

- Ask plan partners for complete transparency on associated rebate administration fees and whether the transition would prompt additional or new fees.
- Understand their PBM's estimation methodology and proposed retroactive validation and distribution of rebates, since plan rebate levels may be based on annual drug volume and calculated well after the member has left the pharmacy.
- Discuss the process for reporting and monitoring data with their PBM. Request details on how their PBM will administer the POS process, what the rebate percentage shared vs. true-up at the end of the year will be, and the timing of this true-up. NOTE: The percentage passed through to the employee may be customized at the employer's discretion (this may vary by PBM).
- Understand the cost of managing the POS rebate program that will be assessed by their PBM and its impact on administrative fees.