

INSIGHTS FROM THE WORLD'S LEADING  
EMPLOYERS AND TELADOC HEALTH

# Solving the GLP-1 Conundrum – Experts and Insiders Weigh In

In the past year, many employers saw increases in pharmacy costs because of a popular class of medication — glucagon-like peptide-1 (GLP-1). Used to treat diabetes for years, changing clinical guidelines and increased demand has employers evaluating how to make these medications accessible for clinically appropriate weight loss.

Benefit leaders know these are not a silver bullet, and the cost can upend the most carefully planned budgets. So, how do they ensure GLP-1 medications are prescribed and managed in the most cost-effective way while helping employees achieve their personal health goals?

Recently, **Employer Health Innovation Roundtable (EHIR)**, the leading organization for supporting the largest and most progressive employers in evaluating the latest health and wellness benefits, gathered some of the top innovators in chronic condition management. Innovators, including Teladoc Health®, contributed to a research report and panel discussion on the topic of diabetes, weight management and the impact of GLP-1 medications.

## KEY INSIGHTS

A 2023 survey of EHIR members offered their approach to benefits and medications for cardiometabolic conditions.

**60%**

considering **adding one or more solutions for prediabetes, diabetes and/or weight management** in 18 months (74% have at least one today)<sup>1</sup>

**95%**

cover GLP-1 medications with **56% covering them for diabetes and weight loss**<sup>1</sup>

**94%**

expect utilization of **GLP-1 medications to increase** in the next 3 years<sup>1</sup>

## What to do about GLP-1s?

It's understandable for employers to have concerns about how they approach GLP-1 medications. **Still, demand for these therapies will likely continue to grow because of their effectiveness requiring benefit managers to continually evaluate how to cover them for their organization.** To evaluate a strategy and maximize return on GLP-1 medications, forward-thinking employers should ask themselves these fundamental questions:



### Are we balancing short- and long-term costs?

GLP-1 medications are expensive, but this should be balanced against preventing future costs. When appropriately prescribed, GLP-1 medications and lifestyle changes can help employees achieve better outcomes — leading to lower long-term costs, improved absenteeism and better productivity.



### Are we keeping pace with industry change?

Clinical guidelines are constantly changing, and developments may lead to less costly alternatives of GLP-1 medications. Employers should stay informed of the latest trends and consider how peers are covering this class of drugs.



### How are GLP-1 medications impacting our recruitment and retention?

Due to high interest, access to GLP-1 medications has become an important benefit for some individuals. Depending on competition for talent, coverage can provide an advantage for employers in recruitment, retention and satisfaction.





# The power of personalization when all clinically appropriate tools are available

The Teladoc Health provider-centered, integrated experience across multiple conditions and capabilities allows employees to engage with us the way they prefer. Combined with our focus on clinical excellence and mental health, we tailor care for each individual member to create a positive healthcare experience and help them to achieve their best results.

**According to a Teladoc Health survey of U.S. employers, 83% believe virtual care programs can help with the appropriate use of GLP-1 medications.<sup>2</sup>** At our core is a commitment to quality care, so for GLP-1 medications that means we follow evidence-based guidelines. And, once prescribed, we ensure each member gets the most out of their medication — taking them appropriately, engaging in lifestyle modifications and receiving help from a care team that includes a provider, health coach and mental health support.

**5%**

**average weight lost at 12 months** — a clinically significant amount for reducing the risk of diabetes<sup>3</sup>

**1.5%**

**average additional weight loss for members also enrolled in mental health<sup>4</sup>**

**~50%**

**of members reached A1c levels that equate to diabetes remission<sup>5</sup>**

**3x**

**higher enrollment rates<sup>6</sup> than single point solutions with 90% member retention at 1 year<sup>7</sup>**



“

When new interventions, like GLP-1 medications, emerge, we know how to incorporate them in a clinically sound way into holistic solutions.”

— Kelly Bliss, Teladoc Health, President of U.S. Health Group





## How Teladoc Health supports employers with Provider-Based Care and appropriate GLP-1 medication usage

1

### Focus on lifestyle modifications first

Our weight management program with integrated mental health supports members with digital tools and a health coach to help them **address all key elements of good cardiometabolic health** — diet, activity, mental health, sleep and medications.

2

### Care is personally tailored

Members in need of more support connect with a Teladoc Health provider. After an evaluation, **a dedicated, provider-based care team supports a personalized care plan** that may include GLP-1 medications. Prescriptions follow evidence-based guidelines from leading diabetes and obesity medicine organizations, go through employer's pharmacy benefits manager and are coordinated with the prior authorization process.

3

### Ongoing support

The dedicated care team **drives continued engagement with integrated wellness and mental health experience** to help ensure members get the most out of GLP-1 medication and graduate from the program with long-term success in mind.



**Are you currently evaluating your company's benefit strategy for diabetes, obesity, and GLP-1 medications?**

Contact a **Teladoc Health representative** to learn more about how we use all the tools available to us to tailor an approach that balances your need to contain costs and support your employees to make lasting changes for their health.

1. August 2023 EHIR paper "DIABETES AND WEIGHT MANAGEMENT: New Insights and Tools from Employers and Innovators" 2. Teladoc Health 2023 Virtual Care Transformation Index 3. DS-12600, Engaged members with a starting BMI  $\geq 30$  4. DS-8469 5. Teladoc Health Book of Business data as of November 2022 6. Exits and Outcomes Virta Health Report (2022) lists Virta enrollment rate at 6-10%; Teladoc Health CCM enrollment rate is 19-32% (DS-9295) 7. DS-9596

**LEARN MORE:** [TeladocHealth.com](https://TeladocHealth.com) | [engage@teladochealth.com](mailto:engage@teladochealth.com)

**About Teladoc Health:** Teladoc Health is empowering all people everywhere to live healthier lives by transforming the healthcare experience. Recognized as the world leader in whole-person virtual care, Teladoc Health leverages clinical expertise, advanced technology and actionable data insights to meet the evolving needs of consumers and healthcare professionals.

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