Obesity from the Employer Perspective

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Coverage of obesity medication in United States

2015 U.S. Health Coverage by Type of Insurance

- 2015 U.S. Health Coverage by Type of Insurance
  - Employer 46%
  - Medicare 13%
  - Medicaid 16%
  - Direct Purchase 13%
  - Military Health 4%
  - Not insured 8%

Employer opt-in anti-obesity medication insurance rider

- 89 M Americans have anti-obesity medication commercial coverage
- 35%³ are overweight or have obesity
- 28% (31.1 M) of the U.S. prevalent population has commercial coverage for anti-obesity medications

177.5 M Americans have employment based health insurance

Perspectives

- Two-thirds of employers believe obesity is a disease
- 85% of employers agree that a 10% weight loss would be extremely beneficial
- 70% of employers believe wellness programs are valuable; only 17% of people with obesity agree.

Employer Concerns about Obesity

- Cost of care: 52%
- Data on costs of coverage vs. ROI: 27%
- Data on effectiveness: 27%
- Data on long-term benefits: 22%
- Time for ROI: 21%
- Treatment safety/effectiveness: 21%

Obesity Treatment

- Never treated: 66%
- Treated only in past: 19%
- Currently treated: 15%

Full Cost Estimator Model based on HPQ data, Integrated Benefits Institute, 2017
Moving Beyond Medical and Pharmacy: Absence and Presenteeism