

Proactively Managing Obesity at Your Member Organizations

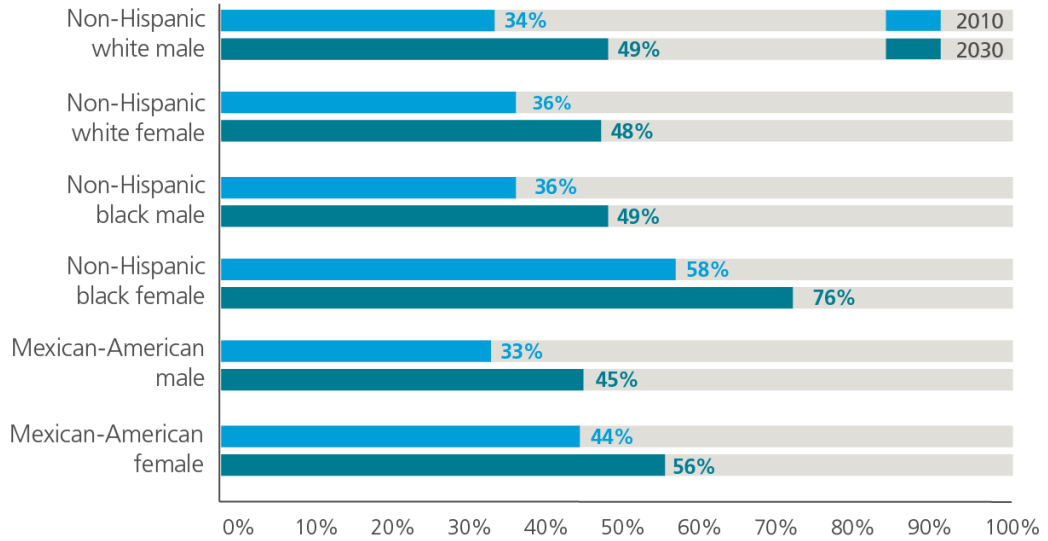
The Burden of Obesity

Obesity is prevalent and the number of Americans with the disease will continue to grow^{1,2}



86% of adults will be overweight or obese by 2030, if current trends continue²

Current vs projected prevalence of obesity for US adults²



References: 1. Centers for Disease Control and Prevention. <http://www.cdc.gov/obesity/data/adult.html>. Updated September 9, 2014. Accessed March 11, 2015.
 2. Wang Y, et al. *Obesity*. 2008;16(10):2323-2330.



Obesity may be connected to decreased productivity among employees¹⁻³



Presenteeism



Absenteeism



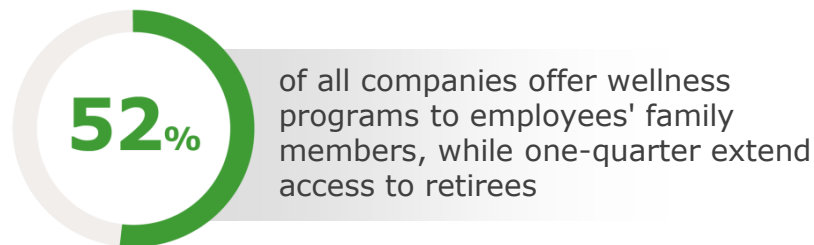
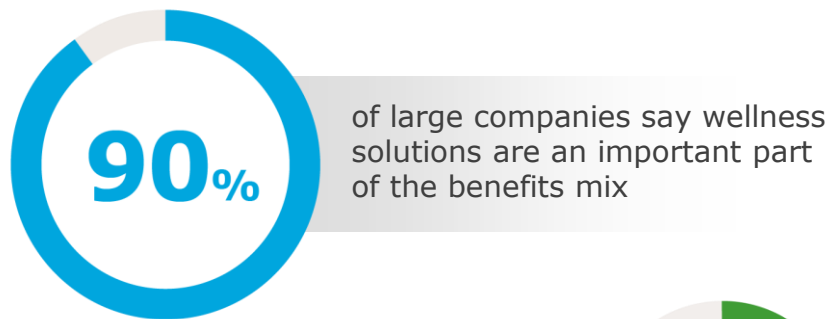
Short-term
disability



Workers'
compensation

Managing Obesity

Employers are interested in implementing wellness solutions^{1,a}



^aOf employers surveyed.

Reference: 1. Optum. <https://broker.uhc.com/assets/wellness-in-the-workplace-2012-WP.pdf>. Accessed October 13, 2015.

They are looking to improve their wellness initiatives¹

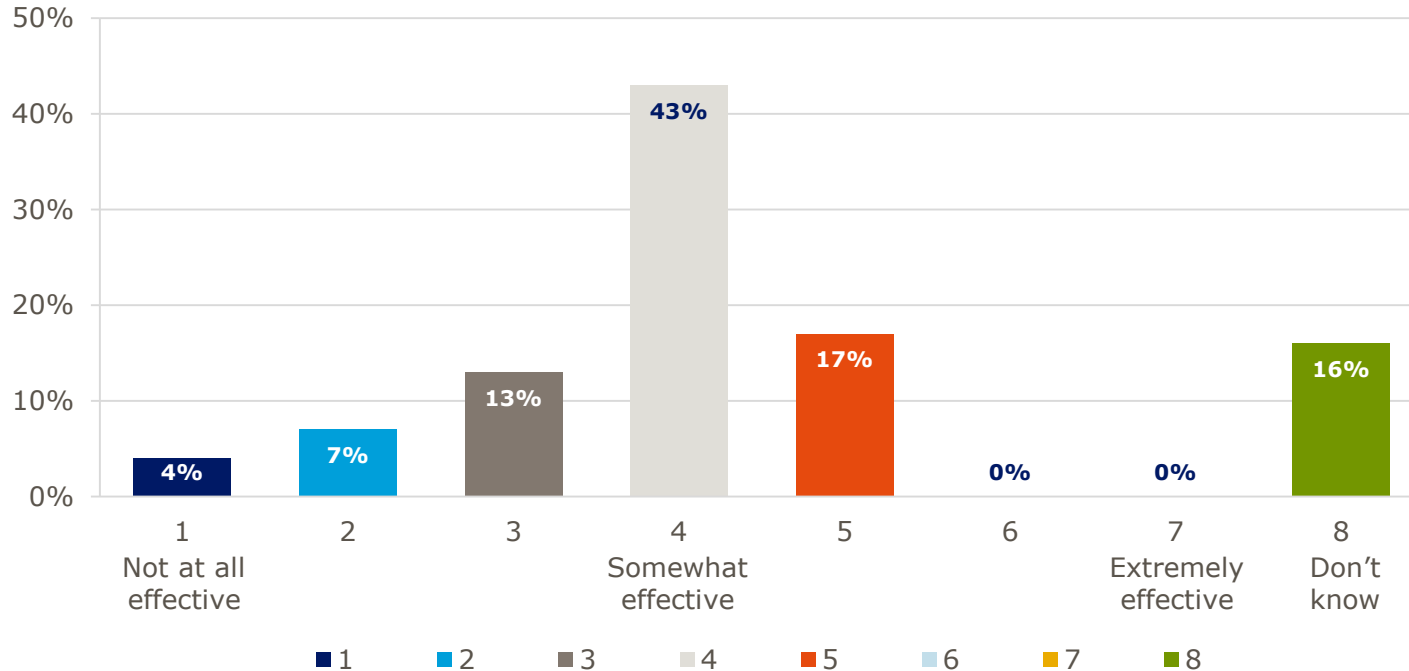
	2013	2014 ^a
Financial rewards	62%	81%
Penalties	18%	36%
Requiring health risk assessments	54%	75%
Requiring validation of activities	33%	59%
Outcomes-based rewards or penalties	16%	47%
Involvement of spouses	31%	59%

^aIncludes companies indicating "planned for 2014."

Reference: 1. Towers Watson. Reshaping health care: best performers leading the way. 18th annual Towers Watson/National Business Group on Health employer survey on purchasing value in health care. 2013.

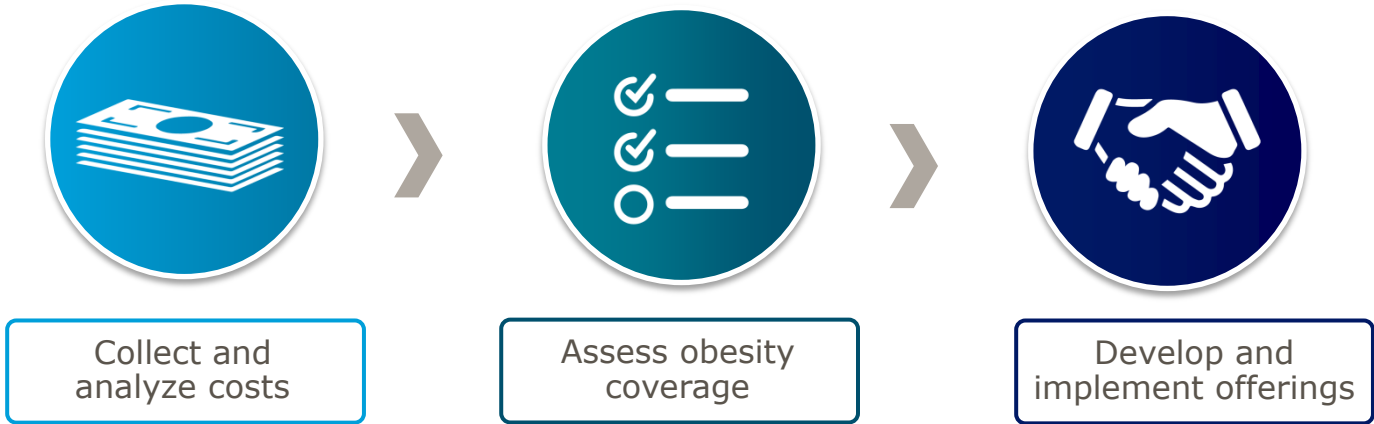
Many employers don't believe obesity management practices are very effective¹

Employer perceptions of the overall effectiveness of their obesity management strategy¹



Reference: 1. The The Benfield Group and Eisai Inc. <http://ctgobesity.com/images/ctg1.pdf>. Accessed October 28, 2015.

Obesity management is more than implementing a wellness program





Understand the cost of obesity

Collect, analyze, and integrate:



Health risk assessments



Obesity screenings



Claims analyses/ICD-9
and ICD-10 codes



Obesity-related wellness
program costs



Workers' compensation and
short-term disability costs



Presenteeism and
absenteeism costs



Employee survey/focus
group insights



Assess employer obesity management options



Wellness programs

Consider whether incentives, rewards, or other systems are effective



Anti-obesity medications

The 2015 Endocrine Society Clinical Practice Guideline recommends pharmacotherapy as an adjunct to behavioral modification for individuals with BMI ≥ 27 kg/m² with a comorbidity or BMI ≥ 30 kg/m² who have been unable to lose weight in the past¹



Bariatric surgery

There are several types of surgery that can be performed to help employees with $>$ BMI 40 kg/m², or \geq BMI 35 kg/m² with 1 obesity-related comorbidity¹

It's important to make multiple options available to employees with obesity so the disease can be properly managed

Develop and implement a comprehensive weight management offering



Find gaps in current weight management approach, and identify opportunities to improve program outcomes

Develop a strategic plan that incorporates evidence-based obesity management offerings, along with programs that incorporate employee interests and preferences

Confirm work environment fully aligns with new strategic plan, and ensure data collection processes exist to monitor utilization and effectiveness of new strategy

Implement new comprehensive weight management offering and strategy

Case Studies and Best Practices

Global financial firm

A third-party insured, global financial firm with nearly 4,900 employees¹

BACKGROUND¹

This organization started becoming concerned with rising health care costs and was looking for an innovative way to both control costs and improve employee morale.

DETAILS¹

- Biometric screenings
- Online health risk questionnaires
- Health and wellness seminars
- Healthy eating program
- Nurse hotline
- “Take the stairs” campaign
- Work your way to a 5K walk/run
- Increased number of healthy food options in cafeteria

RESULTS¹

- **70%** of participants lost weight
- ER visits decreased **1% to 7%** each year

The organization saved **\$111** per employee in 2009, \$261 in 2010, and the trend has continued upward¹

This wellness program included additional initiatives and incentives, and these also attributed to the results of this case study.

Manufacturing company

A manufacturing company with nearly 9,000 employees across the United States and Canada¹

BACKGROUND¹

Leaders at this employer consider tobacco use, obesity, high cholesterol, and hypertension as the most common health risk factors among employees. They decided they needed to make their workforce healthier and reduce health care costs.

DETAILS¹

- Subsidized gym memberships
- Weight-loss challenge
- Nurse hotline
- Nutritional information provided for vending machine selections
- Healthier food choices in break room and vending machines
- Financial penalty for nonparticipation in annual wellness screenings

RESULTS¹

- **78%** of employees met the **LDL cholesterol goal**
- **82%** of employees met the **blood pressure goal**
- **63%** of employees had **normal glucose**

2,000 employees lost a total of
16,000 pounds¹

This wellness program included additional initiatives and incentives, and these also attributed to the results of this case study.

Reference: 1. RAND Corporation. <http://www.dol.gov/ebsa/pdf/workplacewellnessstudysummary.pdf>. Published April 2013. Accessed October 28, 2015.

Financial services organization

A financial services firm with 63,500 employees worldwide
(27,000 in the United States)¹

BACKGROUND¹

Internal research at this organization suggested that overall workforce health would translate to higher performance.

DETAILS¹

- Free onsite biometric screenings
- Free preventive screenings
- Annual health-risk assessment (HRA), including Work Limitations Questionnaire
- Incentivized participation through flexible spending account contribution

RESULTS¹

- Expanded **across the globe** and tailored to be culturally relevant to different areas
- Now offering **chronic disease intervention programs** to employees in the United States for conditions, such as: **diabetes, migraines, and asthma**

The firm saw annual estimated productivity savings of **\$483** per participating US employee¹

This wellness program included additional initiatives and incentives, and these also attributed to the results of this case study.

Reference: 1. Integrated Benefits Institute. IBI employer case study: American Express. 2009.

Thank you & Questions

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1015-00028807-1

December 2015

