



# Employer FAQs

## 1. What is the empowris Weight Management Marketplace, and how does it work?

Empowris offers a new approach to corporate health and wellness programs – a qualified, accountable marketplace of a community's top weight management programs, designed to drive employee engagement and healthy outcomes. Through the application of best practice guidelines, empowris ensures that employees are using programs designed for results.

Enrolled employees can use the empowris online marketplace to choose from local, qualified weight management programs that best suit their needs. Employees have access to a comprehensive suite of resources – including personalized counselors, dietitians and exercise programs – designed to increase participation, accountability and positive results. Employers will pay for a portion of the monthly program cost to help drive employee enrollment, and rigorous accountability standards for both programs and employees mean success can be measured against investment.

## 2. Why are we offering our employees access to this service?

Costs associated with obesity and weight management issues are staggering – for individuals, employers and their health plans. Obese and overweight employees are at increased risk for serious conditions such as coronary artery disease, type-2 diabetes, high blood pressure and other health problems. Studies show obese workers incur higher medical expenses than smokers, are two to three times more likely to be disabled and have higher absenteeism than healthy weight employees.

Research indicates that employers can decrease health care costs and absenteeism by investing in employee health improvement programs – but only if these programs deliver measurable results and engage participants. Empowris offers a new approach – a qualified, accountable marketplace of a community's top weight management programs, designed to drive employee engagement and healthy outcomes.

## 3. How much will this cost?

The costs will vary by employer based on the subsidies, discounts and/or incentives offered to drive employee enrollment. While most employer-sponsored wellness programs are priced for total employee populations, empowris offers pricing based on eligible members who are actively participating in a qualified program. Additionally, employees may be responsible for a portion of the weight management program costs to reduce the financial impact on employers and to ensure continued motivation for engagement.

---

#### **4. How easy is this to implement company-wide?**

After setting employee eligibility criteria for your company and determining the subsidies you will offer to eligible employees, participants will be invited to access the empowris marketplace. After logging in, employees will be able to individually review weight management program choices, and make a selection based on their needs. Once they have chosen a program, employees will work with the program counselor for all aspects of the program – monitoring participation, compliance and progress.

Throughout the year, your company will receive regular, aggregated, real-time reporting to evaluate program outcomes and overall participant progress.

#### **5. How will we know if employees are participating?**

Ongoing analysis and evaluation tools hold the contracted weight management programs accountable for healthy outcomes, and real-time reporting provides a clear connection to progress. And while employers won't be able to see individual results, aggregate results will be reported regularly to illustrate overall participation, compliance and outcomes.

#### **6. How will we know if the weight management programs are effective?**

Empowris evaluates, selects and credentials qualified weight management programs that meet established best practice guidelines and deliver proven results. The criteria for program acceptance are established by a clinical advisory board of weight-management experts, including registered dietitians, psychologists and medical doctors with relevant expertise. Empowris also uses online analysis and evaluation tools that hold programs accountable for outcomes.

#### **7. How is this offering different from other weight management programs we've tried?**

Empowris emphasizes three aspects that are key to improving employee health: nutrition, physical activity and behavior change. These criteria are included in all qualified weight management programs offered through the empowris marketplace, and they are monitored for progress throughout an employee's program. Whereas many employer weight management programs fail to motivate behavioral change and simply begin and end with employee health assessments, empowris uses rigorous accountability standards and clinically developed program credentialing criteria to deliver results.

#### **8. Do we have to offer these services to all employees, or can we select who has access? What about employees' spouses and family members?**

Each employer determines who is eligible to receive access to the empowris marketplace. In addition to employees, this may include spouses and family members.

#### **9. How will we ensure employees' health information is kept secure and confidential?**

After enrollment, all employee health data will be managed by the contracted weight management programs. Empowris will aggregate and report all participation, compliance and outcomes data for the entire employee participant population. Employers will not receive any individual employee health information. When employee participants access the secure web portal to select a weight management program, they will be required to review and agree to a consent form regarding the use of their health information by the contracted weight management program only.

#### **10. How do we get started?**

Getting started is as simple as answering a few questions within the Group Enrollment Form, and submitting to empowris via fax at 651-287-8327.