

The Commonwealth Fund/Modern Healthcare Health Care Opinion Leaders Survey

#### HEALTH POLICY PRIORITIES FOR THE INCOMING 112TH CONGRESS

February 2011

#### Introduction

The Commonwealth Fund Health Care Opinion Leaders (HCOL) Survey was conducted by Harris Interactive® on behalf of The Commonwealth Fund and *Modern Healthcare*, with responses from a broad group of 203 of innovators and opinion leaders in health policy, health care delivery, and finance. This was the 24<sup>th</sup> study in a series of surveys designed to highlight leaders' perspectives on the most timely health policy issues facing the nation. This survey focused on healthcare transparency in the United States.

Health care opinion leaders were identified by The Commonwealth Fund, *Modern Healthcare*, and Harris Interactive as individuals who are experts and influential decision makers within their respective industries.

#### **About the Respondents**

Respondents represent a broad range of employment positions and professional settings. For analytical purposes we combined respondents into four sectors (for a more detailed description of respondents' place of employment please refer to Table 6):

- Academic/Research Institutions (54%)\*
- *Health Care Delivery* (23%)\*; including medical societies or professional associations, allied health societies or professional associations or organizations, hospital or related professional associations or organizations, hospitals, nursing homes/long-term care facilities, clinics, and physician or other clinical practices.
- Business/Insurance/Other Health Care Industry (22%)\*; including health insurance, pharmaceutical, other industries/businesses, and health care improvement organizations.
- Government/Labor/Consumer Advocacy (10%)\*; including government, labor, and consumer advocacy.\*\*

<sup>\*</sup> Percentages add to more than 100 as respondents were able to give more than one answer.

<sup>\*\*</sup> Respondents in these industries were combined due to the small sample sizes of the individual groups

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#### TABLE 1 Views of the Affordable Care Act (ACA)

"The Affordable Care Act (ACA) put in place policies aimed at substantially expanding health insurance coverage, developing new payment approaches to encourage and support improved delivery system performance, increasing transparency and accessibility of cost and quality information, and enhancing public health. Which of the following comes closest to your view regarding the strategic direction set by the new law?"

Note: Percentages may not add up to 100 percent due to rounding or no response

	Total %	Academic/ Research Inst.	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government/ Labor/ Consumer Advocacy %
n=	203	110	47	44	20
The course set by the ACA is generally appropriate, with some minor changes to the policies put in place by the law	45%	38%	47%	52%	40%
The health system should continue on the course set by the ACA and the policies put in place by the new law should be carried out as enacted	23%	34%	15%	11%	25%
The course set by the ACA is generally appropriate, but major changes are needed to the policies put in place by the law	23%	22%	26%	23%	15%
The ACA set the wrong course, and a different approach should be taken to improve health system performance	9%	5%	11%	14%	20%
No major changes are needed; the health system is on the right course	-	-	-	-	-
Not sure	*	1%	2%	-	-

## TABLE 2 Affordable Care Act (ACA) Provisions

"Below are several major elements of the new health reform law. How important is it that each of the following provisions be implemented?"

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 202 respondents		Total %	Academic/ Research Inst.	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government/ Labor/ Consumer Advocacy %
	n=	202	110	47	44	20
Premium subsidies	Very important/ Important	87%	91%	83%	82%	70%
(income-based	Very important	68%	75%	64%	59%	55%
subsidies to offset the	Important	19%	15%	19%	23%	15%
cost of coverage obtained through the state-based insurance	Somewhat important/Not at all important	11%	6%	13%	18%	30%
exchanges)	Somewhat important	7%	3%	9%	16%	15%
	Not at all important	4%	4%	4%	2%	15%
	Not Sure	2%	3%	4%	-	-
	n=	201	110	47	43	20
State-based health	Very important/ Important	86%	90%	87%	77%	75%
insurance exchanges	Very important	63%	74%	57%	44%	45%
(mechanisms to	Important	23%	16%	30%	33%	30%
facilitate access to information on alternative policies	Somewhat important/Not at all important	14%	10%	13%	23%	25%
and access to them)	Somewhat important	10%	6%	9%	16%	15%
	Not at all important	4%	4%	4%	7%	10%
	Not Sure	-	-	-	-	-
	n=	201	109	47	44	20
Individual mandate	Very important/ Important	84%	87%	85%	82%	85%
(requirement that	Very important	66%	68%	72%	64%	50%
every individual obtain health insurance coverage, subject to specified affordability	Important	18%	19%	13%	18%	35%
	Somewhat important/Not at all important	13%	10%	15%	16%	15%
standards)	Somewhat important	6%	1%	9%	9%	5%
	Not at all important	7%	9%	6%	7%	10%
	Not Sure	2%	3%	-	2%	-

## TABLE 2 (cont.) Affordable Care Act (ACA) Provisions

"Below are several major elements of the new health reform law. How important is it that each of the following provisions be implemented?"

Note: Percentages may not add up to 100 percent due to rounding or no response

base: 203 respondents		Total %	Academic/ Research Inst. %	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government/ Labor/ Consumer Advocacy %
Center for Medicare	n=	202	109	47	44	20
and Medicaid Innovation	Very important/ Important	83%	83%	87%	84%	85%
(organization within	Very important	65%	65%	70%	66%	65%
the Centers for	Important	17%	18%	17%	18%	20%
Medicare and Medicaid Services created to develop and	Somewhat important/Not at all important	16%	17%	13%	14%	15%
implement new	Somewhat important	12%	14%	9%	9%	5%
payment and delivery system approaches)	Not at all important	3%	3%	4%	5%	10%
system approaches)	Not Sure	1%	-	-	2%	-
	n=	202	109	47	44	20
	Very important/ Important	82%	87%	79%	77%	75%
Medicaid expansion (inclusion of nearly all	Very important	70%	74%	72%	61%	55%
individuals under 65	Important	12%	13%	6%	16%	20%
with incomes up to 133 percent of the federal poverty level)	Somewhat important/Not at all important	17%	12%	19%	23%	25%
reactar poverty revery	Somewhat important	8%	6%	11%	16%	5%
	Not at all important	8%	6%	9%	7%	20%
	Not Sure	1%	1%	2%	-	-
B	n=	202	110	47	44	20
Patient-Centered Outcomes Research	Very important/ Important	79%	75%	79%	86%	90%
Institute (private non- profit organization to set priorities and carry out research to develop evidence on best practices in	Very important	47%	47%	51%	55%	45%
	Important	32%	28%	28%	32%	45%
	Somewhat important/Not at all important	20%	24%	21%	14%	10%
health care delivery	Somewhat important	17%	22%	13%	9%	5%
and organization)	Not at all important	3%	2%	9%	5%	5%
	Not Sure	1%	1%	-	-	-

# TABLE 2 (cont.) Affordable Care Act (ACA) Provisions

"Below are several major elements of the new health reform law. How important is it that each of the following provisions be implemented?"

Note: Percentages may not add up to 100 percent due to rounding or no response

		Total %	Academic/ Research Inst.	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government/ Labor/ Consumer Advocacy
	n=	202	110	47	44	20
Independent Payment Advisory Board	Very important/ Important	71%	77%	62%	77%	50%
(independent board	Very important	41%	51%	23%	45%	30%
with a mandate to	Important	30%	26%	38%	32%	20%
develop policies to reduce the growth of Medicare spending if it is projected to exceed specified targets)	Somewhat important/Not at all important	28%	22%	38%	20%	50%
	Somewhat important	17%	12%	21%	14%	35%
	Not at all important	11%	10%	17%	7%	15%
	Not Sure	1%	1%	-	2%	-

## TABLE 3 Effectiveness of Cost-Containment Approaches

"Below are several health care payment options. How effective do you think each of the following payment approaches would be in achieving a high performance health care system?"

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 203 respondents			1 1		Business/	1
		Total %	Academic/ Research Inst.	Health Care Delivery	Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy
	n=	202	109	47	44	20
	Extremely effective/Very effective	91%	90%	94%	91%	85%
Improve coordination	Extremely effective	65%	64%	77%	66%	45%
of care for patients	Very effective	26%	26%	17%	25%	40%
with chronic conditions	Somewhat effective/Not effective	7%	9%	4%	7%	15%
	Somewhat effective	7%	8%	4%	7%	15%
	Not effective	0	1%	-	-	-
	Not Sure	1%	1%	2%	2%	-
	n=	203	110	47	44	20
Make permanent the	Extremely effective/Very effective	72%	68%	91%	68%	70%
ACA's provisions for	Extremely effective	39%	36%	60%	36%	25%
temporary increases in Medicare and	Very effective	33%	32%	32%	32%	45%
Medicale and Medicald payments for primary care physicians	Somewhat effective/Not effective	24%	27%	9%	30%	30%
physicians	Somewhat effective	14%	15%	6%	23%	10%
	Not effective	10%	13%	2%	7%	20%
	Not Sure	4%	5%	-	2%	-
	n=	202	109	46	44	20
Establish greater alignment of payment methods and rates across public and private payers, to reduce variation in payment rates for the same services across	Extremely effective/Very effective	69%	72%	65%	66%	75%
	Extremely effective	41%	41%	48%	36%	40%
	Very effective	28%	30%	17%	30%	35%
	Somewhat effective/Not effective	26%	21%	33%	27%	25%
providers and payers and slow cost growth	Somewhat effective	17%	15%	17%	18%	10%
and slow cost growth	Not effective	9%	6%	15%	9%	15%
	Not Sure	5%	7%	2%	7%	-

TABLE 3
Effectiveness of Cost-Containment Approaches (cont.)

"Below are several health care payment options. How effective do you think each of the following payment approaches would be in achieving a high performance health care system?"

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 203 respondents					Dusiness/	
		Total %	Academic/ Research Inst.	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy %
	n=	202	110	47	44	20
Value-based insurance design	Extremely effective/Very effective	68%	65%	72%	70%	65%
(structuring	Extremely effective	28%	25%	32%	30%	15%
copayments to reflect existing evidence as	Very effective	40%	39%	40%	41%	50%
to the effectiveness of alternative services in preventing illness or	Somewhat effective/Not effective	27%	29%	21%	30%	35%
restoring health)	Somewhat effective	23%	25%	17%	20%	30%
recorning meanury	Not effective	4%	4%	4%	9%	5%
	Not Sure	5%	6%	6%	-	-
	n=	201	109	47	44	20
Accelerate the	Extremely effective/Very effective	66%	74%	51%	70%	65%
implementation of the	Extremely effective	30%	31%	28%	32%	25%
ACA's provisions for	Very effective	36%	43%	23%	39%	40%
bundled payment for acute and post-acute care	Somewhat effective/Not effective	29%	21%	45%	27%	35%
	Somewhat effective	21%	13%	28%	20%	25%
	Not effective	8%	8%	17%	7%	10%
	Not Sure	4%	5%	4%	2%	_
	n=	202	110	46	44	20
Reference pricing	Extremely effective/Very effective	59%	58%	59%	59%	75%
(requiring patients to pay the difference if lower-priced but equally effective services are available)	Extremely effective	26%	27%	9%	25%	45%
	Very effective	34%	31%	50%	34%	30%
	Somewhat effective/Not effective	34%	34%	35%	36%	25%
	Somewhat effective	26%	26%	33%	23%	15%
	Not effective	8%	7%	2%	14%	10%
	Not Sure	6%	8%	7%	5%	-

TABLE 3
Effectiveness of Cost-Containment Approaches (cont.)

"Below are several health care payment options. How effective do you think each of the following payment approaches would be in achieving a high performance health care system?"

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 203 respondents					Business/	1
		Total %	Academic/ Research Inst.	Health Care Delivery %	Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy %
	n=	202	109	47	44	20
	Extremely effective/Very effective	59%	57%	68%	55%	50%
Revise payment rates to more accurately	Extremely effective	30%	27%	49%	20%	20%
reflect the cost of	Very effective	29%	30%	19%	34%	30%
providing physician services	Somewhat effective/Not effective	35%	34%	26%	41%	50%
	Somewhat effective	25%	23%	23%	27%	40%
	Not effective	10%	11%	2%	14%	10%
	Not Sure	6%	9%	6%	5%	-
	n=	203	110	47	44	20
Strengthen the role of the state-based health insurance exchanges	Extremely effective/Very effective	56%	59%	62%	45%	50%
to promote	Extremely effective	23%	24%	28%	16%	20%
competition in the health insurance	Very effective	33%	35%	34%	30%	30%
market and encourage the implementation of	Somewhat effective/Not effective	40%	36%	36%	50%	50%
payment and delivery	Somewhat effective	32%	32%	26%	32%	25%
reforms	Not effective	9%	5%	11%	18%	25%
	Not Sure	3%	5%	2%	5%	_
	n=	202	110	47	44	19
	Extremely effective/Very effective	38%	36%	47%	23%	32%
Allow consumors to	Extremely effective	22%	20%	30%	14%	21%
Allow consumers to purchase insurance across state lines	Very effective	15%	16%	17%	9%	11%
	Somewhat effective/Not effective	53%	55%	40%	68%	63%
	Somewhat effective	20%	23%	15%	25%	26%
	Not effective	33%	33%	26%	43%	37%
	Not Sure	9%	8%	13%	9%	5%

### TABLE 3 Effectiveness of Cost-Containment Approaches (cont.)

"Below are several health care payment options. How effective do you think each of the following payment approaches would be in achieving a high performance health care system?"

Note: Percentages may not add up to 100 percent due to rounding or no response

		Total %	Academic/ Research Inst. %	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy %
	n=	201	110	47	43	19
	Extremely effective/Very effective	22%	20%	36%	23%	21%
Expand the use of	Extremely effective	10%	7%	17%	14%	16%
health savings accounts and high	Very effective	12%	13%	19%	9%	5%
deductible health plans	Somewhat effective/Not effective	77%	80%	62%	74%	79%
	Somewhat effective	31%	23%	34%	40%	42%
	Not effective	46%	57%	28%	35%	37%
	Not Sure	1%	-	2%	2%	-

### TABLE 4 Approaches to Reduce Federal Budget Deficit

"Please indicate your support for or opposition to the following approaches that have been proposed by the National Commission on Fiscal Responsibility and Reform and others to reduce the federal budget deficit."

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 203 respondents		Total %	Academic/ Research Inst.	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy %
	n=	201	109	47	43	20
Expand successful	Strongly Support/ Support	81%	84%	83%	79%	70%
cost-containment	Strongly Support	32%	34%	30%	42%	25%
pilots mandated in the	Support	49%	50%	53%	37%	45%
ACA, such as pay-for- performance	Neither Support Nor Oppose	11%	8%	11%	14%	10%
programs and the bundling of post-acute	Oppose /Somewhat Oppose	5%	5%	6%	5%	15%
care services	Oppose	4%	4%	2%	2%	10%
	Strongly Oppose	1%	1%	4%	2%	5%
	Not Sure	2%	3%	-	2%	5%
	n=	202	110	47	43	20
	Strongly Support/ Support	61%	62%	66%	63%	55%
Extend Medicaid	Strongly Support	17%	22%	15%	5%	10%
prescription drug rebates established in	Support	45%	40%	51%	58%	45%
the ACA to people eligible for both	Neither Support Nor Oppose	22%	20%	17%	23%	25%
Medicare and Medicaid	Oppose /Somewhat Oppose	9%	9%	9%	9%	10%
	Oppose	6%	6%	4%	2%	5%
	Strongly Oppose	3%	3%	4%	7%	5%
	Not Sure	7%	9%	9%	5%	10%
	n=	202	109	47	44	20
	Strongly Support/ Support	61%	67%	53%	59%	50%
	Strongly Support	32%	37%	17%	30%	20%
Add a robust public option and/or all-	Support	29%	30%	36%	30%	30%
payer system in state health insurance exchanges	Neither Support Nor Oppose	9%	9%	13%	9%	15%
	Oppose /Somewhat Oppose	26%	20%	32%	30%	30%
	Oppose	11%	8%	13%	9%	20%
	Strongly Oppose	14%	12%	19%	20%	10%
	Not Sure	3%	4%	2%	2%	5%

## TABLE 4 (cont.) Approaches to Reduce Federal Budget Deficit

"Please indicate your support for or opposition to the following approaches that have been proposed by the National Commission on Fiscal Responsibility and Reform and others to reduce the federal budget deficit."

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 203 respondents			1		<b>.</b>	1
		Total	Academic/ Research Inst.	Health Care Delivery	Business/ Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy
	n=	203	110	47	44	20
Accelerate the	Strongly Support/ Support	50%	55%	43%	52%	45%
discontinuation of the	Strongly Support	15%	23%	4%	14%	5%
exemption of health	Support	34%	32%	38%	39%	40%
insurance benefits from income tax and	Neither Support Nor Oppose	17%	9%	23%	16%	25%
lower the threshold for premiums subject	Oppose /Somewhat Oppose	29%	27%	34%	30%	30%
to tax	Oppose	16%	17%	15%	16%	20%
	Strongly Oppose	12%	10%	19%	14%	10%
	Not Sure	5%	9%	ı	2%	-
Redesign Medicare	n=	202	109	47	44	20
cost-sharing by establishing a	Strongly Support/ Support	39%	37%	40%	43%	35%
universal deductible	Strongly Support	9%	12%	4%	5%	10%
of \$550 for Part A and Part B, with 20%	Support	30%	25%	36%	39%	25%
coinsurance above \$550 and 5%	Neither Support Nor Oppose	26%	25%	34%	25%	45%
coinsurance after costs exceed \$5500,	Oppose /Somewhat Oppose	21%	23%	17%	18%	20%
and an annual cap of	Oppose	14%	17%	11%	11%	15%
\$7500 on out of	Strongly Oppose	7%	6%	6%	7%	5%
pocket costs	Not Sure	14%	16%	9%	14%	-
	n=	201	108	46	44	20
	Strongly Support/ Support	38%	40%	22%	50%	40%
Strengthen the IPAB	Strongly Support	12%	15%	9%	18%	10%
by giving it broader authority over payment not only by Medicare but also other public and private payers	Support	26%	25%	13%	32%	30%
	Neither Support Nor Oppose	19%	21%	13%	11%	30%
	Oppose /Somewhat Oppose	32%	26%	54%	34%	20%
private payers	Oppose	18%	15%	33%	18%	15%
	Strongly Oppose	14%	11%	22%	16%	5%
	Not Sure	11%	13%	11%	5%	10%

### TABLE 4 (cont.) Approaches to Reduce Federal Budget Deficit

"Please indicate your support for or opposition to the following approaches that have been proposed by the National Commission on Fiscal Responsibility and Reform and others to reduce the federal budget deficit."

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 203 respondents		Total	Academic/ Research Inst.	Health Care Delivery	Business/ Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy
	n=	% 200	% 108	% 47	% 44	% 19
Replace the cuts in Medicare physician fees under the	Strongly Support/ Support	36%	39%	34%	39%	32%
sustainable growth	Strongly Support	7%	8%	6%	5%	-
rate (SGR) mechanism	Support	29%	31%	28%	34%	32%
in current law with a payment freeze	Neither Support Nor Oppose	22%	21%	15%	18%	26%
through 2013 and a 1 percent cut in 2014,	Oppose /Somewhat Oppose	31%	25%	40%	34%	26%
reinstating the SGR	Oppose	20%	15%	21%	27%	16%
until new system is in place	Strongly Oppose	11%	10%	19%	7%	11%
piace	Not Sure	12%	15%	11%	9%	16%
	n=	203	110	47	44	20
	Strongly Support/ Support	34%	39%	26%	39%	15%
	Strongly Support	9%	11%	6%	5%	-
Restrict first-dollar coverage under	Support	25%	28%	19%	34%	15%
Medicare supplemental	Neither Support Nor Oppose	23%	17%	30%	20%	30%
insurance (Medigap)	Oppose /Somewhat Oppose	34%	35%	32%	36%	55%
	Oppose	22%	24%	23%	25%	35%
	Strongly Oppose	12%	11%	9%	11%	20%
	Not Sure	9%	9%	13%	5%	-
	n=	201	108	47	44	20
	Strongly Support/ Support	26%	24%	19%	41%	20%
Convert Medicaid into	Strongly Support	6%	6%	4%	7%	5%
a block grant program in which the federal government would provide a fixed amount to each state to run its program	Support	20%	19%	15%	34%	15%
	Neither Support Nor Oppose	13%	12%	21%	16%	15%
	Oppose /Somewhat Oppose	53%	55%	55%	36%	60%
to run its program	Oppose	22%	19%	30%	16%	30%
	Strongly Oppose	30%	36%	26%	20%	30%
	Not Sure	7%	9%	4%	7%	5%

### TABLE 4 (cont.) Approaches to Reduce Federal Budget Deficit

"Please indicate your support for or opposition to the following approaches that have been proposed by the National Commission on Fiscal Responsibility and Reform and others to reduce the federal budget deficit."

Note: Percentages may not add up to 100 percent due to rounding or no response

		Total %	Academic/ Research Inst.	Health Care Delivery %	Business/ Insurance/ Other Health Care Industry	Government / Labor/ Consumer Advocacy %
	n=	202	109	47	44	20
Convert Medicare into a premium support program, in which beneficiaries would be given vouchers to use in purchasing their own insurance in the private market	Strongly Support/ Support	22%	19%	23%	32%	15%
	Strongly Support	8%	7%	6%	14%	5%
	Support	14%	12%	17%	18%	10%
	Neither Support Nor Oppose	11%	6%	21%	11%	10%
	Oppose /Somewhat Oppose	61%	69%	53%	50%	70%
	Oppose	25%	28%	32%	18%	30%
	Strongly Oppose	36%	40%	21%	32%	40%
	Not Sure	6%	6%	2%	7%	5%

#### TABLE 5 TYPE OF EMPLOYMENT

"How would you describe your current employment position?" Note: Percentages may not add up to 100 percent due to rounding or no response

base. 202 respondents	
	%
Researcher/Professor/Teacher	35%
CEO/President	28%
Physician	22%
Policy analyst	20%
Management/Administration	14%
Consultant	11%
Dean or department head	6%
Consumer advocate	5%
Healthcare purchaser	5%
Foundation officer	4%
Policymaker or policy staff (state)	3%
Other healthcare provider (not physician)	2%
Lobbyist	2%
Policymaker or policy staff (federal)	2%
Regulator	*
Investment analyst	-
Retired	8%
Other	2%

#### TABLE 6 PLACE OF EMPLOYMENT

Note: Percentages may not add up to 100 percent due to rounding or no response

Base: 201 respondents

	%
Academic and Research Institutions	55%
Medical, public health, nursing, or other health professional school	23%
Think tank/Healthcare institute/Policy research institution	19%
University setting not in a medical, public health, nursing, or other health professional	11%
school	
Foundation	6%
Medical publisher	-
Professional, Trade, Consumer Organizations	19%
Medical society or professional association or organization	6%
Hospital or related professional association or organization	6%
Health insurance and business association or organization	5%
Labor/Consumer/Seniors' advocacy group	2%
Allied health society or professional association or organization	1%
Pharmaceutical/Medical device trade association organization	*
Financial services industry	*
Health Care Delivery	
Hospital	5%
Physician practice/Other clinical practice (patient care)	4%
Clinic	4%
Health insurance/Managed care industry	4%
Nursing home/Long-term care facility	1%
Government	4%
Non-elected state executive-branch official	1%
Staff for a state elected official or state legislative committee	1%
Non-elected federal executive-branch official	1%
Staff for non-elected federal executive-branch official	1%
Staff for a federal elected official or federal legislative committee	*
Staff for non-elected state executive-branch official	-
Pharmaceutical Industry	*
Drug manufacturer	*
Device company	-
Biotech company	-
Other Industry/Business Settings	
Healthcare consulting firm	8%
Healthcare improvement organization	5%
CEO, CFO, Benefits Manager	3%
Polling organization	
Accrediting body and organization (non-governmental)	1% 1%

Please note that respondents may fall into more than one of these categories.