FLORIDA ALLIANCE FOR HEALTHCARE VALUE

Employer Member Bulletin – December 19, 2025

This Employer Member Bulletin is a benefit of your organization's Employer Membership in the Florida Alliance and is meant to ONLY be shared within Employer Member organizations unless approval has been given by the Florida Alliance CEO.

WHAT'S NEW THIS WEEK?

Top Hospitals and Top Ambulatory Surgery Centers Released by Leapfrog

The Leapfrog Group announced that 18 hospitals in Florida were awarded Top Hospital designation and 14 ambulatory surgery centers (ASCs) in Florida received the honor of being a Top Ambulatory Surgery Center. The winning facilities were recognized at Leapfrog's 2025 Annual Meeting and Awards Dinner on Monday, December 15.

The Top Hospital award categories are teaching, general, rural and children's hospitals that publicly report their performance through the Leapfrog Hospital Survey and meet the high patient safety and quality standards defined in the Top Hospitals methodology. The data reported includes infection rates, maternity care, and a hospital's ability to prevent medication errors, among other standards.

Congratulations to Florida Alliance Healthcare Advisory Council Members:

- AdventHealth DeLand, General Top Hospital
- AdventHealth East Orlando, Teaching Top Hospital
- AdventHealth for Children, Children's Top Hospital
- AdventHealth New Smyrna Beach, General Top Hospital
- AdventHealth Orlando, Teaching Top Hospital
- AdventHealth Palm Coast Parkway, General Top Hospital
- AdventHealth Wauchula, Rural Top Hospital

- Orlando Health Arnold Palmer Hospital for Children, Children's Top Hospital
- Orlando Health Horizon West Hospital, Teaching Top Hospital
- Orlando Health Jewett Orthopedic Institute- Orthopedic Specialty Hospital, Teaching Top Hospital
- Orlando Health Winnie Palmer Hospital for Women and Babies, Teaching Top Hospital.

Congratulations also to:

- Baptist Health Doctors Hospital, Teaching Top Hospital
- Baptist Health Hospital, Doral, Teaching Top Hospital
- Joe DiMaggio Children's Hospital, Children's Top Hospital
- Johns Hopkins All Children's Hospital, Children's Top Hospital
- Lakewood Ranch Medical Center, Teaching Top Hospital
- Nicklaus Children's Hospital, Children's Top Hospital
- Wolfson Children's Hospital, Children's Top Hospital.

To view the full list of facilities honored as 2025 Top Hospitals click HERE.

Top ASC congratulations to:

- Florida Alliance Healthcare Advisory Council Member AdventHealth Surgery Center Innovation Tower
- Baptist Health Endoscopy Center at Coral Springs
- Baptist Health Endoscopy Center at Flagler
- Baptist Health Endoscopy Center at Galloway North
- Baptist Health Endoscopy Center at Galloway South
- Baptist Health Eye Surgery Center at Sunrise
- Baptist Health Surgery Center at Bethesda West
- Baptist Health Surgery Center at Kendall
- Baptist Health Surgery Center at Miami Beach
- Baptist Health Surgery Center at Northpoint
- Baptist Health Surgery Center at Plantation
- Baptist Health Surgery Center at South Miami
- Baptist Health Surgery Center at South Palm
- Baptist Health Surgery Center Coral Gables

To view the national results for Top ASCs, click HERE.

Please contact Ashley Tait-Dinger at ashley@flhealthvalue.org if you have any questions.

Broken Healthcare Podcast Featuring Karen van Caulil

In this episode of *Broken Healthcare*, Karen van Caulil, President and CEO of the Florida Alliance for Healthcare Value, was interviewed by podcast host Ray Kober.

Drawing on her many years of experience working with public and private sector employers, Karen offers candid, insider insights on how employers can lower costs, improve care quality, and push back against the entrenched interests that keep U.S. health care costly, complex, and opaque.

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions.

ACTION ITEMS

Your Voice Matters! - Employer Member Satisfaction Survey

Florida Alliance Employer Member Satisfaction Survey

The Florida Alliance has created a short satisfaction survey to better understand how well we are supporting employers in advancing better healthcare quality, affordability, and transparency. Your input will directly inform future initiatives and advocacy efforts.

We invite everyone who receives the Bulletin to complete the survey by January 12, 2026. The survey should take no more than 5 minutes, and your responses can be provided anonymously.

Click HERE to complete the survey.

EMPLOYER MEMBER EDUCATIONAL PROGRAMS, REPORTS, RESOURCES AND EMPLOYER LEARNING COLLABORATIVES (ELC)

High-Cost Claims Workshop

On Wednesday, December 11, the Florida Alliance held an in-person workshop, sponsored by **Affiliate Member Pfizer,** which kicked off the National Alliance's High-Cost Claims Phase III initiative. The Florida Alliance has previously engaged in high-cost claims work, and the workshop was intended to build upon that foundation.

Facilitated by Dr. Christine Hale, the session focused on high-cost cancer claims, what drives them, and what actions employers can take to mitigate them.

Thank you to our Employer Members who participated in the workshop:

- **Kenneth Aldridge**, Rosen Hotels & Resorts
- **Emily Stovall**, Independent Colleges and Universities Benefits Association (ICUBA)
- **Silvia Costa**, Miami-Dade County Public Schools
- **Rosa Novo**, Miami-Dade County Public Schools
- **Susan McBroom**, Patriot Rail
- **Kimberly Eisenbise**, Orange County Public Schools
- **Leslene Pender**, Orange County Government
- **Jaimie Jarvis**, Kalos Services

A big thank you to our hosts at Employer Member ICUBA!

Find additional valuable cancer-related resources in our Employer Guide and Insights for Oncology Management.

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions.

30th Annual "Best of the Best" Event: A Sold-Out Day of Leadership, Innovation, and Wellbeing

Last week, the Florida Alliance for Healthcare Value hosted a sold-out "Best of the Best" event at the Center for Health & Wellbeing in Winter Park, bringing together employer leaders and partners for a full day focused on courageous leadership, benefits innovation, and whole-person health.

We were honored to be welcomed by our outstanding host, **Affiliate Member Winter Park Health Foundation**, with opening remarks from **Nicholas Abrahams, MNM, President and CEO**, alongside **Karen van Caulil, PhD, President and CEO of the Florida Alliance for Healthcare Value**. The Center for Health & Wellbeing proved to be the ideal venue—beautifully designed to foster connection, conversation, and engagement throughout the day.

Cora Opsahl and Karen van Caulil

The morning featured a compelling fireside chat, "Courage, Conviction, and Change," with **Cora Opsahl, MBA, Director of the 32BJ Health Fund**. During this conversation, the Florida Alliance unveiled its updated Employer/Healthcare Purchaser Rights, reinforcing the essential role employers play in driving accountability, transparency, and value in the healthcare ecosystem. Click HERE to access the Rights.

This session was followed by "Redefining Benefits Leadership," a dynamic panel moderated by **Chelsea Ryckis, President of Affiliate Member Ethos Benefits**, featuring **Kristina Ewing, Director of Health and Wellbeing at Shoestring Valley Holdings**, and **Stephanie Porrino, SCP-SHRM, SPHR, CHVA, Director of Human Resources at Employer Member Hendry Marine Industries**. Panelists shared practical, real-world insights on leading benefits strategy amid rising costs and evolving workforce expectations.

Chelsea Ryckis, Stephanie Porrino, Kristina Ewing

Dr. Mark Cunningham-Hill

Late morning programming continued with **Dr. Mark Cunningham-Hill, MD, Medical Director at the Northeast Business Group on Health**, who led a thoughtful conversation on building a culture of health and wellbeing, with a particular focus on the employer's role in creating a vaccine-friendly workplace. His remarks emphasized trust, clear communication, and supportive policies as critical tools employers can use to improve vaccination confidence and protect workforce health. Click HERE to access the Creating a Vaccine-Friendly Workplace resource that he developed.

During lunch, a panel session entitled "From Prescription to Plate: The Future of Food as Medicine" was moderated by **Tony Jenkins, Central Florida Market President at Healthcare Advisory Member and event Sponsor, Florida Blue**. Panelists included **Monica Aggarwal, MD of Healthcare Advisory Member and event Sponsor AdventHealth; Jay Groves, EdD, MMHC, Executive Director of the Culinary Health Institute at the 4Roots Foundation; and Carly Paige, Founder and CEO of FitLiving Eats Winter Park**. The discussion highlighted innovative, employer-relevant approaches to nutrition, community partnerships, and improved health outcomes.

Pictured left to right, Tony Jenkins, Jay Groves, Carly Paige, Dr. Monica Aggarwal

The afternoon concluded with highly interactive wellness activations, including:

- Nourish to Flourish: Harnessing the Power of Food as Medicine
- Rise to Your Best: A Leadership Stretch and Focus Session
- Inspiring More Happiness at Work

Carly Paige, Dr. Monica Aggarwal

Feedback from attendees has been overwhelmingly positive across all sessions and activations, reinforcing the value of convening employers around bold ideas and actionable strategies. Thank you to our speakers, partners, and attendees for making "Best of the Best" such a meaningful and memorable event.

Mark your calendars for May 13, 2026 – our Annual Conference will be held at the Center for Health and Wellbeing!

Click HERE to access the "Best of the Best" slide decks and resources.

Learn about the SPARK program at the Center for Health & Wellbeing by clicking HERE. To book a discovery session and discuss specifics for your organization, please contact Jackie Carlin, Director, Center for Health & Wellbeing at jcarlin@wphf.org.

Thank you to our "Best of the Best" host, Affiliate Member Winter Park Health Foundation!

Thank You to Our Generous "Best of the Best" Sponsors!

Q4 Florida Alliance Board of Directors Meeting

Following last week's "Best of the Best," the Florida Alliance Board of Directors held their final meeting for 2025 to finalize the 2026 Plan of Work. Many thanks to our Board members for their service to the Florida Alliance!

Pictured from left to right, Florida Alliance Board Members Sara Holtzman DeMarino, Kenneth Aldridge (Board Treasurer/Secretary), Leslene Pender, Jair Espinoza, Karen van Caulil, Rosa Novo (Board Chair), Beth Curran, Dawn Hunt, Susan McBroom, Mark Weinstein.
Not pictured, Stephanie Porrino (Board Vice Chair)

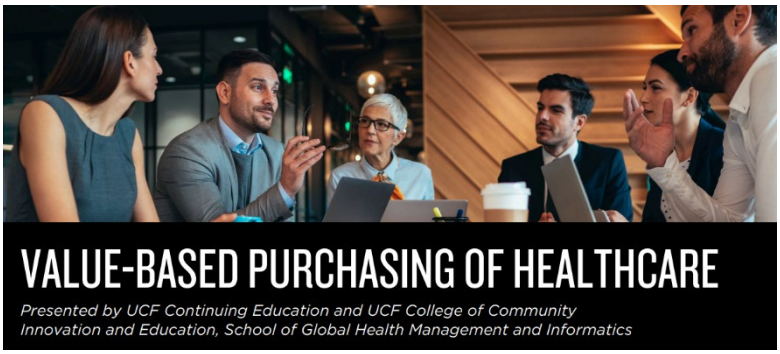
We will use the findings of the employer members satisfaction survey to put the final touches on our plan of work but expect to see these topic areas in our programs and projects in 2026:

- Prevention Workgroup
- Women's Health Workgroup
- Update of the Employer Guide and Insights for Oncology Management
- Hospital Fair Price
- Drug Fair Price (including a focus on 340B Drug Program Reform)

Please reach out to Karen van Caulil at karen@flhealthvalue.org if you have any questions.

VALUE-BASED PURCHASING OF HEALTHCARE COURSE

LAST CALL! Value-Based Purchasing of Healthcare Course – Wednesday, January 21, 2026 – Wednesday, April 1, 2026



The virtual Value-Based Purchasing of Healthcare Course offered earlier this year has been updated and will be offered again starting in January 2026. Developed by the Florida Alliance for Healthcare Value, the Greater Philadelphia Business Coalition on Health, and HealthcareTN and presented by the University of Central Florida Continuing Education Office, the course equips benefits staff and human resources professionals with tools to design health benefit strategies that improve outcomes, promote equity, and control costs.

Through eight interactive sessions, participants explore topics such as transparency, primary care, payment reform, pharmaceutical management, and population health.

Upon completion, students earn a digital certificate, digital badge, and 4.0 CEUs for SHRM recertification, demonstrating advanced expertise in value-based purchasing. This course might be a great opportunity for someone on your team looking to move to the next level or to earn SHRM credit. The course fee is $700 and is not limited to Florida Alliance members.

UCF | Continuing Education
UNIVERSITY OF CENTRAL FLORIDA

To view the *course flyer*, click HERE.

To register for the course, click HERE.

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions.

AFFILIATE MEMBER CORNER

Skip The Scalpel – MSK Surgical Alternative

- Regenexx Case Study: **Florida Alliance Employer Member MarineMax**
- Case Study Date Range: **January 1, 2021 thru July 31, 2025**
- Number of Orthopedic Surgeries Avoided: **130**
- Average Regenexx Procedure Cost: **$5,529**
- Total Estimated Savings Versus Surgery: **($1,761,772) – 71%**
- Total Estimated Savings Versus Referenced Based Pricing Surgery: **($769,542) – 52%**
- Average Membership on Self-Funded Plan: **2,420**

MarineMax is recognized as the world's largest lifestyle retailer of recreational boats and yachts and is an active employer member of the Florida Alliance for Healthcare Value. Innovation is key to the company's employee benefit plan offering its members access to a wide variety of programs designed to provide high quality and exceptional value. In 2019, MarineMax added the Regenexx program as an alternative to invasive orthopedic surgery. Beyond the cost savings, many members have benefited from the reduction in risk and recovery. Most Regenexx patients are back to work in days versus weeks.

The Regenexx Corporate Program offers employers a non-surgical, needle-based musculoskeletal (MSK) care alternative designed to reduce surgical rates, control costs, and maintain quality. Positioned as a bridge between failed conservative care (like physical therapy) and risky, expensive surgery, Regenexx uses image-guided injections of a patient's own cells—orthobiologics—to treat orthopedic conditions. Providers report patient benefits versus surgery: less downtime, faster return to activities, and reduced post-procedure pain.

For brokers and employers, Regenexx provides extensive support: a Broker Playbook, webinars, client meeting materials, and sales support including TPA and stop-loss carrier introductions. For members, Regenexx offers an announcement and education program, plus tracked outcomes data to determine candidacy and deliver transparent reporting. The Corporate Sales Team can present Impact Study findings and assist in client meetings.

Clinically, Regenexx differentiates itself through nearly two decades of proprietary protocols and laboratory processes dating to 2005. The organization emphasizes precise lab customization—reducing white blood cell contamination, removing red blood cells from bone marrow aspirate draws, and tailoring dose and cell concentration to patient condition—contrasting these measures with generic platelet-rich plasma preparations common elsewhere. All Regenexx injections use image guidance (fluoroscopy or ultrasound) to accurately target injury sites, a capability many competitors lack.

Regenexx positions itself as a research leader in orthobiologics. Its clinical and scientific teams produce substantial published work—contributing roughly half of global research on bone marrow concentrate—and maintain a Provider Patient Registry that supports candidacy gradings and outcome transparency. Implementation support extends to client meeting presentation assistance and introductions to third-party administrators and stop-loss carriers, while member engagement includes announcements, education programs, and transparent outcome tracking. The typical implementation timeline is 30 to 45 days. Regenexx reiterates that decisions should be evidence-based and tailored to each employer's population, with individualized Impact Studies available to quantify clinical and financial implications.

Regenexx is an Affiliate Member of the Florida Alliance for Healthcare Value. **To learn more about their program, contact Jeff Scarpinato, MHA, Executive Vice President, Regenexx Corporate at jscarpinato@regenexx.com and/or go to the Regenexx Corporate Website: https://regenexxcorporate.com/.**

IN CASE YOU MISSED IT

2025 EBRI Employee Mental Health Survey – Full Report

In the October 3, 2025, edition of the Florida Alliance Employer Member Bulletin we shared the Executive Summary from the 2025 Employee Benefit Research Institute's 2025 Employee Mental Health Survey. We can now share the full report that includes information collected from a 15-minute online survey of 410 full-time benefits decision-makers conducted earlier this year.

As mentioned in October, the results of the survey underscore the persistent challenges employees face in accessing mental health care, even when covered by employer-sponsored insurance. Employees reporting a mental health condition were found to be twice as likely as their peers to encounter barriers to receiving physician-recommended care. Key obstacles include denied coverage, plan restrictions, and limited provider participation.

To view the full 2025 EBRI Employee Mental Health Survey report, click HERE.

To view the Executive Summary, click HERE.

These findings highlight the critical need for employers to go beyond simply offering coverage. Proactive evaluation of benefit design, provider networks, and parity compliance analysis is essential to ensure employees can access timely and effective mental health services. A reminder that we have conducted an Employer Learning Collaborative (ELC) on Mental Health and Substance Use and several webinars on this topic. We have also developed in partnership with the National Alliance of Healthcare Purchaser Coalitions an employer toolkit that enables you to conduct the analysis needed to determine whether your mental health and substance use benefits and network are not more restrictive than they are for physical health services.

Click HERE to access our webpage with the ELC materials.

The is the final Employer Member Bulletin for 2025.
We will be back in your inbox in January!

Wishing you a happy holiday season and a safe, healthy New Year.

The Central Florida Health Care Coalition, Incorporated d/b/a Florida Alliance for Healthcare Value is providing this information to our employer members solely in our capacity as a 501c3 nonprofit education organization and not as advice in any capacity. The information that is not in the public domain is private and confidential.