

Obesity management programs

Case studies and best practices

As health care costs continue to rise, some employers have found innovative ways to lower total health care costs, increase worker productivity, and promote better morale.

Take a look at 2 case studies that demonstrate effective ways to manage obesity:

Global financial firm

Third-party insured with nearly 4,900 employees¹

Financial services firm

63,500 employees worldwide (27,000 in the United States)²



Global financial firm

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

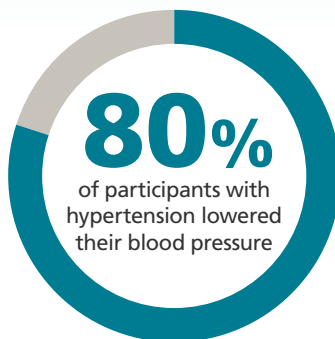
BACKGROUND

This organization was motivated by a sense of corporate responsibility for staff well-being and perceived wellness programs as beneficial in terms of increased health care cost savings, increased employee morale, and improved health behaviors.¹

DETAILS¹

- Biometric screenings and online health risk questionnaires
- Health and wellness seminars
- Healthy eating program
- Nurse hotline
- “Take the stairs” campaign
- Work your way to a 5K

RESULTS¹



Emergency room visits decreased



Preventive care visits increased



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

Disclaimer: Results are based on 1,504 employees who completed a biometric screening.



Financial services organization

A financial services firm with 63,500 employees worldwide (27,000 in the United States)²

BACKGROUND

Internal research at this organization suggested that investing more in the overall workforce health would translate to higher performance.²

DETAILS²

- Incentivized participation through flexible spending account contribution
- Annual health risk assessment (HRA), including a Work Limitations Questionnaire (WLQ)
- Free onsite biometric screenings
- Free support programs, such as onsite coaching and nutritional counseling
- Implemented across the globe and tailored to be culturally relevant to different areas

RESULTS²

Now offering voluntary **chronic disease intervention** in the United States for specific conditions, such as:



Diabetes



Migraines



Asthma

The firm saw annual estimated productivity savings of \$483 per participating US employee²

Interested in learning more? Visit NovoNordiskWorks.com.

References: 1. RAND Corporation. Workplace wellness programs study: case studies summary report. <http://www.dol.gov/ebsa/pdf/workplacwellnessstudysummary.pdf>. Published April 2013. Accessed December 14, 2017. 2. Integrated Benefits Institute. IBI employer case study: American Express.