

BENEFITS BREAKDOWN

March 2025



15 Drugs for Medicare Price Negotiations

The U.S. Department of Health and Human Services [selected](#) 15 additional drugs subject to Medicare Part D price negotiations. Manufacturers with a selected drug had until Feb. 28 to decide whether to participate in negotiations; then, negotiations will continue through 2025. Medicare concluded the first round of negotiations for 10 drugs last August. These 15 drugs were selected for the second cycle of Medicare Part D negotiations:

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|----------------------------|-----------------------|------------------------|
| 1. Ozempic/Rybelsus/Wegovy | 6. Ofev | 11. Tradjenta |
| 2. Trelegy Ellipta | 7. Linzess | 12. Xifaxan |
| 3. Xtandi | 8. Calquence | 13. Vraylar |
| 4. Pomalyst | 9. Austedo/Austedo XR | 14. Janumet/Janumet XR |
| 5. Ibrance | 10. Breo Ellipta | 15. Otezla |

This list includes drugs that treat many conditions, which means the negotiations will have a broad impact. Between November 2023 and October 2024, about 5.3 million people with Medicare Part D coverage used these drugs to treat various conditions. Contact us today for more information.

Popular 2025 Voluntary Benefits

As health care costs continue to rise, so does the demand for voluntary benefits. Since many employers find it increasingly difficult to provide employees with a complete benefits package, voluntary benefits have become an ideal solution to round off their offerings. These extra perks also allow for more personalization that can help satisfy the unique needs of each worker, especially in today's multigenerational workforce. Furthermore, many voluntary offerings are health-related and can supplement health insurance, which can be attractive at a time when health care costs are rising and many are struggling to afford care and services.

Here are voluntary benefits that are experiencing significant growth or are expected to be notable this year:

- Supplemental health benefits—Accident, critical illness and hospital indemnity insurance stand out as more employees become interested in ways to help offset unexpected deductibles, copays, coinsurance and other expenses when faced with an accident, serious illness or hospital stay.
- Student loan repayment assistance—The ability to pay for student loans with educational assistance programs expires on Dec. 31. Until then, employers can offer up to \$5,250 in repayment benefits tax-free.
- Cybersecurity and identity theft protection—Social engineering attacks, deepfake technology and artificial intelligence attacks are changing cybersecurity, necessitating robust protection.
- Term life insurance—Organizations often offer a base-level group term life insurance that is paid partially or fully by the employer, and then employees are given the option to add more coverage.
- Legal plans and services—Legal plan voluntary benefits are widely applicable because there are a myriad of reasons why an employee might seek legal counsel.

Voluntary benefits are helpful add-ons that can round out benefits packages. Reach out for more resources.