

EMPLOYEE BENEFITS

**Metabolic Syndrome
Employer Strategy**
Population Health &
Well-Being Consulting**Overview**

Metabolic Syndrome, which affects up to one-third of U.S. adults¹, is a pressing matter for many employers. This set of conditions, including obesity, high blood pressure, high cholesterol and high blood sugar, can often lead to type 2 diabetes, heart disease, stroke and kidney disease. Together, these conditions can represent a significant cost to employers as medical and pharmacy costs, lost productivity, higher workers' compensation claims costs and leaves of absence.

The Brown & Brown Population Health & Well-Being team takes a proactive and comprehensive approach to help prevent metabolic conditions from developing and helping those with existing conditions to manage their health.

How We Can Help

Our Population Health & Well-Being team specializes in helping to address Metabolic Syndrome using a comprehensive approach that integrates pharmacy, program and benefit design, and strategic partner selection.

Pharmacy Consultation

- Consultation and education on anti-obesity drugs and their role and impact on healthcare outcomes and spend
- Pharmacy formulary evaluation by Brown & Brown pharmacy specialists
- Evaluation of medication coverages
- Assuring appropriate utilization management and prior authorization



Health care costs for those with metabolic syndrome are on average **160% higher** than those without.²



In 2022, Diabetes remained the **fourth leading condition** driving employers' health care cost.³



Obese injured persons' workers' compensation claims are **30 to 60 times more expensive** than its non-obese counterparts.⁴



Employer Strategy

- Evaluate and analyze historical data to understand population health profile, social determinants of health, disparities and risk of metabolic conditions currently and into the future
- Best practice plan design that can help improve access to care, prevent condition and cost escalation and remove barriers to care
- Ensure those at risk have resources in place
- Evaluate company policies, culture, and physical space, and design workplace and/or work from home environments that support and encourage healthy lifestyles and lowers health risks

Vendor and Partner Selection

- Identify high-quality programs currently in place or that may be supplemented to help improve quality of life and condition expenses for the plan and member
- Pre-vetted best-in-class vendors and pricing available through the Brown & Brown Metabolic Syndrome Vendor Collective
- The Brown & Brown Innovation Hub Vendor Database provides a knowledge base of leading-edge solutions to support and enhance benefits offerings
- Centers of Excellence evaluation and selection for best-practice and evidence-based bariatric treatment and procedures

Helping employees with their metabolic health may help them and your business.

Employees with obesity-related complications are nearly **2x as likely** to file short-term disability claims.⁵

Obesity-related absenteeism can cost U.S. employers **\$12.8 billion annually**.⁶

Risk factors such as obesity, high blood pressure and elevated blood lipid levels, can increase a person's healthcare costs by **\$2,000 per year**.²

1) <https://www.nhlbi.nih.gov/health/metabolic-syndrome>

2) Boudreau DM, Malone DC, Raebel MA, Fishman PA, Nichols GA, Feldstein AC, Boscoe AN, Ben-Joseph RH, Magid DJ, Okamoto LJ. Health care utilization and costs by metabolic syndrome risk factors. *Metab Syndr Relat Disord*. 2009 Aug;7(4):305-14. doi: 10.1089/met.2008.0070. PMID: 19558267.

3) Business Group on Health (2023). *Large Employers' Health Care Strategy and Plan Design Survey- Chart Pack*. (August 2023), 75.

4) NCCI Holdings, Inc., Shuford, H., & Restrepo, T. (2010, December). *How Obesity Increases the Risk of Disabling Workplace Injuries*. Retrieved from https://www.ncci.com/Articles/Pages/IL_obesity_research_brief.pdf

5) Van Nuys K, Globe D, Ng-Mak D, Cheung H, Sullivan J, Goldman D. The association between employee obesity and employer costs: evidence from a panel of U.S. employers. *Am J Health Promot*. 2014;28(5):277-285.

6) Finkelstein EA, daCosta DiBonaventura M, Burgess SM, Hale BC. The costs of obesity in the workplace. *J Occup Environ Med*. 2010;52(10):971-976.



How Brown & Brown Can Help

Connect with our Brown & Brown team to learn about our knowledge in your industry, how we build our risk mitigation strategies and how we can aid your business in building a cost-saving employee benefits program.



Find Your Solution at [BBrown.com](https://www.brownandbrown.com)

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