

TREATING OBESITY

It's Everyone's Business

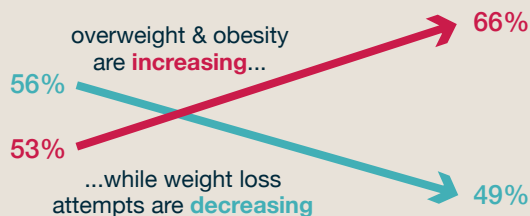
A National Business Group on Health® Publication

It's time to re-think our approach to preventing and treating obesity. Despite decades of public and private initiatives to reduce the weight of our nation, U.S. obesity prevalence has reached an all-time high...and the stakes have never been greater for employers.

#1

The problem is getting **worse...for health and bottom lines.**

We are backsliding in the battle against obesity.

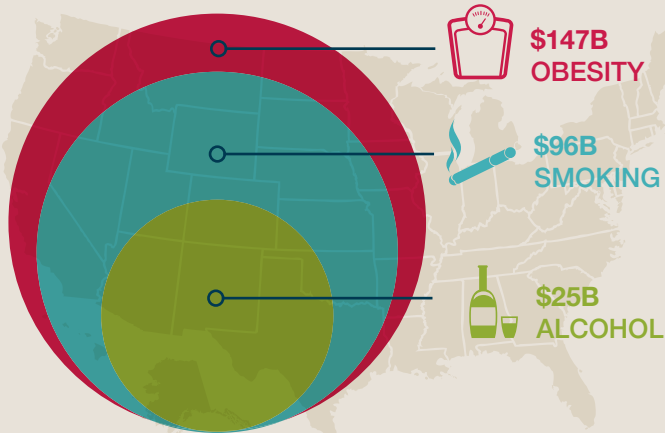


1988 Among adults aged 20-39 years^a 2014



Obesity is associated with roughly the same chronic disease burden as 20 years of aging.

...and U.S. health care costs attributable to obesity now exceed those related to alcohol + smoking:^t



Obesity is causally linked to the **3 most expensive preventable conditions** covered by private payers for adults < 65 years: cancer, diabetes, and osteoarthritis.^{h,i}

Among U.S. adults, overweight & obesity account for an estimated:

10-20% of all cancer cases^{k-n}

50-85% of type-II diabetes cases^{o,p}

15-30% of osteoarthritis casesⁱ



For each BMI point above the healthy range, average medical costs increase **\$194-\$222** per year, per employee^e



76% increased risk of short-term disability among employees with obesity.^e



10% of all U.S. absenteeism costs are attributable to obesity.^{f,g}

...and it's complicated

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#2

Eat less, exercise more? **Science says it's not so simple...**

It's not that employees lack discipline, they are fighting **BIOLOGY...**

For every pound of weight lost:



appetite increases about 40 cal/day^u



metabolism decreases about 5-20 cal/day^v

Metabolic changes make weight loss & maintenance **difficult, but not impossible.**

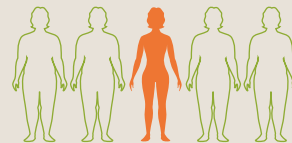
...and **STIGMA**

Did You Know?

Employers believe that **stigma, embarrassment, and lack of motivation** are the greatest barriers to implementing a successful weight management strategy.^r

The average U.S. adult with obesity makes **5 serious weight loss attempts** in their lifetime.^s

80% lose a significant amount of weight during one of more of these attempts.^s



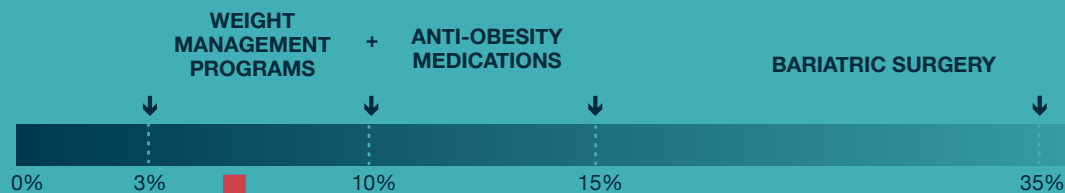
But, **only 1 in 5** can maintain a 5% weight loss beyond two years **through diet & exercise alone**.^s

SOLUTIONS EXIST:

#3

Employers can help employees **with investment in what works.**

Average Percentage Weight Loss for Various Interventions



With just **5%** weight loss:^c

- Employees can see major improvements in control of diabetes, hypertension, and liver function + mobility and quality of life
- Employers can expect increases in productivity

Results in annual savings of approximately:^c

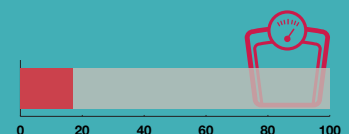
→ **\$528** for an employee with a BMI of 35

→ **\$2,137** for an employee with a BMI of 40



Adults with obesity are **2x more likely** to be 'extremely' or 'very satisfied' by **weight loss medications** and **surgical procedures** than by diet & exercise-based weight management programs^q

While weight management programs can be effective, just **17%** of employees with obesity find them **valuable in their weight loss efforts**.^s



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