



Navigating the BCBS Massachusetts Coverage Change

Effective January 1, 2027, Blue Cross Blue Shield of Massachusetts will no longer offer PPO and EPO plans to groups under 50 employees. For life science companies, finding a new carrier is only the beginning. This is a moment that calls for strategic HR leadership: rethinking how your total rewards program is structured, keeping your employees informed and confident, and ensuring your HR infrastructure is ready for what comes next.

How Danforth Health Can Help

Total Rewards Strategy

A carrier change is a prompt to step back and assess the full picture. We help you evaluate plan design alternatives, funding arrangements, and whether your benefits package — as a whole — is competitive for the life science talent market in Massachusetts and beyond.

Employee Communications

Employees notice instability. We help you get ahead of it — building a clear internal communications plan, manager talking points, open enrollment materials, and FAQs so your team feels informed and confident throughout the transition, not anxious.

HR Infrastructure & Compliance

A carrier switch triggers a compliance cascade: updated plan documents, ACA reporting adjustments, revised handbooks, and enrollment system changes. We ensure your HR infrastructure is ready for the transition so nothing falls through the cracks.

Fractional HR Leadership

For companies without a dedicated HR team, we provide embedded, senior HR partnership — right-sized to your stage of growth. We lead the transition from strategy through execution, so your leadership can stay focused on the science.

Workforce Planning & Retention

A benefits disruption is an employer brand moment. We assess how this change affects retention and recruiting, sharpen your employer value proposition, and help you communicate your total rewards story with confidence — protecting the culture and commitment your team has built.

Ready to Connect?

We have partnered with life science companies at every stage of growth — from Series A to commercial and public companies. Reach out to your Danforth Managing Director or visit danforthhealth.com to start the conversation.