



Marianne Fazen
TBGH

A Message from the TBGH President

"Value-based benefits design" is an innovative strategy that is gaining traction among employers across the country, no more so than in Texas. In our search for best benefits practices across the Lone Star state, we discovered many companies embracing a value-driven approach to health benefits and wellness programs. Most don't consider themselves to be pace-setters or pioneers in benefits design. Instead, they believe this was the only sensible thing to do in the face of continuously rising healthcare costs, poor patient outcomes, and an unengaged workforce growing less and less healthy.

It was a challenge for us to decide which companies to profile in this inaugural Compendium of Best Practices in VBB. In the end, we reluctantly narrowed our choices to seven Texas employers, each taking a different approach to benefits design to fit its unique corporate culture, workforce demographics, company resources, and other influencing factors.

You may see similarities to yourself and your company in some of these profiles. If so, we would love to hear how you are achieving better value from your health benefits. Perhaps we can post your comments on our website or share your story in a future edition of our continuously expanding Compendium of best benefits practices in Texas.

Wherever you are on the path toward value, our hope is that you will learn from these seven best practices and give some of the ideas a try in your own company.

Marianne Fazen, Ph.D., President & CEO
Texas Business Group on Health

About Texas Business Group on Health (TBGH)

The Texas Business Group on Health is a coalition of Texas employers committed to working with our partners in Texas and throughout the United States to promote and maintain a healthcare delivery system that provides quality, accountability and affordability for our employees. TBGH provides:

- Access to cutting edge information that facilitates informed healthcare plan design and purchasing decisions
- Premier educational programs and workshops
- Valuable connections with other benefits professionals
- Opportunities to share best practices that promote healthy employees, healthy organizations and healthy communities
- Updates on legislation and trends that affect benefits design and cost management strategies
- Access to special demonstration projects
- A channel for the business community to express its views to health care policymakers and to the community-at-large