



Business Group  
on Health

# Best Employers

Excellence in Health Care Value

Each year the **Best Employers Award: Excellence in Health Care Value** is given to outstanding employers who exemplify leadership in pursuing value in health care. The award winners are recognized for delivering a comprehensive, innovative program and purchasing strategy, with a demonstrated track record of enhancing health care quality and patient experience, efficient and cost-effective use of health resources, and improvement in health outcomes.

The Best Employers Award: Excellence in Health Care Value winners will be selected based on the following criteria:

- Effective, novel approaches to health benefits and a viable path to achieve positive impacts for employers, their workforce, and their partners;
- A willingness to convert leading edge ideas into solutions that enhance the health benefits of employees through value-based purchasing, benefit design, outcome measurement or other related methods;
- Successful implementation of value purchasing or value-based payment models;
- Sustainability and the longitudinal value of programs that improve care quality, employee experience, and health outcomes, while having a positive impact on cost trend; and
- Thought leadership in the above areas.

Winning Best Employers award elevates your company as an employer of choice and provides local, national and global exposure. Best Employers winners receive a digital award seal to use for promotional and recruitment purposes, press release template, recognition at the Best Employers Award Ceremony during Business Group on Health Annual Conference, a discounted Annual Conference registration rate, and a listing on Business Group on Health's website.

### **Eligibility**

Both Business Group on Health members and non-member companies can apply. Non-member companies must meet at least one of the following criteria:

- Fortune 500 company;
- Top 100 of Forbes America's Largest Private Companies;
- Forbes Global 2000; **or**
- A workforce with at least 5,000 employees.

All global companies can apply, regardless of where headquarters are located. Also, if a sub-unit or division wishes to apply under the parent organization's membership, the Business Group will allow one parent and one sub-unit/division to apply.

## How to Apply

Applications must be submitted online (**September 3—November 14, 2025**). The online application allows you to save your information at any point and return to complete it. To complete the application:

1. Submit a [registration form](#). (Your form will be reviewed and approved within 1 business day).
2. **Returning applicants:**
  - a. You will receive an email on September 3 inviting you to log into your existing SurveyMonkey account. Click the green "Join Now" button in that email. (If you do not receive this email, submit a registration form, and you'll receive the email within 1 business day.)
  - b. You will be directed to the login page.
  - c. If you remember your password from the prior application cycle, use it to log in. If you do not remember your password, reset your password to access the application platform.
  - d. Once you've logged in, you will see your prior applications housed in one place. Click "Programs" in the top right corner to access the 2026 Best Employers Application.
3. **New applicants:**
  - a. You will receive an email inviting you to create a SurveyMonkey account. Click the green "Join Now" button in that email.
  - b. You will be directed to the login page.
  - c. You will be asked to create a SurveyMonkey account. Register as an individual, not an organization. You'll receive a confirmation email that you've successfully registered. From there, you can click the green "Go to site" button to log in.
4. Once you establish your SurveyMonkey account, all applicants can access the online application by [logging into the application portal](#).

This document includes the exact questions of the online application, along with a glossary and guiding resources. It may be helpful to print this document and compile elements needed before proceeding to the online tool. other members of your team to complete the application.

## Application Tips

- **Start early.** Use the application guide to compile all the necessary data, information and responses before applying via the online tool.
- **Read and answer carefully.** Answer the questions completely and provide details that demonstrate the high standards of excellence in your company's health care value approach that will make your company stand out. Use the word counts as a guide.
- **Showcase your company's unique health care value proposition.** Take advantage of the available word counts to highlight where your company goes above and beyond and stands out as a leader among other employers.
- **Get the right teams involved.** Work across your internal teams and departments to make sure you submit a complete award-winning application.

Questions? We encourage you to review our [Best Employers website](#) with FAQs. If you have additional questions, please contact the Business Group at [bestemployers@businessgrouphealth.org](mailto:bestemployers@businessgrouphealth.org).

## **Company and Contact Information**

**Instructions:** Please complete the fields below. Include at least two Best Employers contacts and a public relations contact. If you are a global company, it is recommended that you include a contact responsible for global and/or regional health strategy.

**Formal Company Name:** \_\_\_\_\_

**Preferred Company Name** (this company name will be used in all formal Business Group communications, press releases and on the Best Employers website):  
\_\_\_\_\_

**CEO Name (Optional):** \_\_\_\_\_

**Headquarters Address:** \_\_\_\_\_

**Shipping Address** (winners have the option to receive a complimentary award poster mailed to them following the 2026 Annual Conference):  
\_\_\_\_\_

**Primary Best Employers Contact** (must be an internal-facing contact; cannot be an external vendor or consulting partner): \_\_\_\_\_

**Title:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Best Employers Contact #2:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Best Employers Contact #3 (optional):** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Internal Public Relations Contact (will be included in communications from the Business Group with the media toolkit and press release emails):**

**Title:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Please indicate which describes your company and the population covered by this application:**

- ☐ We only have employees outside the U.S. (O.U.S.) and are applying based on our entire workforce and approach
- ☐ We only have employees in the U.S. and are applying based on our entire workforce and approach
- ☐ We have employees globally but are applying based on only our U.S. workforce and approach
- ☐ We have employees globally (in and O.U.S.) and are applying based on our entire global workforce and approach

Please note that if you are a global company applying based on your U.S. workforce only and you win the award, the Business Group website will indicate that you've won the award based on a subset of your population.

**Total number of employees globally:** \_\_\_\_\_

**Total number of employees covered by this application:** \_\_\_\_\_

**Which best describes your workforce?**

- ☐ Remote-first, most employees work remotely full-time
- ☐ Hybrid, some employees work mostly onsite, and others work mostly remote
- ☐ Onsite-first, most employees work onsite full-time

**Elevating Examples from Winners**

If your company is chosen as a winner of the 2026 Best Employers Award: Excellence in Health Care Value, are you interested in being selected for opportunities to highlight your award-winning approach to driving value in health care? This would include, but is not limited to, webinars, Institute presentations, conference mainstage panels, and employer-to-employer sharing calls. The Business Group will *always* contact you for permission before including your company in any events and/or using examples from your application.

- ☐ Yes, I am interested in being considered for these sharing opportunities if my company wins the award
- ☐ No, I would not like to be considered for these sharing opportunities

**Confidentiality Statement**

Business Group on Health recognizes the importance of data security and privacy. We are dedicated to protecting your privacy and handling any personal information you provide with care and respect. Please review our Privacy Policy, viewable at <https://www.businessgrouphealth.org/privacy-policy>, which is incorporated herein by reference, to understand how we collect, use, and share personal information you provide to us. By submitting this application, you consent to the Business Group's use of your information in accordance with the Privacy Policy.

Best Employers: Excellence in Health Care Value application was developed by Business Group on Health and should not be reproduced or quoted without permission from Business Group on Health. This is a members-only resource and should not be shared with non-members.

## Excellence in Health Care Value Application

**Important Note:** Be clear and specific when answering the open-ended questions. If you are applying based on your global or O.U.S. population, you are strongly encouraged to include global and/or regionally tailored examples when answering the open-ended questions.

Applicants can reference Business Group on Health resources related to health Care Value and resources and [glossary or terms](#) for support. If you have additional questions when completing the application, please contact [bestemployers@businessgrouphealth.org](mailto:bestemployers@businessgrouphealth.org).

### **Business Group suggested resources:**

- [Taking Action on Value: A Business Group on Health Viewpoint](#)
- [Value-Based Purchasing: 7 Calls to Action for the Health Care Industry and Employers – Executive Summary](#)
- [Value-based Purchasing Employer Guide: Introduction](#)
- [The Business Community Perspective: Principles for an Optimal Primary Care Experience](#)
- [How Do You Know if a COE is Truly Excellent?](#)
- [Driving Value in Health Care Around the Globe](#)
- [Integrated Benefits Experience: Four Key Considerations for Employers](#)
- [Specialty Drugs and Gene Therapies: Driving Value and Mitigating Volatility](#)

### *Section I*

1. Describe your overall strategy for driving value in health care. This includes how you take risks, make “bold” moves that have the potential to impact a large portion of your population, convert leading edge ideas into solutions that improve health and impact costs and hold your vendors accountable. (Maximum of 200 words)

2. Which of the following alternative care delivery, value-based payment models or strategies does your company have in place? (Select all that apply)

- Accountable care organizations (ACOs)
- Advanced primary care
- Centers of excellence (COEs)
- Global captive
- High-performance networks (HPNs)
- Navigation to quality providers
- Value-based strategies in pharmacy benefit
- Value-driven plan adoption
- Value-based vendor management
- Value-based virtual clinical solutions
- Other programs or value-based strategies

If other, please specify

3. Select up to three strategies that you would like to provide more detail on for our consideration.

## Section II:

For each strategy chosen in question 3, provide the following:

4. What were you trying to solve for by implementing this strategy? How did you identify the segment of population that will benefit? (Maximum of 100 words)

5. Who did you partner with to implement and deliver this strategy and why? (e.g., direct contract with provider group/program/solution, third-party solution contracted through the health plan/aggregator/PBM) (Maximum of 50 words)

6. Specific to this strategy, how are fees or provider reimbursement linked to value and outcomes? (Maximum of 50 words)

7. What geographical location(s) is this strategy intended to impact?

- Global (U.S. and outside of U.S.)
- Specific region(s) outside of U.S.
- Entire U.S.
- Specific region(s) within the U.S.

Please expand on why specific geographies were selected for this program: (Maximum of 100 words)

8. If applicable, approximately what percentage of members were eligible and what percentage of eligible members benefited from this program, plan design or strategy? (Maximum of 100 words)

9. Describe the impact of this strategy on:

- Employee/patient experience;
- Care quality and health outcomes; and
- Costs and affordability.

(Maximum of 200 words)

10. How long has this strategy been in place? If more than a year, how have you improved upon over the last year? (Maximum of 100 words)



### Section III

11. How did your overall approach impact the health care delivery system? Has your strategy influenced the strategy of other stakeholders you work with (e.g., health plans, provider groups, point solutions, other employers)? If so, how? (Maximum of 200 words)

12. Are there any additional impacts you would like to highlight based on your overall strategy? (optional) (Maximum of 100 words)

## Glossary of Terms

**Accountable Care Organizations (ACOs):** Health care providers across multiple specialties and sites of care who come together in a delivery model that ultimately accepts responsibility for care quality and majority/entirety of the cost of care for a defined population.

**Advanced Primary Care:** Primary care practices where providers are financially accountable for improving the health of a defined population. Advanced Primary Care optimizes access and experience, coordinates care and referrals, integrates mental health and embraces virtual care delivery where appropriate. This could include, on-site, near-site or other models.

**Centers of Excellence (COEs):** Groups of health care providers who practice high-quality, efficient care at designated facility/site for reasonable and transparent prices, often leading to reduced total cost of care with improved outcomes.

**Global captive:** This strategy provides multinational employers greater control over health care spending, allowing them to shape plan design, provider networks, and funding strategies that prioritize quality and outcomes. By pooling risk and leveraging cross-border data, captives help guide members to high-quality, cost-effective care through locally appropriate providers, while reinvesting savings into programs that improve health and reduce long-term costs.

**High-performance Networks (HPNs):** Networks built based on cost and quality data that through more limited choice encourage members to choose providers deemed to be high performing on efficiency and quality measures.

**Navigation to quality providers:** Guiding members to the most appropriate and efficient care setting available through their health plan and to higher quality providers for a patient's specific health needs.

**Value-based strategies in pharmacy benefit:** Strategies that align pharmaceutical coverage with the best clinical evidence and financial incentives across stakeholders, such as indication-based formularies, outcome-based pricing or outcome warranties.

**Value-driven plan adoption:** Implementation of innovative, new generation health plan or plan design that prioritizes some or all elements of value by reducing or eliminating access barriers to high-quality care.

**Value-based vendor management:** Holding vendors financially accountable for delivering value in health benefits, including accountability for cost, quality, experience and health outcomes.

**Value-based virtual clinical solutions:** Programs and solutions addressing specific clinical needs of a segment of the population, providing integrated care and improving outcomes, access and patient experience. Such programs can be offered through direct contract or through a health plan network.

If you have a question about a term in the application that's not defined here, please contact the Business Group at [bestemployers@businessgrouphealth.org](mailto:bestemployers@businessgrouphealth.org).