



# EMPLOYER RESOURCES

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## TO HELP FIGHT OBESITY

### Getting Started

Obesity is a prevalent disease linked to other health issues that can be very costly to employers such as musculoskeletal disorders, diabetes, and high blood pressure. Below are suggestions to employers on benefit design and program changes that can be implemented to support their health plan members and workforce.

Weight loss has been known to improve morale, decrease claims costs and improve productivity. Please work with your broker/consultant to ensure you have the most robust coverage in your plan design.

### Benefit Design Changes

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- 1. Covering Bariatric Surgery
- 2. Adding Anti-Obesity Medications to the Formulary
- 3. Covering Nutritional Counseling at 100%
- 4. Confirming with your third-party administrator that obesity can be covered as a primary diagnosis

### Nutrition & Exercise Programs

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- 1. Digital Counseling for Weight Management & Food
- 2. Wellness Programs with Health Coaching
- 3. Care Management/Disease Management Programs
- 4. Exercise Rewards
- 5. Digital Workout Videos
- 6. Meal Replacement Programs

## Psychological Safety

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- 1. Ensure network adequacy of behavioral health providers.
- 2. Virtual Behavioral Health.
- 3. Ensure obesity medicine specialists are included in your network.
- 4. Counseling and Behavioral Health should be available at the highest levels of benefits and affordable (low co-pays) for patients to access.
- 5. Discounted mental health apps.

## Risk Stratification of Health Plan Utilization

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- 1. Ensure your Third-Party Administrator or your consultant can analyze gaps in care.
- 2. Have access to population health management tools such as disease management.
- 3. Understand your high-risk population and the opportunities to manage those co-morbidities such as Type II Diabetes and Musculoskeletal disorders.

## Additional Value-Added Programs

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- 1. Diabetes Management & Prevention
- 2. [Obesity Action Coalition](#)
- 3. Novo Nordisk Obesity Resource <https://www.novonordiskworks.com/>
- 4. National Institute of Health [Library](#)
- 5. USDA [Library](#)

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*Ensuring persons with the disease of obesity are supported by their employers is a Wisconsin Collaborative for Healthcare Quality (WCHQ) initiative, with employer support from The Alliance, Health Payment Systems (HPS), and M3 Insurance.*

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