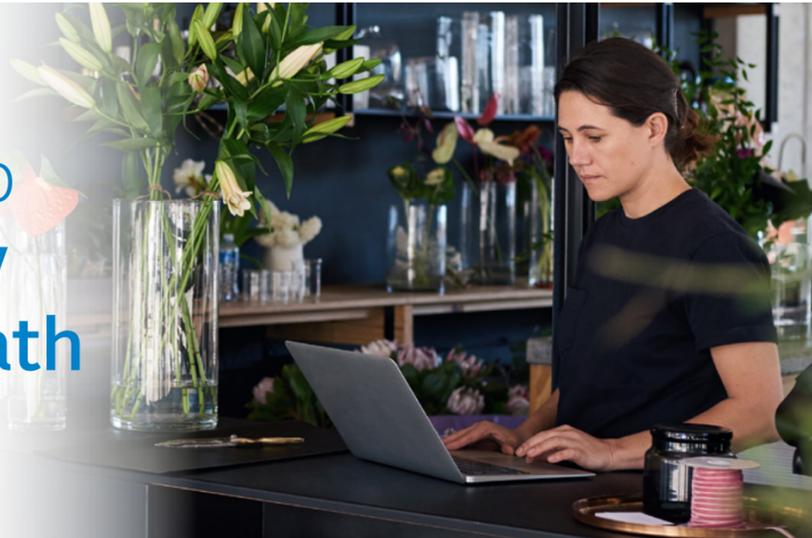


Navigating diabetes to help employees stay on a healthy path



A growing problem

According to the American Diabetes Association, diabetes is growing at an alarming rate in the U.S. Today, **OVER 1,140,000 PEOPLE IN PENNSYLVANIA** (approximately 11% of the state population) have diabetes and every year an **ESTIMATED 67,000 ARE DIAGNOSED** with the disease.¹

The impact on quality of life & health care costs

In the Blue Cross Blue Shield Association's Health of AmericaSM Report on diabetes, it's clear that this disease has a significant impact on both quality of life and health care costs.



Diabetes is third in terms of its health impact on quality of life and higher medical bills nationwide²



Diabetes has a greater impact on total health than heart disease, substance abuse, and COPD²



Total direct medical expenses in Pennsylvania in 2017 were estimated at **\$9.3 billion**³



Plus, another **\$3.5 billion in Pennsylvania** was spent on indirect costs from lost productivity due to diabetes³

Millennials are especially at risk

If your company has millennials on the payroll, you're not alone: this generation will soon be the largest segment of the workforce — and diabetes is a big health concern for them. If these trends continue, it could affect their well-being and productivity for years to come.

Blue Cross and Blue Shield companies data revealed⁴:

- Type II Diabetes is in the **top 10 conditions affecting millennials**
- From 2014 - 2018, there was a **27% higher prevalence rate of Type II Diabetes**

Managing diabetes at work with help from Independence Blue Cross

No matter how many people you employ, the health of your staff impacts the health of your business, which is why managing diabetes has become a top concern for employers. From health and wellness perks included in your employees' Independence Blue Cross (Independence) coverage to tips on things you can do around the workplace, here are a few ideas on how to help employees living with diabetes stay healthy and productive:

Say hello to health coaches

Independence coverage includes health and wellness perks, like 24/7 access to **Registered Nurse Health Coaches**. Independence coaches can help employees better understand and manage everything from their diagnosis and health concerns to lifestyle choices and self-care skills.

Give a nod to nutrition

Your employees' Independence plan also includes six dietitian visits a year at no cost, so covered employees can learn how to eat healthier and control weight through **nutrition counseling**.



Go big on breaks

Give employees space where you can, and encourage breaks so they take the time to monitor blood sugar and take insulin injections.

Promote digital tools

Smartphone apps can also help address some of the challenges of monitoring this disease by scheduling medication reminders, tracking blood sugar, adjusting insulin doses, and more.



Caring for your employees is just another way you care about your business. Doing what you can to keep everyone healthier and more productive will pay dividends in more ways than one.

DID YOU KNOW?

If you're an employer of 15 or more employees, the Americans with Disabilities Act requires you to provide reasonable accommodations for individuals with disabilities, including diabetes. Read the **EEOC Small Employer guidelines** to learn more.

Sources:

1 <https://www.diabetes.org/resources/statistics>

2 Blue Cross Blue Shield, The Health of America Report®, Diabetes and the Commercially Insured U.S. Population, August 2017

3 <https://www.diabetes.org/resources/statistics/statistics-by-state>

4 Blue Cross Blue Shield, The Health of America Report®, Millennial Health Trends in Behavioral Health Conditions, October 2020

Independence Blue Cross offers products through its subsidiaries Independence Hospital Indemnity Plan, Keystone Health Plan East and QCC Insurance Company, and with Highmark Blue Shield — independent licensees of the Blue Cross and Blue Shield Association. The Blue Cross and Blue Shield Association is an association of independent Blue Cross and Blue Shield Plans.