

2021 YEAR IN REVIEW

Click on the images in this document to learn more about each resource.

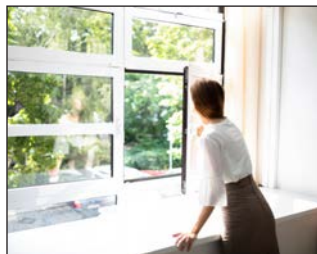
As 2021 draws to a close, the team at Business Group on Health shares this recap of many of the new resources and events delivered this year. We hope it serves as a reminder of the work we have done with and for our members.

COVID-19 – Vaccinations and Return-to-Worksite

Pandemic support for members continued with an emphasis on addressing workforce vaccination rates, best practices when bringing employees back to the office, as well as understanding and navigating emerging policy developments. We continued to host benchmarking calls focused on current challenges both in the U.S. and around the world. Surveys throughout the year kept track of evolving health care and well-being priorities and new approaches to communicating with employees.



**What Your CEO is Reading:
Employers are Wrestling
with OSHA's New
Emergency Temporary
Standard (ETS)**



**Your Workforce is
Interviewing Your
Building**



**Employers' Role in
the COVID-19
Vaccination Effort**



**The Latest on Return-
to-Worksite: Employee
Concerns and Employer
Responses**

2022 Large Employers Health Care Strategy and Plan Design Survey

Data collected from the 2022 *Large Employers' Health Care Strategy and Plan Design* is crucial, to understand the many ways employers have pivoted to support their workforces during the past year and to provide a glimpse into the future at emerging employer strategies and priorities. Among the more notable findings, we saw that employers anticipate long-term mental health effects on employees from COVID-19 and that health care spending will rebound. Employers are also focusing on social determinants of health as a gateway to increasing health equity, are expanding access to mental health care, and accelerating virtual health options, with plans to keep these options in place for the long-term.



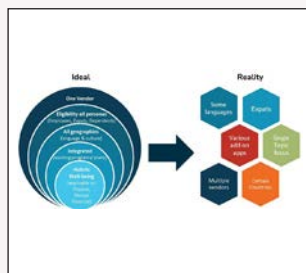


Virtual Health is Here to Stay

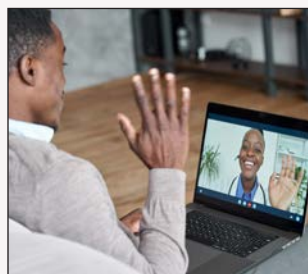
Not surprisingly, the acceleration of telehealth and virtual health offerings continued in 2021. Our conversations were expanded during our members' only *Virtual Health Summit* to more fully address the need for integration with in-person care; and how virtual care can be leveraged around the world. While there are many virtues of virtual health, we also explored emerging items of relevance and concern including whether these solutions improve outcomes, are of high quality, reduce overall cost and improve the patient experience.



2021 Virtual Health Summit Key Insights



Taking Virtual Health Solutions to a Global Level



Virtual Reality: Where Are We on The Journey Toward Value, Appropriateness and Integration of Virtual Health into the Broader Care Continuum?

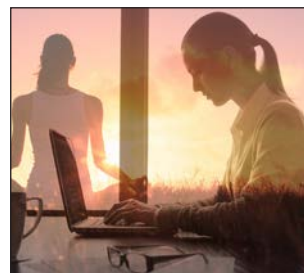


Testimony: Charting the Path Forward on Telehealth



Accelerating the Future of Workforce Well-being

A well-being strategy that aligns with organizational culture and mission is essential for employers. We addressed a new paradigm for well-being as well as the future role for wellness champions. We analyzed the global landscape for overweight and obesity and continued our work on leave strategies. We also refreshed our work on financial well-being strategies in the U.S. and around the world.



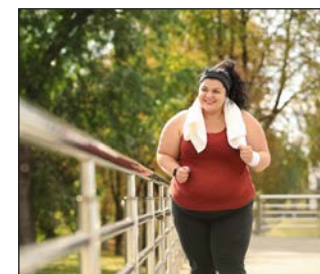
The Future of Workforce Well-being



Tips to Strengthen your Financial Well-being Strategy



3 Approaches to Core Leave Benefits



The Global Landscape for Overweight & Obesity

A Boost for Family Benefits

Employers play a key role in supporting the well-being of employees with parenting and caregiving responsibilities. We supported employers working to expand family benefits to support all paths to parenthood and identified critical supports needed by caregivers who may be struggling to balance home and work responsibilities.



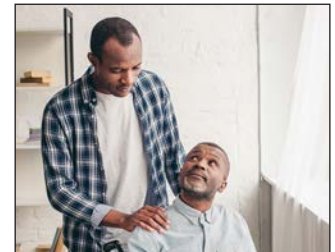
The Family Benefits Bundle



How to Make Work and Family Work: An Economist Weighs In



Parental Leave FAQs



Caregiver Benefits and Leave FAQs

Gateway to Health Equity

Through surveys, benchmarking discussions and many of our Institute and Committee forums, we expanded our collective thought leadership on health equity. These conversations addressed equitable distribution of COVID-19 vaccines, using a culturally conscious lens to address the needs of our diverse workforces around the world, creating equitable plan designs, and increasing diversity in suppliers and provider networks, among others.



What Employers Can Do to Ensure Equitable COVID-19 Vaccine Distribution



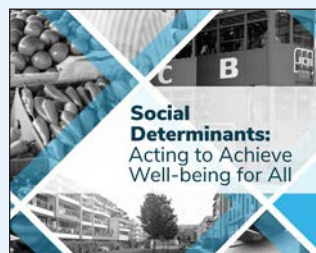
Quick Survey Findings: Equity, Diversity and Inclusion in Employer-Sponsored Health and Well-being Initiatives



Evaluating Your Health and Well-being Benefits with a Culturally Conscious Lens



LGBTQ+ Inclusive Benefits and Employer Challenges



Updated to include Racism as a Social Determinant of Health

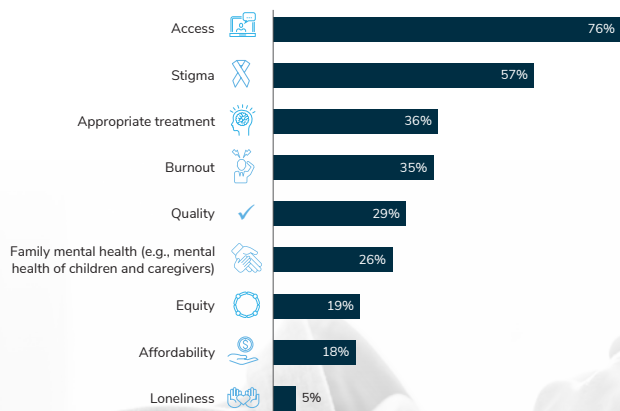


Equality, Inclusion and Belonging for LGBTQ+ Employees: Insights from Accenture

Continued Focus on Mental Health

Employee mental health is a topic that continues to garner tremendous attention, and in the years of COVID-19, it became more important than ever. The pandemic put a spotlight on the growing need for employee resources in the area of mental health.

Top Mental Health and Emotional Well-being Focus Areas, 2022



Source: 2022 Large Employers' Health Care Strategy and Plan Design Survey.



2021 Mental Health Summit Key Insights



Mental Health Check-In: How We're Doing and Ways Employers Can Help



Embarking on a Path to a Redesigned Mental Health Strategy: Key Considerations for Employers and their Industry Partners



6 Key Considerations When Assessing Global Capacity of Mental Health Providers

Focus on Quality & Value

This year, as in many others, we spent a considerable amount of time and resource development exploring the many facets of quality and value. We looked at some of the key drivers including evidence-based cancer care, reforms in the pharmaceutical supply chain, continued need for action and evolution in payment models, and how to create additional efficiency (and eliminate waste) in health care delivery. Effective integration of virtual health solutions into traditional health care delivery models is also critical to achieving quality and value in employer-sponsored plans.



Immunotherapy: Revolutionizing the Cancer Treatment Landscape



Pharmaceutical Supply Chain Leadership Forum: Reforms Required for Transformation: Executive Summary



Creating a Constituency for Efficiency in Health Care



Vaccinating and Preventing the Flu During the Ongoing COVID-19 Pandemic

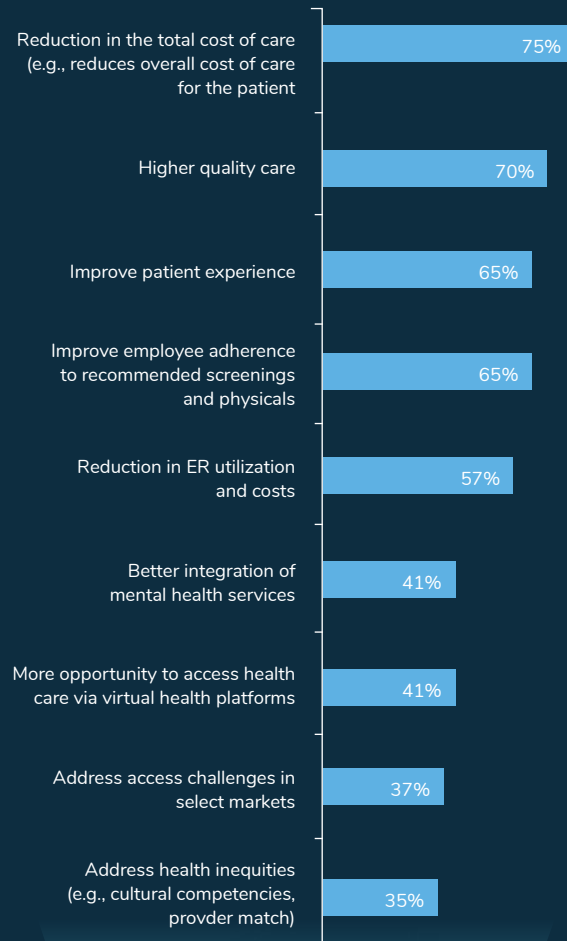


Emerging Trends in Cancer Care



Biosimilars: Reviving the Conversation Amid Shifting Market Tides

Objectives for Advanced Primary Care



Influencing Policy Through Advocacy

Throughout 2021, our policy and advocacy team worked on behalf of members to represent employer interests to regulators, legislators and other agencies and stakeholders. We worked in conjunction with peer organizations and kept members up-to-date on changing legislation and policies that impact the workplace. This year's work also included meetings with the Biden Administration's Vaccine Task Force, testifying before Congress and meeting with the Centers for Medicare & Medicaid Services (CMS).

- **Coalition Letter in Response to Hearing on the Future of Telehealth**
- **Coalition Letter Urging Passage of the American Rescue Plan Act**
- **Business Group Testifies in Ways & Means Hearing on Telehealth**
- **What Your CEO is Reading: EEOC Guidance on COVID-19 Vaccine Incentives**
- **Comments to CMS on a Proposed Rule Impacting Medicare Hospital Inpatient Payments**
- **Joint Letter to Secretaries of Labor, HHS and Treasury Supporting Protecting Patients from Surprise Billing**
- **Business Group Letter to DOL/HHS/Treasury re Transparency in Coverage Rule Temporary Relief**
- **Business Group, with P4ESC, Responds to RFI Regarding Reporting Pharmacy Benefits and Prescription Drug Costs, Section 204 of the CAA**

Power through Community

Virtual connections continued to keep us strong throughout 2021, through continued benchmarking discussions on topics like COVID-19 challenges in the U.S. and around the world, Diversity, Equity and Inclusion and mental health. In addition to our traditional Employers' Summits, we added two new virtual summits and welcomed over 600 attendees to our Annual Conference. Members also convened through our webinars, Institutes, Committees and Forums and participated in our online forum for employer members, the Employer Community.



Employers' Summit on Health Care Cost & Delivery Designing the Path Forward

Benefit leaders from over 75 companies focused on integrated care navigation, mental and behavioral health offerings and consumerism among other key benefit design trends.



2021 Annual Conference From Crisis to Opportunity

Over 600 people attended our first ever Annual Conference - a 3-day virtual event providing the best content spanning health, benefits, well-being and workforce strategy



2021 Global Summit Globally Connected Focus on the Future Workforce

Benefits leaders from 67 companies discussed key topics for supporting a global workforce.



36 webinars with over **2,000 participants** from over **400 member companies.** Webinars continue to rank as the top resource for members.



70 benchmarking discussions with over **800 employer representatives** from **260 member companies.**



43 Institute, Committee and Forum meetings with over **600 participants** from **214 member companies.**



Over 400 employer members have joined the Employer Community with **over 650 posts** on topics including vaccines, fertility and rebranding well-being.



A Look Ahead

Looking ahead to 2022 we are filled with optimism. Challenges remain as we continue to navigate the long-term effects of COVID-19, but the outlook for the future is positive. Our combined commitment to improving the health and well-being of employees and their families is what keeps us strong and gives us a great sense of purpose and pride. We are keeping a watchful eye on [key trends](#) and look forward to working with all of our members in 2022 as we DRIVE CHANGE TOGETHER.

Health Care and Well-being Trends to Watch in 2022



Business Group on Health

2022 Employers' Summit on Health Care Cost & Delivery

NAVIGATING CHANGE FASTER

JANUARY 25-26, 2022 WASHINGTON, DC

Business Group on Health

Driving Change Together

2022 ANNUAL CONFERENCE

APRIL 19-21, 2022

LIVE FROM **NASHVILLE**

RENAISSANCE NASHVILLE HOTEL

COLLABORATING ON THE FUTURE OF HEALTH AND WELL-BEING