



2025 In Review

Randa Deaton, President and CEO, EFI

Dave Kelleher, Board of Directors and Founder, EFI



2025 Member Meetings

All-Stakeholder Meetings



February 14th



May 20th



May 22nd



September 10th



December 3rd

Employer Meetings



November 7th



December 2nd

Strategic Planning Completed

In 2025, EFI embarked on strategic planning with Rule of Three, which concludes this month with recommendations for an overarching strategic plan for the organization and Sage transparency. The Board of Directors will leverage these recommendations to determine EFI's strategic priorities and plans for the future.

**Discovery and
Immersion**

Feb – April
Completed

**Strategic &
Execution Plan
Development**

May – Sept
Completed

**Sage Strategic
Planning**

August – Dec.
Completed

**Final Internal
and External
Strategic Plan**

August – Dec
Completed

2025 Legislative Overview

Off Campus Facility Fee Ban

- Defined off-campus
- Reimbursement at office rates, eliminates facility fees
- Large systems must report location of services

Prohibit Anti-Competitive Contract Language

- Anti-tiering/steering
- All-in contracting
- Provider “make whole” provisions

TPA, PBM Audits

- Access to Electronic Billing and Payments – 835s and 837s
- W/out redactions or control of auditors, timely response
- Related \$ flows – rebates, incentives

Hospital Price Ceiling

- 5 Largest Systems – prices limited to state average effective 2029
- Study of state average prices 2023-2024
- Penalty – loss of nonprofit status

2025 Legislative Overview

Fiduciary Responsibility of TPAs and PBMs

- To employer - plan sponsor
- Act in best interests of the health plan
- Avoid self dealing, maintain financial transparency

Ownership Reporting

- Of TPAs and PBMs to DOI and health entities to DOH
- Each named entity with >5% interest
- NPI, TIN, CCN and NAIC identifiers

Direct to Employer Arrangements by Hospitals

- Applies to “big 5” in 2025 and others in 2026
- Required to offer 260% of Medicare to at least one employer
- Allows this to be a narrow network product

Other Notable

- 340 B reporting and prices for 50 shoppable outpatient services
- Expand tax credits for independent physicians, specialty non-competes
- COPA rescinded

On the Horizon at the Forum...



**Recruiting and
planning for RAND 6.0**



**Preparing for 2026 IN
Legislative Session**



**Developing
organizational and
Sage strategic plans**



**Implementing Law-
to-Action Series**



Writing Grants



**Developing More
Educational Opportunities**

EFI in the News & Speaking Engagements

For a full list visit, <https://employersforumindiana.org/news/?efi-in-the-news>

Speaking Engagements

- Community Oncology Alliance Conference: Dave Kelleher
- Bailit Health: Dave Kelleher
- 32BJ Annual Conference: Randa Deaton
- Kentuckiana Health Collaborative Annual Conference: Randa Deaton
- National Alliance of Healthcare Purchaser Coalitions Annual Conference: Randa Deaton

Media Mentions

- Indiana Governor Appoints Business Leader To Shake Up Health Care:
<https://kffhealthnews.org/news/article/business-leader-gloria-sachdev-indiana-hospital-costs/>
- States push hospital price caps to rein in spending:
<https://www.modernhealthcare.com/politics-policy/hospital-price-caps-indiana-washington/>
- David Kelleher: A turning point in health care for employers and patients:
<https://www.ibj.com/articles/david-kelleher-a-turning-point-in-health-care-for-employers-and-patients>
- Rising health care costs prompt small businesses to find creative solutions:
<https://www.ibj.com/articles/rising-health-care-costs-prompt-small-businesses-to-find-creative-solutions>

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