



October 2025

3 Tips to Prepare for Open Enrollment

Open enrollment is a critical time frame each year for you to review, assess and modify your benefits or enroll in new ones.

The following are three tips to help you prepare for open enrollment:

1. **Improve your health care literacy.** Familiarizing yourself with health care basics and standard terms can help you make more informed decisions. Consider educating yourself from reputable benefits resources, requesting information from your HR representative or speaking to your manager.
2. **Consider how your situation may change.** Will you be getting married, expanding your family or removing any dependents? Will you require health care coverage that has a different payment structure? These considerations can help you choose the right level of coverage.
3. **Be aware of communications from your employer.** Reading through these resources early can help you prepare to make educated choices during open enrollment.

For more information about employee benefits, contact your manager or HR representative.

Coverage for Biosimilars

As health care costs continue to rise, biosimilar coverage among U.S. health plans has significantly expanded. A biosimilar drug is a biological product produced from living organisms—humans, animals or microorganisms. Approved by the Food and Drug Administration (FDA), biosimilars are similar to the reference drug (a previously FDA-approved biologic) but have no significant clinical differences.

These treatments are a cost-effective way to maintain access to quality care. Health plan coverage for biosimilars is rapidly evolving, offering cost-saving opportunities as these lower-priced alternatives to biologics are increasingly included in formularies and made more accessible to patients. Coverage for biosimilars varies by health plan, with key factors including formulary placement, administration method, utilization management strategies and substitution policies, all of which can impact your out-of-pocket costs. Review your health plan documents or speak with HR for more information about available benefits and coverage.

Why Are Health Care Costs Rising?

In recent years, health care costs have been rising drastically. Reports predict that health care costs could rise by 8%-9% in 2026. This trend is expected to continue due to a range of factors, including the following:

- Increased use of behavioral health services
- Rising prices for hospital services and prescription drugs
- Growing demand for specialty drugs such as GLP-1s, cell and gene therapies, and biologics
- Administrative costs associated with billing and insurance
- Chronic illness rates, such as diabetes and heart disease
- An aging population
- Medical technology advancements, which may be life-saving but expensive

These trends affect premiums, deductibles, copayments and out-of-pocket costs. When you review health care costs for the upcoming year, keep in mind that these factors play a role in why you may see your health care expenses go up.