

Obesity

AND THE IMPORTANCE OF WELLNESS PROGRAMS FOR YOUR BUSINESS

Weight in Pounds

	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250
4'	30.5	33.6	36.6	39.7	42.7	45.8	48.8	51.9	54.9	58.0	61.0	64.1	67.1	70.2	73.2	76.3
4'2"	28.1	30.9	33.7	36.6	39.4	42.2	45.0	47.8	50.6	53.4	56.2	59.1	61.9	64.7	67.5	70.3
4'4"	26.0	28.6	31.2	33.8	36.4	39.0	41.6	44.2	46.8	49.4	52.0	54.6	57.2	59.8	62.4	65.0
4'6"	24.1	26.5	28.9	31.3	33.8	36.2	38.6	41.0	43.4	45.8	48.2	50.6	53.0	55.4	57.9	60.3
4'8"	22.4	24.7	26.9	29.1	31.4	33.6	35.9	38.1	40.4	42.6	44.8	47.1	49.3	51.6	53.8	56.0
4'10"	20.9	23.0	25.1	27.2	29.3	31.3	33.4	35.5	37.6	39.7	41.8	43.9	46.0	48.1	50.2	52.2
5'	19.5	21.5	23.4	25.4	27.3	29.3	31.2	33.2	35.2	37.1	39.1	41.0	43.0	44.9	46.9	48.8
5'2"	18.3	20.1	21.9	23.8	25.6	27.4	29.3	31.1	32.9	34.7	36.6	38.4	40.2	42.1	43.9	45.7
5'4"	17.2	18.9	20.6	22.3	24.0	25.7	27.5	29.2	30.9	32.6	34.3	36.0	37.8	39.5	41.2	42.9
5'6"	16.1	17.8	19.4	21.0	22.6	24.2	25.8	27.4	29.0	30.7	32.3	33.9	35.5	37.1	38.7	40.3
5'8"	15.2	16.7	18.2	19.6	21.3	22.8	24.3	25.8	27.4	28.9	30.4	31.9	33.4	35.0	36.5	38.0
5'10"	14.3	15.8	17.2	18.7	20.1	21.5	23.0	24.4	25.8	27.3	28.7	30.1	31.6	33.0	34.4	35.9
6'	13.6	14.9	16.3	17.6	19.0	20.3	21.7	23.1	24.4	25.8	27.1	28.5	29.8	31.2	32.5	33.9
6'2"	12.8	14.1	15.4	16.7	18.0	19.3	20.5	21.8	23.1	24.4	25.7	27.0	28.2	29.5	30.8	32.1
6'4"	12.2	13.4	14.6	15.8	17.0	18.3	19.5	20.7	21.9	23.1	24.3	25.6	26.8	28.0	29.2	30.4
6'6"	11.6	12.7	13.9	15.0	16.2	17.3	18.5	19.6	20.8	22.0	23.1	24.3	25.4	26.6	27.7	28.9
6'8"	11.0	12.1	13.2	14.3	15.4	16.5	17.6	18.7	19.8	20.9	22.0	23.1	24.2	25.3	26.4	27.5
6'10"	10.5	11.5	12.5	13.6	14.6	15.7	16.7	17.8	18.8	19.9	20.9	22.0	23.0	24.0	25.1	26.1
7'	10.0	11.0	12.0	13.0	13.9	14.9	15.9	16.9	17.9	18.9	19.9	20.9	21.9	22.9	23.9	24.9

http://www.freebmicalculator.net

Underweight
Normal
Overweight
Obesity

by Cindy Pavell M.S.

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Obesity is rising at an alarming rate. The cost to the quality of our lives and to society has greatly increased efforts to develop wellness programs for corporations and businesses. According to the CDC, medical expenses of an obese employee are 42% higher than for a person at a healthy weight. During the 2009 Health Summit in Kansas City, it was reported that 70% of health costs were influenced by poor lifestyle choices. In addition, for a six-year period, Johnson & Johnson announced a return of \$2.71 for every dollar spent on the wellness program! Whether you own a large company or small business, you cannot afford to **not** have an employee wellness program!

In 2010, health costs were 147 billion for the United States, and employers were hit with about 45 billion a year in medical costs and work loss. The corporate bottom line is being heavily affected by increased health care costs and reduction in productivity. Harvard Business Review reports the following:

Wellness programs have often been viewed as a nice extra, not a strategic imperative. Newer evidence tells a different story. With tax incentives and grants available under recent federal health care legislation, U.S. companies can use wellness programs to chip away at their enormous health care costs, which are only rising with an aging workforce.

In addition to saving money, effective wellness programs create happier employees. Happy employees tend to stay with a company longer and will work more diligently. There is less absenteeism, thus greater productivity. A 1998 study, performed by Brigham Young University, reported "...obese employees were more than twice as likely to experience high-level absenteeism (seven or more absences due to illness during the past six months), and 1.49 times more likely to suffer from moderate absenteeism (three to six absences due to illness during the last six months) than were lean employees."

Obesity is a risk factor, or gateway condition, for multiple chronic conditions and diseases. Obesity is associated with diabetes, heart disease, stroke, some cancers, hypertension, high cholesterol, gallstones, sleep apnea, and orthopedic injuries. What constitutes obese? A BMI (body mass index) of 30 or above. See chart above.

The BMI does not account for really muscular people. Hence, athletes may show as obese when, in fact, they are not. Another consideration is the "shape" of the individual. The apple-shaped person (fat carried at waist) are at higher risk for heart disease than pear-shaped (fat carried at hips) people.

Principal Components of Employee Wellness Programs:

- Managerial support and engagement is imperative; the program must work from the top down
- Researching and identifying employees' health status (biometric measurements) and needs
- Employee incentives and multiple options; employees need to feel the program is manageable with their life
- Establish an employee wellness committee
- Mission statement
- An evolving action plan and execution; establishing SMART goals.
- Effective communication tools and creating a supportive environment
- Evaluation and adjustment of plan as needed

Each component contains multiple facets. Employers want a program that works and is sustainable!! Hence, be sure to vet your wellness company thoroughly to insure they are the right fit for your company. With the rise of health care costs and the impact obesity has on these costs, employers cannot afford to NOT have a wellness program!!!

author: Cindy Pavell, M.S. is a health educator and fitness specialist since 1988, Cindy welcomes any questions, suggestions for topics, and/or feedback.