackling health care affordability as a key driver of the St. Louis region's future economic development and competitiveness.



## Health Information Blueprint

Business and health care leaders have expressed a shared interest in the creation of an all-payer claims database (APCD) for the state of Missouri. Funded by Missouri Foundation for Health, independent consultants sought insights from over 270 constituents across the region. The resulting Health Information Blueprint for Missouri provided a framework for stakeholder engagement, use cases, governance, funding, and technical considerations to build a valuable health information asset for our state.

## 2022 Health Stats Scorecard

In July, MHI released its latest community health stats scorecard, based on medical claims for 750,000 commercially insured patients during the 2021 calendar year. Acknowledging that 90% of people with kidney disease do not know that they have it, an updated nephropathy measure was added to the scorecard, which tracks the percentage of at-risk individuals that have received both recommended kidney tests: a blood test (eGFR) and a urine test (uARC). To underscore the importance of primary care, MHI also included a scorecard metric reporting the number of commercially insured individuals with an established primary care relationship (overall and by age category).

## Getting Back to Normal: COVID-19 in the Age of Variants

While there has been a return to pre-pandemic trends in some areas of health care, COVID-19 continues to change the medical landscape. Exploring trends in health care among Missouri's commercially insured between 2019 and 2022, MHI's new COVID-19 report details the pandemic's impact on trends in vaccinations, testing, inpatient care and hospital-based therapeutics, mental health diagnoses, telehealth, and other health care services.

*As a school district, we saw first-hand the dramatic impact that COVID-19 had on employee mental health. That is why we have focused on building a culture that reduces stigma and increases awareness of the benefits available to help. We hope that employers and community partners can continue to play a role in increasing access to affordable, high-quality behavioral health services for workers and their family members.*

**- Erin Poggi, Francis Howell School District**



# BOARD UPDATES

40th Anniversary Annual Report

As we reflect on our 40-year history, the BHC would like to offer its appreciation to all past and current members of the Board of Directors, whose leadership has guided and supported us greatly in our efforts to improve health care affordability, quality, and safety in our community. The BHC extends sincere gratitude to Dave Toben (Bi-State Development) as he embarks on his second year as Board President, as well as our renewing Executive Committee leaders, Bryan Kassing (Concordia Plan Services), Marla Langenhorst (Ameren Corporation), and John Ziegler (Arch Resources, Inc.). The BHC offers a fond farewell and thank you to Mark Mispagel (Spire Inc.) and Kevin Supple (Francis Howell School District), who served as Board President from 2019 to 2021. Looking to the future, the BHC is pleased to welcome new Board Members, Sara Kettler (Spire Inc.) and Mark Riley (Anheuser-Busch Companies, LLC) and looks forward to their insightful contributions in 2023.

## Board of Directors 2022

### **Patty Bedborough**

Chief Financial Officer  
Parkway School District

### **Valerie Peters**

Vice President, Human Resources  
Olin Corporation

### **Linda Brady**

Global Benefits, Healthcare & Well Being Strategy  
The Boeing Company

### **Margo Quinlan**

Vice President, Total Rewards/Payroll HCM  
Schnuck Markets, Inc.

### **Milt Ehly**

Director of Total Rewards  
Bass Pro Shops, Inc.

### **Kristine Schuster**

Vice President, Human Resources  
Mississippi Lime Company

### **Gail Frye**

VP, Total Rewards & Shared Services  
Panera, LLC

### **Kevin Supple - Immediate Past President**

Chief Operating Officer  
Francis Howell School District

### **Debbie Hanlon**

Vice President, Human Resources  
ESCO Technologies Inc.

### **Chad Thompson**

Corporate General Manager of Human Resources  
North American Lighting, Inc.

### **Bryan Kassing - Member-at-Large**

Assistant VP of Health & Welfare & Chief Actuary  
Concordia Plan Services

### **Dave Toben - President**

Director of Benefits  
Bi-State Development/Metro

### **Marla Langenhorst - Treasurer**

Director, Benefits  
Ameren Corporation

### **Bob Wald**

Retired Executive  
Smurfit-Stone

### **Mark Mispagel**

Managing Director, Compensation & Benefits  
Spire Inc.

### **John Ziegler - Vice President**

Senior Vice President & Chief Administrative Officer  
Arch Resources, Inc.

## Employer Members

AAF International  
Aegion Corporation  
Ameren Corporation  
Anheuser-Busch Companies, LLC  
Arch Resources, Inc.  
Barry-Wehmiller Companies, Inc.  
Bass Pro Shops, Inc.  
Bi-State Development/Metro  
Black & Veatch Holding Company  
The Boeing Company  
Bunzl Distribution USA, Inc.  
Caleres  
City of St. Louis  
Columbia Public Schools  
Concordia Plan Services  
Core & Main, LP  
Daikin Applied Americas Inc.  
Diocese of Springfield in Illinois  
The Doe Run Company  
Drury Hotels Company, LLC  
Edward Jones  
Emmaus Homes  
ESCO Technologies Inc.  
Ferguson-Florissant School District  
First Busey Corporation  
Francis Howell School District  
Frontline Managed Services  
Graybar Electric Company, Inc.  
ICL  
L. Keeley Construction

Laird Connectivity  
Leadec  
Mississippi Lime Company  
North American Lighting, Inc.  
Northwest R-I School District  
Olin Corporation  
Panera, LLC  
Parkway School District  
Pattonville School District  
Peabody  
Robert Half International, Inc.  
Rockwood School District  
Saint Louis County  
Saint Louis Public Schools  
Saint Louis University  
Sammons Financial Group  
Schnuck Markets, Inc.  
Shelter Insurance  
Special School District of St. Louis County  
Spire Inc.  
Strike Construction  
Sulzer US Holding, Inc.  
Tucson Electric Power  
UniGroup, Inc.  
Watlow  
Webster University  
WestRock Co.  
Wieland North America  
World Wide Technology, LLC

## Health Care HR Partners

Bayer  
Lutheran Senior Services  
Mo-Kan Teamsters Health & Welfare Fund  
University of Missouri

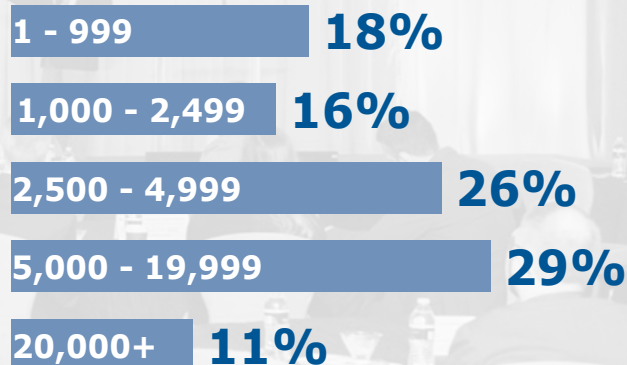
## Sustaining Members

Alliant Insurance Services, Inc.  
Aon  
Gallagher  
Lockton Companies, LLC  
Mercer  
Milliman

**69 member organizations  
headquartered in 12 different states**



## Number of Employees



# OUR TEAM

40th Anniversary Annual Report



**Allison Ball**  
Administrative Associate



**Dave Heaton**  
Product Manager



**Haley Becker, PhD**  
Director, Analytics &  
Information Services



**Louise Probst, MBA, RN**  
Executive Director



**Todd Boedeker, MA**  
Communications &  
Creative Services Manager



**Nkiru Obi, MD, MPH, CPH**  
MHI Data Analyst II



**Lynn Cao, MS**  
MHI Data Analyst I



**Lauren Remspecher, MPH, CHES**  
Senior Director, Member  
Engagement & Communications



**Angela Christman**  
Accounting &  
Administrative Associate



**Jadon Schroeder**  
MHI Data Analyst I



**Kayley Delashmit,  
MPH, CPH, LSSGB**  
Pharmacy Program Coordinator



**Melanie Watson**  
Operations Manager



**Annie Fitzgerald, CHES**  
Manager, Well-being  
Strategy & Health Solutions



**@stlbhc**



**St. Louis Area Business Health Coalition**



**[www.stlbhc.org](http://www.stlbhc.org)**

