Meredith Littman

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Senior PBM Analytics Leader | Rebate & Formulary Analytics | Team Leadership

PROFILE

Senior healthcare analytics leader with more than 17 years of experience supporting PBM underwriting, including rebate forecasting through formulary-based drug utilization projections, network strategy through channel utilization projections, and analysis of industry trends and government programs impacting client pricing. Known for turning complex PBM data into clear, decision-ready insight that helps Pricing, Sales, Product, Clinical, and Executive Leadership teams understand client impact, utilization shifts, financial opportunity, risk, and competitive positioning.

Strong people leader who builds trusted teams, creates autonomy and accountability, mentors analysts into future leaders, and brings structure to complex work without overcomplicating it.

LEADERSHIP SNAPSHOT

- Build high-performing analytics teams that business partners trust, with a culture of autonomy, accountability, creativity, and clear expectations.
- Translate complex PBM underwriting needs into clear goals, practical operating plans, and decision-ready analytics.
- Partner across Pricing, Sales, Product, Clinical, Finance, and Executive Leadership to connect data, strategy, and client value.
- Work well with clear direction and room to execute, creating structure without slowing the work down or overbuilding the solution.

SELECTED IMPACT

- Led analytics work tied to more than $500 billion in revenue opportunities, helping teams understand client impact, utilization shifts, financial opportunity, risk, and competitive positioning.
- Built formulary impact and utilization projection models in partnership with Clinical teams, projecting member-level utilization shifts and likely on-formulary alternatives under proposed formulary strategies.
- Supported rebate forecasting with drug utilization, WAC, and AWP projections; provided claims repricing files, pricing analyses, and forecasted rebate outputs for RFP responses, client proposals, renewals, and underwriting discussions.
- Managed and mentored an 8-person analytics team while overseeing approximately 240 monthly pricing, underwriting, formulary, utilization, RFP, and client impact deliverables.
- Transformed a manual Excel-based forecasting process into a self-service forecasting tool, reducing workload by 60% and earning the 2016 Crystal Award for Excellence in Innovation.
- Guided data engineers and data scientists in Agile delivery of a data management system projected to reduce analytics workload and turnaround times by 90%.

EXPERIENCE

Prime Therapeutics | Remote February 2024 - November 2024

Senior Director, Rebate Enterprise Applications

- Led a rebate enterprise application modernization initiative supporting rebate operations, invoicing, reconciliation, client reporting, operational controls, and user workflows.
- Gained direct exposure to the operational mechanics behind rebate administration while aligning business users, IT, developers, scrum masters, and operational stakeholders around delivery priorities.
- Kept the work focused on user needs, budget, scope, automation, reporting, and usability during a ground-up platform rebuild.

CVS Health | Scottsdale, AZ June 2006 - October 2023

Lead Director, Pricing & Rebate Analytics September 2021 - October 2023

- Led high-performing analytics teams supporting PBM underwriting through multi-year drug utilization forecasts that incorporated formulary, network, specialty, client pricing, and government program considerations impacting PBM pricing.
- Built formulary impact and utilization projection models in partnership with Clinical teams, projecting member-level utilization shifts and likely on-formulary alternatives when current products would be excluded under proposed formulary strategies.

- Supported rebate forecasting by providing drug utilization and WAC projections used to evaluate proposed rebate offers and communicate client value, financial considerations, and competitive positioning.
- Provided claims repricing files, pricing analyses, and forecasted rebate outputs to support RFP responses, client proposals, renewals, and broader underwriting discussions.
- Oversaw SAS and SQL model development used to create consistent, scalable analytics for PBM underwriting support, utilization projections, client pricing, formulary strategy analysis, and executive decision-making.
- Built and mentored a highly engaged analytics team that earned the highest employee satisfaction scores in the department, with many team members growing into future leaders.

Senior Manager, Pricing & Rebate Analytics **January 2009 - September 2021**

- Managed an 8-person analytics team supporting approximately 240 monthly pricing, underwriting, formulary, utilization, RFP, and client impact deliverables.
- Built, maintained, and improved analytical models used to support client pricing strategy, utilization projections, underwriting support, and rebate forecasting inputs via formulary strategy analytics.
- Partnered with Pricing, Sales, Finance, Product, Clinical, and operational teams to evaluate client impact, formulary options, utilization movement, network strategy, and financial considerations.
- Led a major process improvement by transforming a manual Excel-based forecasting process into a self-service forecasting tool, reducing workload by 60% and earning the 2016 Crystal Award for Excellence in Innovation.
- Recruited, trained, mentored, and developed analysts, many of whom advanced into broader leadership or senior analytical roles.

Senior Analyst, Pricing & Rebate Analytics **June 2006 - January 2009**

- Created analytical tools and SAS code to support client pricing, utilization projections, formulary impact analysis, and review processes for new business and retention opportunities.

ADDITIONAL EXPERIENCE

Symphony Health Solutions | Phoenix, AZ **December 2003 - June 2006**

Senior Data Analyst

- Provided prescription data reporting, market analysis, quality control, and data trending for pharmaceutical manufacturer clients; trained associates, created SOPs, and led a process improvement that reduced reporting errors by 23%.

EDUCATION

Master of Business Administration, University of Phoenix | May 2003

Bachelor of Arts in Psychology, University of California, Santa Barbara | August 1995

LEADERSHIP SKILLS

Team building and development | coaching and mentoring | talent development | cross-functional leadership | executive communication | stakeholder management | analytics strategy | process improvement | Agile delivery | project prioritization

TOOLS

SAS | SQL | Google Cloud Platform (GCP) | Teradata | SQL Server | Databricks | Azure | Tableau | Power BI | Python | Excel | Atlassian Jira & Confluence | PowerPoint | Word