



Responding with Confidence:

How to keep pace with your healthcare benefit strategies as a pandemic continues to change the way we work and live

Vanderbilt Health Employer Solutions

Introduction

With countless employers under financial strain due to the COVID-19 pandemic, many companies are having to think proactively about their health plans as part of a long-term recovery strategy. [Premium costs](#) were already rising at an average of 5-6% annually before the pandemic—and some employers are reporting premium rate increases of [3% to 4.5% for 2021](#). Newly released [analysis](#) projects premium hikes of anywhere from 4% to 40%.

Employers face the conundrum of how to manage expenses without compromising the value of their health plan benefits, especially with the increasing mental, emotional, financial and physical health challenges weighing down their workforces. This makes finding ways to control benefit costs while improving employee health even more crucial.

Here are some of the top employer concerns as they're making decisions about 2021-2022 health plan benefits:



RISING HEALTHCARE COSTS

Even before COVID-19 hit, employers were already struggling to contain healthcare costs, particularly with spending on new, expensive [specialty drugs](#) outpacing generics.



MOUNTING HEALTHCARE ISSUES—BOTH PHYSICAL AND MENTAL

The growing number of employees with chronic diseases such as diabetes and hypertension, as well as behavioral health issues, has also been costing employers more. Now with the stress, isolation, and social and economic fallout fueled by COVID-19, depression, anxiety and other mental health conditions are mounting. Nearly half of Americans surveyed by the [Kaiser Family Foundation](#) reported that their mental health has been negatively impacted due to worry and stress over the virus, which has caused anxiety and depression to surge.



A DECREASED FOCUS ON PREVENTIVE HEALTH

Many people postponed routine checkups and procedures throughout most of 2020 to avoid exposure to the virus. While some preventive health visits and diagnostic screenings are finally back at pre-pandemic levels, many health experts remain concerned about the implications for patients who experienced delays seeking medical care.



THE UNCERTAIN NEEDS OF A DISPERSED, VIRTUAL WORKPLACE

Employers are faced with difficult, sometimes-conflicting decisions about supporting workers wherever they may be— keeping them safe and healthy in the office, ensuring their productivity and engagement at home, and occasionally, blending both worlds. After a year of managing unprecedented levels of remote work, employees are also more apt to be struggling with burnout and a loss of connection to the company's culture.

How can employers navigate these ongoing challenges? This e-book offers four best practices—and multiple Vanderbilt Health solutions—to help take back control of healthcare costs in the year ahead:

1

Adopt Innovative Ways to Lower Costs

2

Invest in Behavioral Health Support

3

Refocus on Preventive Health & Well-being

4

Create a Culture of Health for Your Workplace—Wherever It May Be

1

Discover Innovative Ways to Lower Costs

- **Bundles**
- **Value-based care**
- **Pharmacy solutions**

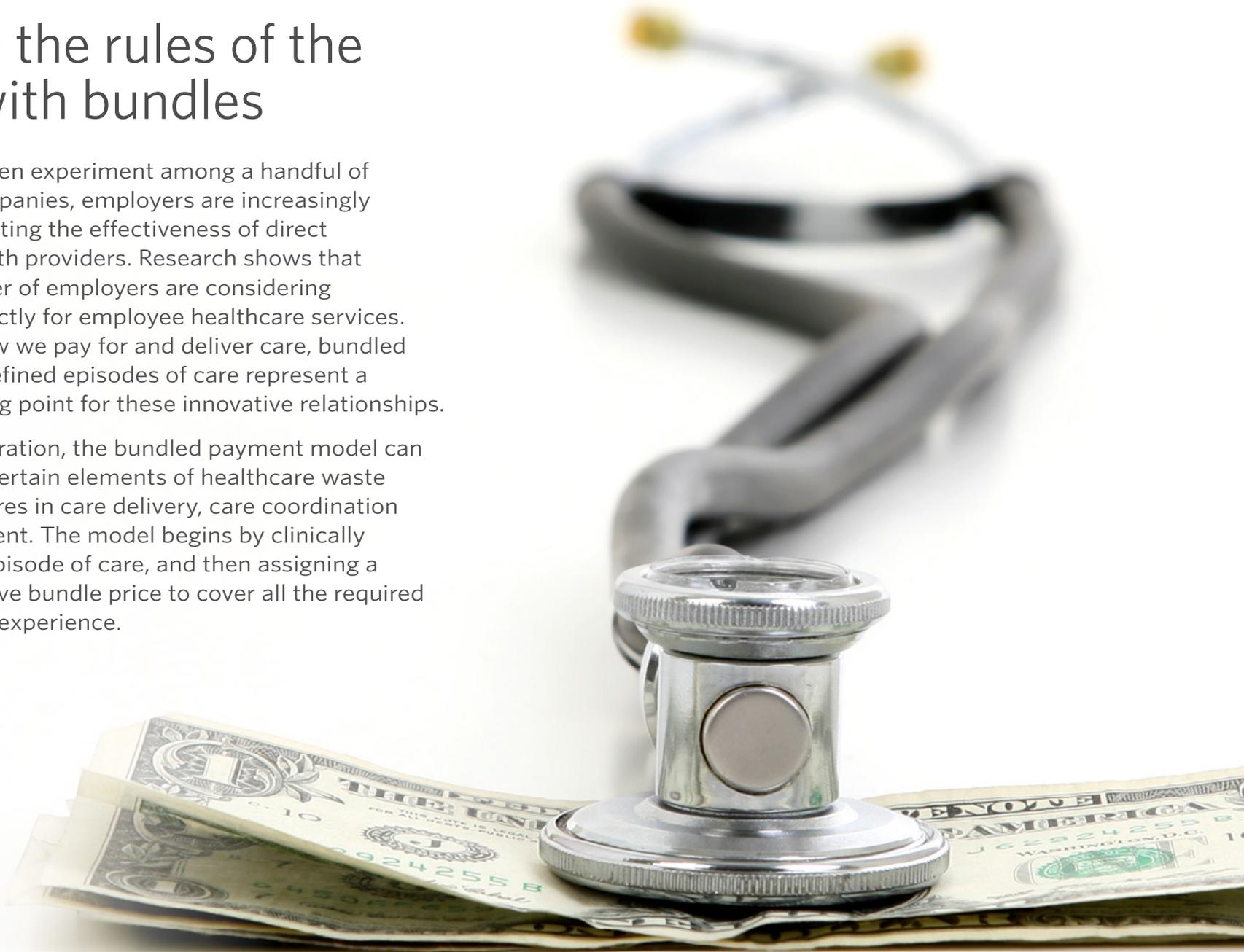
Healthcare costs have been rising year after year—and much of it is wasteful spending that doesn't yield better services. A [seminal 2012 study](#) found that even the lowest estimates of healthcare waste exceed 20% of total healthcare expenditures, with the actual total likely far greater.

The amount employers have been spending on healthcare services has far outpaced business revenue—and they are feeling the squeeze. In a September 2019 [Commonwealth Fund survey](#) of small business owners' top challenges, employers overwhelmingly declared the cost of providing healthcare coverage to employees as their No. 1 issue.

Change the rules of the game with bundles

Once an unproven experiment among a handful of Fortune 50 companies, employers are increasingly interested in testing the effectiveness of direct relationships with providers. Research shows that roughly a quarter of employers are considering contracting directly for employee healthcare services. By changing how we pay for and deliver care, bundled payments for defined episodes of care represent a common starting point for these innovative relationships.

In its current iteration, the bundled payment model can help eliminate certain elements of healthcare waste by tackling failures in care delivery, care coordination and overtreatment. The model begins by clinically identifying an episode of care, and then assigning a single prospective bundle price to cover all the required services of that experience.





Here are some of the advantages of the bundled payment model:

- 1. It removes the misalignment of financial incentives and decreases utilization.** In a fee-for-service world—a world in which a provider gets paid for everything they do, regardless of the outcome—it's natural to see more utilization. With bundled payments, providers take on more risk, which will ultimately deliver a better experience for patients both clinically and from a service standpoint.
- 2. It's a predictable model.** Bundled payments allow for a transparent, known payment for a set of services—beneficial to both employers and employees.
- 3. It drives out wasteful spend.** By standardizing treatment protocols, bundles prioritize consistent care and reduce wasteful spend.
- 4. It breaks down silos and increases care coordination.** Instead of paying for separate services—such as radiology, surgery and anesthesiology—bundled payments encourage care coordination and better patient experiences.

Bundled payments are a win for patients and employers. Not only will patients have a better experience with increased care coordination and less unnecessary treatment, but the employers who pay for a sizable part of employees' care will also realize the financial upside.

Vanderbilt's MyHealth Bundles Solution

MyHealth Bundles is an innovative and value-based approach to managing some of the most common and costly health conditions. Here's how the reimagined care delivery process works across three primary domains:

- From a **clinical** standpoint: We provide efficient care by removing artificial obstacles from legacy payment models and processes.
- From a **financial** standpoint: We offer the ability to accurately forecast healthcare costs and take control of rising expenses. We assume the risk instead of employers.
- From a **service** standpoint: We keep patient needs top of mind by facilitating a more streamlined clinical experience and providing a patient navigator to help guide the way.

Employers pay a predetermined fee for the bundled services, and Vanderbilt Health assumes the financial risk for delivering an excellent clinical outcome. Employers also experience lower costs, improved quality and happier employees.

Employees enjoy a simplified healthcare experience that often has lower out-of-pocket costs. Benefits include access to a patient navigator who facilitates booking appointments, navigating the Vanderbilt Health system and answering general questions.

Vanderbilt is a national innovator in designing effective bundles. In addition to our early work with procedure-based bundles, we also are among the first health systems in the country to design and offer condition-based bundles, which create even greater alignment and incentives for our providers to deliver the exact care that best suits each patient.



AVAILABLE NOW



MyMaternityHealth includes everything required to take care of women from the inception of their pregnancy through their delivery and the first three months as a new mom. Support includes a single bundle price for C-sections and vaginal deliveries, telehealth options for qualified patients, educational classes, comprehensive physician and hospital services.



MyHearingHealth provides patients with simplified access to cochlear implant surgery. This process eliminates unnecessary appointments and travel and is streamlined to a single-day experience in many cases. Patients also benefit from a respected team of specialists known for groundbreaking research and innovative treatment options.



MySpineHealth combines Vanderbilt's world-class medical care with a reimagined approach that delivers a better experience at a lower cost, while ensuring appropriate care and a faster return to work. This bundle covers three common spine procedures: cervical fusion, lumbar fusion and laminectomy.



MyOrthoHealth offers bundled support for osteoarthritis, shoulder pain and hip and knee surgeries. Vanderbilt's orthopedic bundles include everything a patient needs for physical therapy and (when needed) total joint replacement surgery, including a pre-surgery consult, continuous video-based education and messaging directly from the surgeon, inpatient and outpatient hospital visits, and follow-up visits with the surgeon.



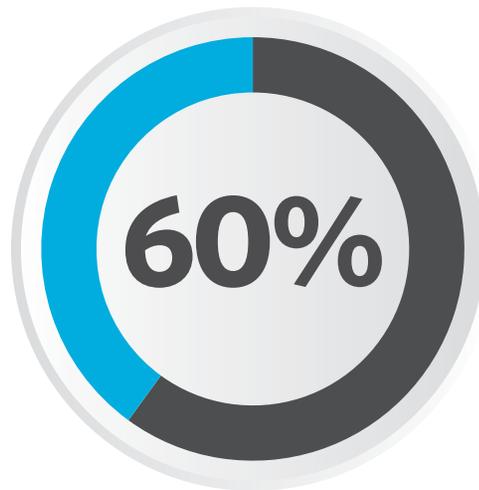
MyWeightLossHealth provides patients with medical and surgical weight loss options that offer a streamlined and personalized approach. Vanderbilt's medical bundle helps patients lose weight through a combination of multidisciplinary clinical support and proper medication. Vanderbilt's surgical bundle covers two surgical procedures: Sleeve Gastrectomy and Roux-en-Y.

Learn more at [MyHealthBundlesForEmployers.com](https://www.vanderbilt.edu/myhealthbundlesforemployers.com).

Seek value-based care options

Momentum has been growing for value-based care solutions to wrestle down high costs. Fee-for-service payments linked to value and quality numbered 25.1% in 2018, while [bundled payments](#), shared savings and other alternative payment models reached 35.8%. The industry is phasing out fee-for-service payments, which encourage providers to deliver more services, resulting in unnecessary costs, increased utilization and the development of a “sick care” rather than “health care” system. This shift has greatly intensified during the pandemic.

The core principles of value-based care—reducing unnecessary care, encouraging preventive measures, sharing responsibilities for care coordination, and moving from a fee-for-service model to one that compensates for the health and well-being of patients—are more important than ever before, particularly for employers. A [recent survey](#) by the Business Group on Health showed that nearly 60% of employers want a payment model with shared goals and accountability and plan to increase their participation in such models.



of employers plan to increase their participation in payment models that reward high-performance and encourage shared goals and accountability

How can employers take a more active approach to battling healthcare costs and achieving better results? Consider following a value-based care path:

- 1. Review your data and define goals.** Decide what you want to measure, whether that's total healthcare spend, use of services and engagement, gaps in care, or preventive screenings. Determine what's most important for your population and establish a rigorous process up front so you can prove the value later.
- 2. Align with like-minded providers.** Join an integrated, provider-led network or other accountable care organization that provides high-quality, cost-effective and coordinated care.
- 3. Create shared goals and processes for accountability.** Look to your chosen partner to map out a specific course for your population based on your data, your specific needs such as industry or geography, and the key metrics you've selected to measure.

The VHAN Solution

In 2012, Vanderbilt University Medical Center (VUMC) led the charge to bring independent hospitals from around the state under a single network that would reshape access to care around Tennessee.

The result was the Vanderbilt Health Affiliated Network (VHAN), today the region's preferred value-based clinically integrated network delivering innovative solutions, learning opportunities and strategic advantages to its partners, who are patients, providers, employers and payors. The network includes more than 6,000 clinicians, 70 hospitals, 13 health systems, and hundreds of physician practices and clinics.

VHAN's trusted providers can improve the health and productivity of your workforce today and invent the care of tomorrow—a new healthcare landscape that protects and strengthens your organization. Here are some of the “adVHANtages” for employers:

SHARED GOALS WITH PROVIDERS

- Enables collaboration, coordination and strategic alignment on cost and quality goals with community providers that your employees and their families know and trust for their care
- Aligns your company with a proven high-value, provider-driven network built to deliver, giving your company a direct line into how care is improved today and invented for tomorrow

IMPROVED WORKFORCE HEALTH

- Provides focused outreach and resources to engage employees on proven health and wellness strategies that

achieve your cost and quality goals, such as prevention, education and primary care

- Identifies and intervenes with additional support, expertise, access and coordinated resources for medically complex and high-risk employees and their families to optimize their productivity and return them to work sooner
- Delivers whole-person care, taking care of patient's physical, behavioral *and* social health needs

COST-EFFECTIVE CARE

- Leverages evidence-based best practices across a coordinated system to consistently deliver higher quality, lower-cost care for all of your employees and their families
- Provides your company with a means to support, encourage and incentivize providers in your community who deliver high-value care and consistently perform on your goals, giving them valuable resources to continue their work

STRONGER TALENT STRATEGY

- Creates a sustainable workforce health strategy that aligns company goals with provider drivers and employee desires
- Builds your company's reputation as a leading employer to work for with generous employee benefits, forward-thinking approaches to health, and a culture that values and prioritizes employee health

Learn more at VHAN.com.

Combat high pharmacy costs with data-driven approaches

Results of a 2020 [survey](#) by the Business Group on Health revealed, not surprisingly, that high-cost specialty drugs are employers' top concern in managing pharmacy benefits. According to [Willis Towers Watson](#), specialty drugs made up less than 1% of prescriptions in 2018 but equaled 40% of total drug costs.

Here are three ways to keep ballooning drug costs from consuming your healthcare budget:

- 1. Use data analytics to help you optimize your pharmacy spend.** Find a trusted pharmacy partner with an extensive analytics skillset that can help you dig deep into your data and pinpoint opportunities to control your pharmacy spend. Sometimes formularies can contain high-priced drugs with little clinical value. Connecting with the right pharmacy partner can help you identify waste in your formulary and improve clinical outcomes for your employees.
- 2. Implement a medication management program.** Pharmacy benefits managers use data analysis to help employees, especially those with chronic conditions, take their medicines as prescribed and ensure that those drugs are safe, accessible, affordable and effective. For employees taking medicine for several conditions, such as diabetes, hypertension and high cholesterol, a medication management program can help them take multiple drugs as directed, avoid unintended side effects and even lower medication use. When implemented effectively, a medication management program can reduce costs and improve care—for both employees and employers.
- 3. Encourage use of hospital-based pharmacies, particularly for patients with chronic conditions.** Pharmacists and pharmacy technicians embedded in a clinic allow for better patient experiences, such as less time waiting for prior authorization and greater understanding of their medications. These benefits lead to better patient adherence outcomes and fewer patients ending up in the ER, and higher patient satisfaction scores, translating into happy employees.

Vanderbilt Health Rx Solutions (VHRxS)

VHRxS creates customized pharmacy benefits services to reduce employers' overall pharmacy spend while enhancing employees' care. Drawing from a deep bench of clinical pharmacy expertise, VHRxS' approach combines multiple data-sets to create a holistic view of each patient and the current spend. VHRxS' services—which include medication management, therapeutic integration and formulary management—are provided by VUMC Population Health pharmacy team with the experience to understand and manage the most complex drug therapies. Learn more at [Vanderbilt Health Rx Solutions](#).



2

Invest in Behavioral Health Support

Prescriptions for anti-anxiety medications rose 34.1% from mid-February to mid-March 2020, according to research from [ExpressScripts](#), a pharmacy benefit management company. In a [more recent study](#), the number of people experiencing anxiety or depression increased from 36.4% to 41.5% between August 2020 and February 2021.

Employers will need to take action to improve mental health and help build employees' resiliency: A [Willis Towers Watson](#) survey of more than 200 employers found that almost two-thirds (64%) anticipate that their workforce will be experiencing increased levels of stress and anxiety over the coming months.

Prolonged stress and anxiety can have lingering effects on the body, lowering metabolism, impairing cognition and suppressing the immune system, among other consequences. Stress can exacerbate already existing behavioral health symptoms, and substance abuse can be triggered by the feelings of anxiety and isolation that are rampant amidst the pandemic and economic downturn. The psychological impacts of COVID-19 can be even more pronounced in front-line healthcare workers, but its mental health tentacles can infect employees in all industries.



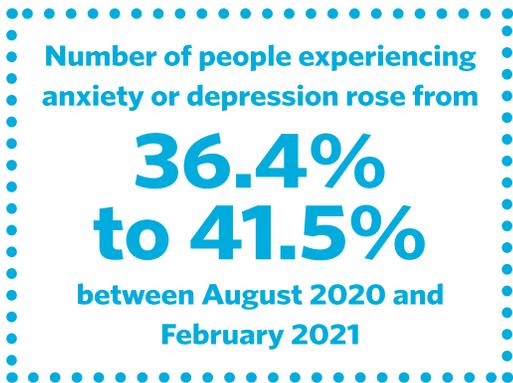
That’s why it’s vital to mitigate habits that put employees at risk and help them develop positive coping mechanisms to minimize anxiety, enhance their well-being and strengthen their overall mental health. Here are three ideas for encouraging employees to seek help:

1. Offer at-home counseling options.

Work with your employee assistant program (EAP) to offer counseling sessions via phone or videoconferencing. By offering the convenience of meeting with counselors at home, these sessions can help employees work through financial concerns, relationship stresses, loneliness and work-related worries in a comfortable environment.

2. Consider apps to supplement existing mental health resources.

“Apps can be most helpful when it comes to mitigating three key barriers to mental health care—cost, access and stigma,” LuAnn Heinen, vice president with the Business Group on Health, told the Society for Human Resource Management. Some apps connect users to therapy options while others boost resiliency and support behavioral



adjustments. Consult the [Digital Tools and Solutions for Mental Health](#) guide for advice and reviews on 28 mental health tools most often used by employers.

3. Provide wellness resources.

Work with your communications and IT staff to set up an intranet or other easily accessible site where employees can find educational articles, helpful links and other resources for developing healthy habits, strengthening mental health, encouraging preventive care and boosting social well-being.

Emotional Wellness Solutions from Vanderbilt Health

The [Osher Center for Integrative Medicine at Vanderbilt](#) offers a range of services, classes and training focused on your total health mind, body and spirit. The center provides scientifically proven complementary therapies, such as acupuncture and yoga, to work along with conventional medical care. Classes are taught by VUMC wellness experts and include yoga and meditation practices to guide you through mindfulness techniques that help with stress reduction.

The website [My Southern Health](#) regularly publishes self-care and wellness stories from health and medical experts at Vanderbilt Health. Recent articles have boosted resiliency strategies,, with advice on curbing emotional eating, finding alternate ways to exercise, discovering healthier ways to eat, and recognizing and reducing stress.



3

Refocus on Preventive Health & Well-being

- **Telehealth Options**
- **Health Tech Tools**

Despite the financial hangover from the pandemic, employers are finding creative and concrete ways to promote employee wellness and detect and rein in small health issues before they become larger and costlier problems.

- Nearly half (47%) of the 817 employers in a [Willis Towers Watson](#) survey said they planned to improve their employees' healthcare benefits, with 45% reporting they are enhancing wellness programs because of the coronavirus.
- A majority of the companies surveyed are prioritizing access to mental health services and stress resiliency programs (66%) and promoting healthy nutrition and weight management (50%).
- Many of these leaders are harnessing technology—in the form of telehealth options and mobile health applications—to help them deliver health and wellness solutions in a more affordable, accessible and engaging way.



Increase telehealth access

Virtual care has taken off during the COVID-19 pandemic, allowing many individuals to receive treatment from home. Design your benefits to encourage and enable employees to receive care via [telehealth solutions](#), not just for minor and acute care, but also for [mental health counseling](#) and consults for conditions like arthritis and back pain that affect a high percentage of your workforce and can drive up costs.

Encouraging employees to get their annual wellness visits and chronic condition maintenance visits done remotely makes it easier for them to stay proactive about their health, increase medication adherence rates and address concerns before they escalate. There are other bonuses as well: Investing in telehealth can indirectly boost your bottom line by reducing absenteeism and improving productivity.

Telehealth visits also save money by helping employees avoid costlier emergency care: According to a [2019 survey](#) by Jefferson Health, some patients saw a net cost savings of \$19 to \$121 with a telemedicine visit compared to an on-demand visit.



The My Health at Vanderbilt Solution

The pandemic has enabled Vanderbilt University Medical Center (VUMC) to expand its telehealth services through its free patient portal, [My Health at Vanderbilt](#). The portal that allows patients to instantly connect to a trusted provider via video for appointments.

Telehealth visits not only build efficiency for employees on the day of an appointment—cutting out drive time and wait time—but the system also saves them time preparing for a visit and reviewing its results. That's because the tool can be used to message providers, schedule appointments, view medical records and more. These time-saving practices for individual employees also add to your organization's efficiency and overall morale.



Harness health technology

Mobile devices not only help us navigate the world as consumers, but they're also helpful tools in improving healthcare access and nudging us along the road to better health. Rapid advancements in wireless technologies mean that portable biometric systems can track heart rhythms, blood glucose, respiratory symptoms and blood pressure at home, and more than 100,000 [smartphone apps](#) exist for everything from round-the-clock collection of health data to medication monitoring. Apps are also popular ways of tracking exercise and nutrition goals and even connecting with health coaches.

Support your employees in improving their health habits by encouraging the following types of health and wellness tools:

- **Exercise motivators.** Inspire physical fitness and reward the attainment of fitness goals with apps such as Map My Fitness, Couch to 5k, Charity Miles and Step Bet.
- **Nutrition tutors.** Better manage nutrition through meal tracking and food awareness with apps like My Fitness Pal, Fooducate and Noom.
- **Health managers.** Apps like Apple Health and GoogleFit consolidate physical fitness data from several sources and allow the long-term storage of data on heart rate, blood glucose, weight, blood pressure, cholesterol levels and other information, all providing a broader view of health.
- **Stress reducers.** Apps like Headspace and Happify help reduce anxiety and build emotional resiliency through meditation and mindfulness.
- **Dream makers.** Sleep Cycle, Calm and Sleep Time help improve sleep patterns and boost immunity and overall health.

Your benefit plan design could include incentives for starting and staying with technology tools that help employees stay healthy and compliant with their care plans. It could also be valuable to invest in company-wide competitions that track exercise and promote healthy lifestyle choices.





4

Create a Culture of Health for Your Workplace—Wherever It May Be

- **Worksite and Virtual Wellness**
 - **COVID-19 Preparedness Plans**
-

Whether your employees are working remotely, working back in the office setting or juggling a combination of the two, you'll want to take steps to encourage wellness and build both onsite and virtual work environments that make them feel safe physically and mentally.

One way to inspire confidence in the new hybrid workplace is to solicit employee input on new initiatives and carry out their ideas when feasible. "Most of us have felt a loss of control over our lives during this pandemic," writes Alison Velez in [Employee Benefit News](#). "By empowering employees to make decisions about how they work and what they can do to improve workplace safety, you can restore their sense of control. Consider forming an employee safety task force that can collaborate with HR to implement new policies and procedures."

Provide worksite or virtual wellness

Studies of workplace wellness programs by groups such as the [American Heart Association](#) have found them to be an important strategy to improve health behaviors and prevent the risk factors for cardiovascular disease, stroke, obesity, hypertension and diabetes. [Population Health Management](#) revealed that improved health benefits persisted over two years for employees in worksite wellness programs.

The following wellness ideas can keep workers healthier and more productive:

1. Invest in on-site clinics that offer convenient primary care and/or wellness services.
2. Work with health plans that provide discounts or rebates for workplace health initiatives.
3. Implement innovative solutions like virtual workouts or nutrition and weight management programs for employees who work from home.
4. Connect workers to health navigators who can help them understand their plan options, find specialists for hard-to-diagnose conditions, file appeals for health insurance claims, and negotiate prescription drug costs or medical charges with physicians and hospitals.



Vanderbilt Health's Customized Employer Wellness Solutions

Vanderbilt University Medical Center (VUMC) has been supporting the needs of employers in the middle Tennessee region for three decades, providing everything from onsite health screenings to comprehensive physicals for executives.

In addition to onsite health risk appraisals and comprehensive screenings, [Corporate Health and Wellness](#) offers a Personal Health Enhancement Report that helps identify risk factors and encourages employees to adopt healthier habits. The program also features a health engagement portal that provides employers with powerful analytics tools and incentives.

The Executive Health & Wellness solution is designed for leaders with busy, high-pressure lifestyles who need to remain in top health to perform at their best. Our services include comprehensive assessments of physical, mental and emotional health tailored to help patients achieve their personal health goals. With [Vanderbilt Executive Health Physicals](#), patients receive a comprehensive checkup all in one day with ongoing dietitian and wellness coach support throughout the year. [Vanderbilt Executive Wellness and Concierge Medicine](#) provides patients with direct access via cell phone to their Vanderbilt Health primary care provider. Patients can easily connect to these physicians both at appointments and in between.



Create a plan to protect employees and mitigate infections of all kinds

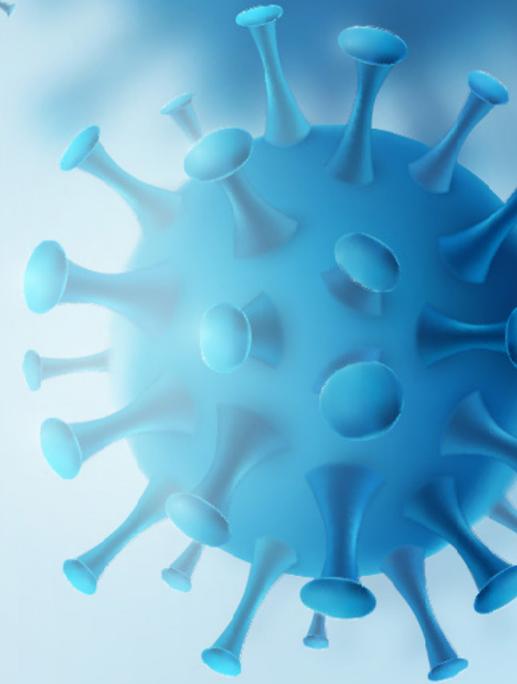
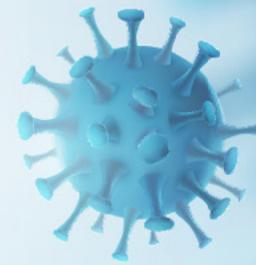
Develop an infectious disease preparedness plan for your team—both in the short-term to protect against COVID-19 and in the long-term to safeguard against influenza and other communicable diseases, particularly those transmitted through respiratory aerosols.



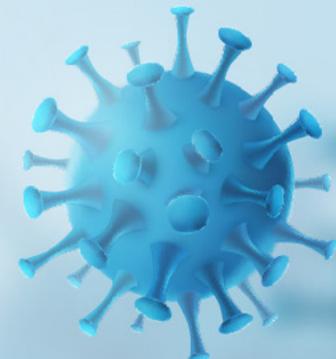
Maintaining Best Practices in Sanitation and Social Distancing

Continue the commitments you made to short-term COVID-19 preparedness planning, as most of these activities should be carried forward for the foreseeable future.

- Screen for symptoms. Take employees' temperatures daily and ask a series of health questions to identify signs of possible COVID-19 infection before entering the workplace.
- Offer guidance for exposed employees. The CDC offers several timelines for when employees who show symptoms of COVID-19 or have a confirmed case of the disease may be allowed to return to work.
- Craft sick leave policies that require sick employees to stay home and allow for flexible leave time.
- Develop policies for masking or other personal protective equipment (PPE). Develop a policy for whether you'll require employees to wear a mask in the workplace and if they should bring their own.
- Clean work stations and common areas following advice from the Environmental Protection Agency (EPA).
- Follow the comprehensive guide from the EPA on which disinfectants and cleaning supplies are best.



- If you rent office space, get clarification on your building's enhanced cleaning and maintenance procedures and communicate those to your employees.
- Make sure to provide employees with plenty of antibacterial wipes, soap and hand sanitizer.
- Consider alternative scheduling policies that allow for more flexible work arrangements so that fewer employees occupy the workplace at the same time.
- Reconfigure work stations and common spaces to respect social distancing rules.
- If physical distancing is difficult, institute rotating or split shifts and staggered reporting times.
- If in-person meetings are essential, limit them to 10 people or less and keep participants at least 6 feet apart.



Guidelines for a Long-term Infectious Disease Preparedness Plan

- Ensure any changes to HR policies on sick time and other health-related concerns are communicated regularly and through various channels.
- Map out decision-making and communication protocols, and collaborate with multiple departments on emergency checklists in case of disease outbreak.
- Encourage employees to schedule annual wellness visits to detect health concerns before they become larger problems.
- Remind employees to get cancer and other important yearly health screenings.
- Develop strategies to encourage employees to get their COVID-19, flu and other vaccinations. Share employee testimonials on their positive experiences with vaccinations, and partner with area hospitals or clinics for a “vaccination day,” during which all employees receive free shots.



The Vanderbilt Employer Solutions team is constantly evolving and refining many of the solutions in this Ebook to better meet employers' needs as the pandemic continues to change our lives and workplaces. We welcome the voice of employers like you as we create new programs, such as virtual and in-person corporate health clinics, for a COVID-19 world and beyond. Reach out to us with questions, and stay tuned for more information on an employer advisory panel where you can share your ideas and best practices.

For more information on Vanderbilt Health Employer Solutions, contact us at employersolutions@vumc.org or call (615) 343-9520.

Follow the Employer Insights Blog at employersolutions.vanderbilthealth.com. Sign up for our regular communications on healthcare trends, thought leadership and the latest resources focused on helping your workforce proactively and conveniently manage their health.

