

# Manufacturing Company Improves Productivity and Lowers Health Care Costs With Weight Loss Behavioral Treatment Intervention

## THE CHALLENGE:

### An Expensive Problem: Obesity’s High Cost To Employee Health And Performance

A fortune 300 manufacturing company and the largest steel producer and steel recycler in the US, faced an employee health challenge. Eighty-three percent of its workforce was classified as obese or overweight. The impact of the employee weight profile was felt severely in both direct medical costs and in employee productivity, the latter being a high priority.

- High health care costs attributable to high levels of obesity: **\$2,464,295**
- Significant productivity losses: **\$882,112**

	Severely Morbid Obese	Morbidly Obese	Severely Obese	Obese	Overweight
<b>Absenteeism (#days)</b>	7.7	7.7	2.2	2.4	0.8
<b>Absenteeism (cost)</b>	\$2,710	\$2,710	\$774	\$845	\$282
<b>Presenteeism (#days)</b>	22.3	22.3	8.4	4.3	2.1
<b>Presenteeism (cost)</b>	\$7,850	\$7,850	\$2,957	\$1,514	\$739

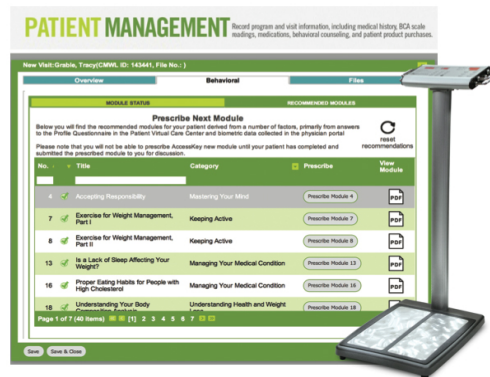
Calculated by average hourly wage

## THE INTERVENTION:

### CMWL Medical Weight Loss Program Delivered Onsite At Selected Pilot Facility

Overwhelming strong interest in program:

- 828 employees and dependents
- 628 eligible for pilot (>24 BMI)
- 187 signed up immediately
- 181 screened
- 6 on waiting list
- 129 completed 8+ visits
- 14 didn't participate
- 52 dropped out prior to visit 8



#### Pilot Averages

# of participants with 8+ visits	# visits	Weight Loss (lbs)	Weight Loss (%)	BMI reduction
129	14.52	19.79	8.69	3.04

- Obesity related costs pre-intervention = **\$548,770**, post-intervention = **\$454,472**
- 5% weight loss shown to improve: hypertension, diabetes, cholesterol level
- Drop-out rate is 28% vs. national average of 50%
- Those that dropped out still lost weight, 6.9 lbs. (3.2%) over 4.2 visits on average

## THRESULTS:

### ROI 241% at One Year of Program Participation

- \$59,091 productivity savings (soft costs but important to company) based on 103 employee participants
- \$94,298 health care costs savings (hard costs) based on one year results of all participants
- Company program investment: \$71,754 (includes all costs for all 103 participants)
- 43% reduction in high-risk obese participants

#### Weight Loss and BMI Distribution by Number of Visits (6+)

# of visits	# of participants	% weight loss – avg.	% pounds lost – avg.	BMI points reduced – avg.
19 to 28	20	11.89	26.93	4.10
15 to 18	20	9.93	23.40	3.65
11 to 14	50	8.35	18.91	2.88
10	14	3.67	7.50	1.36
9	8	8.53	19.86	2.88
8	17	6.36	14.91	2.00
7	2	4.06	8.50	1.00
6	8	4.45	9.81	1.50

#### Participant BMI Profile Before and After:

Population Status BMI Category	Prior To CMWL Program Intervention	After CMWL Program Intervention
Severely Morbid Obese (46-50+)	10	6
Morbidly Obese (41-45)	8	8
Severely Obese (35-40)	62	33
Obese (30-34)	57	63
Overweight (25-29.99)	30	53
Normal (<25)	0	4

## Highlighted Employee Success: (additional lab results being tabulated)

### Risk factors that lead to life-threatening conditions are reduced

**Employee “A”** went from a 6.4% HgbA1c to a normal 5.6%

**No longer pre-diabetic!**

**Employee “B”** went from a 6.8% to 5.9% HgbA1c.

**Meds reduced, no longer diabetic, and lost 13 BMI point**

### Next Steps, Ongoing Pilot Expansion:

- Staff has been increased to expand capacity and ensure maintenance care for ongoing employee and dependents success. 900 sq. foot building to be built to house weight loss program!
- Continue to track 24-month milestones to verify projected improvements in productivity and reductions in health care costs
- Expand pilot to 4-6 additional locations by year end