

Prescription Plans

- Recognize change isn't easy. Grateful for thoughtful feedback over last several months
- Health plans covers 26k employees, spouses and dependents
- Purdue pays 90% of premium, 75% of total costs, both higher than local market and B1G averages
- Guiding principals of medical and prescription plan
 - not to favor one disease state over another
 - Members are expected to pay their share of out-of-pocket expenses (up to deductible and max out of pocket)
 - Balancing costs for all 26k from healthy to worst-case scenarios ... in any given year 40% hit deductible, 20% out-of-pocket max
 - Based on collective goals of accessibility, quality, transparency, consumerism and financial sustainability
- Changes to formulary change were made to fulfill these goals – are now complete less any standard ongoing maintenance changes
- Eased transition by:
 - Phasing in over 12 months through Jan 2026
 - Provided financial support via HSA/HRA
 - Provided and continue to provide personalized concierge service
- Action plan moving forward:
 - Additional wellness incentive available by completing a learning module on medical and prescription plans – earns additional HAS/HRA funds in 2026 - Complete
 - Zepbound pricing program - \$159 per 4 wk prescription – Complete
 - Formulary Benchmark – In Process – Q1 completion goal
 - Payment card program analysis – Complete and unavailable through prescription plan due to legal limitations. Direct to consumer plans with Affirm are available in the market.
- Our ask: please engage with Human Resources – hr@purdue.edu