



Is your organization treating obesity like the chronic disease that it is?^{1,2}

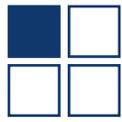
The employer's guide to obesity care in the workplace

Lilly

Obesity care is healthcare, and each workplace can help support their employees through health initiatives and benefits.

This guide provides a 4-step approach to obesity care in your organization—**Acknowledge, Assess, Act, and Analyze**—and helps you think through considerations for assessing, implementing, and refining these initiatives.

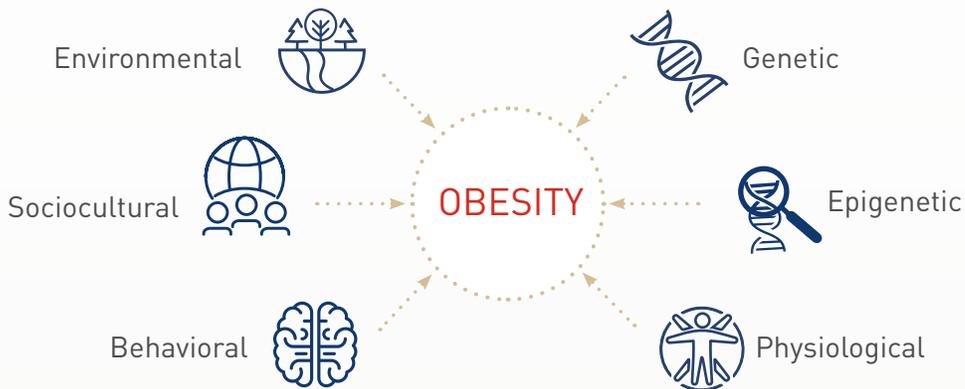




Acknowledge that obesity is a chronic disease

Obesity is a disease that can be driven by factors beyond an individual's control³

Some factors include^{3,4}:



Employees living with obesity may experience **weight bias and stigma**. Negative perceptions of people with obesity exist in the workplace. Weight bias has been identified in several employment areas⁵:

- Promotions
- Hiring Preferences
- Wage Inequities
- Employment Termination

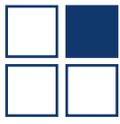
CONSIDERATIONS



Is your organization recognizing and treating obesity like other chronic diseases?



How is your organization addressing potential weight bias and stigma associated with obesity in the workplace?



Assess the prevalence of obesity within your organization

Use a combination of data and employee feedback to understand how obesity affects your organization

How is your organization affected by obesity? Use data to **identify and quantify the total prevalence of obesity** within your organization. Here are examples of sources to explore:

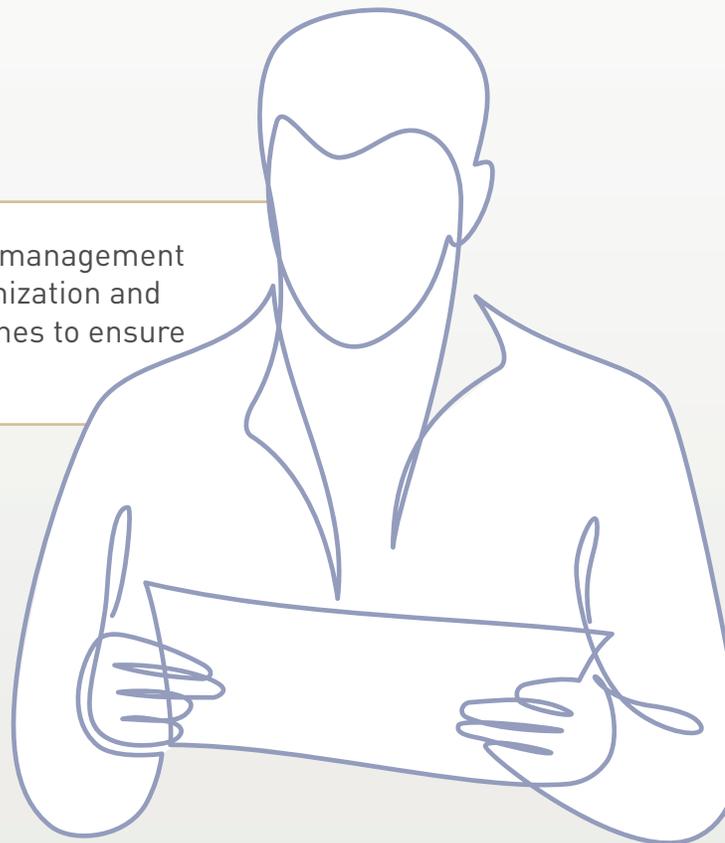
- Biometric screening data, including body mass index (BMI), body composition, and waist circumference
- Self-reported health risk assessments
- *ICD-10* codes associated with obesity
- Outcomes of existing well-being programs related to weight management

Your benefits consultant, health plan, or pharmacy benefit manager (PBM) may be able to help you gather these metrics.

In addition to using your data to understand the prevalence of obesity, it can also be helpful to **gauge your employees' needs via surveys or employee resource groups** to identify treatment gaps in your organization.



Tip: Be sure to review current weight management and well-being offerings at your organization and compare them with treatment guidelines to ensure they support people with obesity.



ICD-10=International Statistical Classification of Diseases, Tenth Revision.

CONSIDERATIONS



What is your organization's current approach to weight management and well-being programs for employees?

- How are you tracking the effectiveness of these programs?
- What metrics are your organization prioritizing to determine effectiveness?
- What results do your weight management benefits produce for your employees with obesity?
- What is the reach of these programs, and how much are they being used by employees?



How is your organization's approach to weight management inclusive of employees who may be part of populations that are underserved, high-risk, and/or earning lower wages?



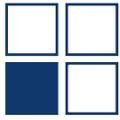
How is your organization measuring obesity?

- Are you considering the total costs associated with obesity?
- Are you assessing the prevalence of common comorbidities of obesity within your organization?



What is your organization's approach to tracking employee requests for weight-related benefit offerings, including medication coverage?

Partner with your PBM or benefits consultant to help assess obesity within your organization and identify any gaps in your current approach



Act to expand coverage to include anti-obesity medications

Consider a benefit package that provides comprehensive obesity care for your workplace

Because obesity is a complex disease, people may need a **comprehensive approach to treating obesity** that includes **both lifestyle interventions* and anti-obesity medications (AOMs)**.^{2,6}

As you **work with your PBM and/or benefits consultant**, here are some topics for a discussion about adding AOM coverage as part of a comprehensive weight-management program:

- Is your organization able to build a model to assess and track the results of adding AOM coverage?
 - What types of costs are included in your modeling?
 - Does your model include rebate offerings? Does it consider employee cost-sharing options?
- If needed, have you received modeling from your PBM?
 - Does this model include different options based on various scenarios and utilization management criteria?
- Does your PBM offer any rebate guarantees or programs in conjunction with AOM therapy?
- Has your PBM provided transparency into net cost per prescription for AOMs?

Consider programs or initiatives that offer **obesity counseling services to help employees** build the skills and confidence needed to reach their weight management goals. These services may include seeing dietitians, healthcare providers who specialize in weight management, and/or specialists in health coaching.⁷

*A structured lifestyle intervention program for weight loss (or lifestyle therapy) includes a reduced-calorie healthy meal plan, physical activity, and behavioral interventions.



Tip: Treatment guidelines recommend considering AOMs as adjuncts to lifestyle modification as part of a comprehensive weight management strategy for adults with BMI ≥ 27 kg/m² with comorbidities or BMI ≥ 30 kg/m² with or without comorbidities.^{2,6}

CONSIDERATIONS



How does obesity care fit into your overall portfolio offering?

- What effect could comprehensive obesity benefits have on your workforce?
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How can you integrate treatments like AOMs into your current approach to obesity coverage?

- What results could AOM coverage have on your organization?
 - What actions are you taking to minimize financial barriers for employees who seek treatment?
 - Are the strategies you are considering accessible to all eligible employees within your organization?
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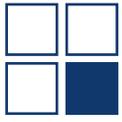
If your organization currently does not provide AOM coverage, what would motivate your organization to re-evaluate these coverage decisions?

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As therapies for weight management become available, what steps are being taken by your organization to evaluate coverage for your employees?

Consider a comprehensive benefit offering that provides obesity care for your workforce



Analyze the outcomes of your obesity care coverage

Consistently track benefit offerings in your workplace to evaluate their utilization and effectiveness

When thinking about outcomes, there are **metrics to consider** across all obesity-related benefits.

You can track key metrics within your organization to evaluate outcomes and program effectiveness, such as:

- Program/Benefit utilization
- Employee satisfaction with coverage or program
- Employee recruitment and/or retention
- Employee requests for certain treatments
- Number of claims

None of these metrics are indicated to treat or improve obesity or obesity care.

After analyzing these outcomes, continue to measure key metrics within your organization as well as encourage employees to take advantage of these benefits

References

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2. Garvey WT, Mechanick JI, Brett EM, et al. American Association of Clinical Endocrinologists and American College of Endocrinology comprehensive clinical practice guidelines for medical care of patients with obesity. *Endocr Pract*. 2016;22(suppl 3):1-203.
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5. Obesity Action Coalition. Understanding obesity stigma. Accessed August 15, 2023. <https://www.obesityaction.org/get-educated/public-resources/brochures-guides/understanding-obesity-brochure/>
6. Apovian CM, Aronne LJ, Bessesen DH, et al. Pharmacological management of obesity: an Endocrine Society clinical practice guideline. *J Clin Endocrinol Metab*. 2015;100(2):342-362.
7. Kahan SI. Practical strategies for engaging individuals with obesity in primary care. *Mayo Clin Proc*. 2018;93(3):351-359.

Learn more about how you can provide a comprehensive approach to obesity management in your organization

For more information and resources, including information about a treatment, visit <https://e.lilly/3P8bpx8>



Available resources to learn more about obesity

World Obesity Day - creating healthy workplaces:

Helping employers build healthy and supportive work environments



Obesity Action Coalition - weight bias in the workplace:

Information for employers



Midwest Business Group on Health - obesity management toolkit:

Tackling obesity in the workplace: understanding the challenges & opportunities



By navigating through the considerations in each of the 4 steps—**Acknowledge, Assess, Act, and Analyze**—you can help provide comprehensive obesity care for your employees within your organization

