



# Benefits Breakdown



## Boosting Employee Attraction, Retention and Productivity With Fertility Benefits

According to the World Health Organization, 1 in 6 people struggle with fertility issues. The journey to parenthood can be costly and challenging, so it's not surprising that family planning-related stress often impacts employees' work performance. Consider these 2023 survey findings from fertility care platform Carrot:

- Two-thirds (65%) of employees spend time at work researching fertility treatments, benefits and family planning.
- More than half (55%) said fertility challenges detrimentally impact their work performance.
- Two-thirds (65%) would change jobs to work for a company that provides fertility benefits.

Most states don't require private insurers to cover infertility treatments, making employer-provided fertility benefits even more important and valuable to workers. Fertility benefits can help employees start or build a family without going into debt or suffering undue financial stress, which makes them highly desired by employees. Many employers are responding with improved family planning resources amid growing interest in fertility benefits that support all types of families. Contact us for more employee benefits resources.

## The Industry Impact of Medicare Drug Price Negotiations

The Medicare Drug Price Negotiation Program—part of the Inflation Reduction Act—is the federal government's latest effort to combat rising health care costs. While 9 million Medicare beneficiaries use the first 10 drugs subject to price negotiations, the Centers for Medicare and Medicaid Services plans to negotiate prices for 50 drugs by 2029.

The first 10 drugs include some of the most expensive for Medicare; however, the initial impact of Medicare drug price negotiations may be slow. Analysts expect the first round of negotiations to have muted financial impacts due to revenue and profits. Many of the negotiated drugs face competition from other branded medications or patent expirations, which will allow generic alternatives to hit the market. Additionally, any decline in drug sales may have little impact on a company's profitability since the drugs contribute insignificantly.

While the commercial impact of negotiations may be limited for the initial list of drugs, this could change in future rounds. In 2028, negotiations will begin to target Medicare Part B drugs, which cover more specialized medications administered by health care providers (instead of pharmacies). There are also often fewer rebates available for these Part B drugs. Lastly, pharmaceutical companies claim that price negotiations will curb new drug development.

It will likely be some time before the impact of these negotiations is seen. The ultimate savings will depend on how successfully the federal government negotiates prices. Reach out for more health care information.