

How Transparent PBMs Work Differently

TRADITIONAL PBM

VS

TRANSPARENT PBM



REVENUE MODEL

Profits from hidden markups, withheld rebates, and complicated fees.



REBATES

Keeps some or all manufacturer rebates and often delays returning savings back to employers.



DRUG PRICING

Quoted “discounts” vary by pharmacy, may not reflect real savings, and can be difficult to audit.



SPECIALTY DRUG STRATEGY

Often profits more from expensive specialty drugs and may steer members to owned pharmacies.



INCENTIVES

Incentives often conflict with employer savings and are misaligned with outcomes.



REVENUE MODEL

Makes money from clearly disclosed administrative fees.



REBATES

Passes through rebates in a timely manner with full visibility into rebate amounts.



DRUG PRICING

Offers pass-through pricing with easy-to-audit claims and real-time reporting.



SPECIALTY DRUG STRATEGY

Focuses on cost-effective alternatives and aligns with clinical goals instead of profit.



INCENTIVES

Delivers full visibility, aligns with employer goals, and lowers costs.