

Treating the Root Cause: A Clinical Approach to Cardiometabolic Care

Employers are investing in comprehensive care to improve outcomes and control long-term healthcare costs.

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9.5% That's how much more U.S. employers should expect to pay for health care costs in 2026, bringing the total spend to about \$17,000 per employee.¹

Because cardiometabolic conditions are among the fastest-growing cost drivers, employers are targeting chronic condition management for diseases such as diabetes, musculoskeletal disorders, and heart disease to reduce costs.

However, these conditions are often treated in silos. Patients visit their cardiologist for heart disease, their orthopedist for joint pain, or their endocrinologist for diabetes to manage their disease symptoms.

But they rarely address the underlying factors contributing to the disease. And one of those factors is often obesity.

Connected Conditions Require Connected Care

The CDC reports that 72% of adults ages 20 and older live with obesity or are overweight.² Excess weight is linked to a wide range of cardiometabolic conditions, including Type 2 diabetes and prediabetes, cancer, fertility challenges, mental health problems, sleep apnea, kidney disease, and heart disease.

Many of these conditions are interrelated. For example, a patient who loses weight often finds that they no longer need their hypertension medication or that their knees hurt less.

Rather than focusing on blood pressure, diabetes, and obesity as separate conditions, Dr. Teja Kompala, Form Health's Head of Cardiometabolic Health, strongly believes that taking a foundational approach that includes weight management significantly improves outcomes. Yet patients frequently receive specialty care without ever receiving obesity treatment or comprehensive nutrition counseling as part of their care plan.

"A specialist-led, evidence-based approach to obesity care can reduce healthcare costs and increase health outcomes," says Dr. Kompala. These savings come from prescription spend control and medical claim avoidance, as well as indirect costs such as lowering absenteeism, increasing productivity, and reducing disability and workers' compensation claims.

The Power of a Clinical + Coaching Approach

Behavioral weight management programs have helped many people shed weight and build healthier habits. However, lifestyle modifications such as nutrition, physical activity, sleep, and stress reduction are often not enough. Medications or other clinical solutions may be appropriate.

For employers concerned about the costs of GLP-1 medications, targeted prescription strategies can identify which employees are most likely to benefit clinically from these medications. Employers can then direct the appropriate medications and clinical resources to patients

¹ <https://aon.mediaroom.com/2025-09-10-Aon-U-S-Employer-Health-Care-Costs-Expected-to-Rise-9-5-Percent-in-2026>

² <https://blogs.cdc.gov/nchs/2026/02/25/7876/>

who are most medically complex or at high risk, ensuring spend is concentrated where it will have the greatest clinical impact.

The opposite is also true: Medication without lifestyle support often falls short. "Nutrition plays a role even when people are on these powerful and effective weight loss medications," says Dr. Kompala. "Patients may also need support managing side effects and exercise counseling to improve body composition."

Combining clinical expertise with lifestyle support delivers impressive results. Form Health found that patients lost an average of 16% of their body weight at 18 months and 59% reversed pre-diabetes. Among patients with the highest initial readings, A1c decreased by an average of 2.8 points.



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– Dr. Teja Kompala
Form Health's Head of Cardiometabolic

Personalized Support: The Employee Experience

Employees are increasingly aware of how weight impacts their overall health, and many are excited to have access to a real evidence-based approach to weight management and cardiometabolic health through their benefits plan. With Form Health, eligible employees undergo a comprehensive health assessment with lab work and review of medical history.

Access to cardiometabolic care isn't limited by weight. Employees with a normal weight and elevated A1c are also eligible.

A multidisciplinary Care Team including a physician, advanced practice provider, registered dietitian, and specialized support staff creates personalized treatment plans based on realistic expectations and goals and communicates and coordinates care with the patient's primary care physician.

Virtual access makes it easy for employees to partake in lifestyle change or discuss laboratory results without having to visit a physical office. "Higher-frequency touchpoints really help people be successful and drive engagement," notes Dr. Kompala.

Technology Enhances Human Care

Digital technology can make obesity and cardiometabolic care more personalized and proactive. Tools such as a Wi-Fi connected scale or continuous glucose monitoring (CGM) track health data for early intervention. For example, technology can alert the Care Team if a patient is losing weight faster than what is clinically recommended, experiencing glucose spikes, or is becoming less engaged.

"Technology doesn't replace human care but empowers humans to deliver personalized, responsive, proactive care from our Care Teams," says Dr. Kompala.

To learn more about the importance of expert obesity and cardiometabolic care and how Form Health's approach can reduce healthcare spend and provide measurable health population outcomes for employers, please [click here](#) to see Form Health's webinar titled:

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About Form Health

Form Health is the national leader in science-based obesity and cardiometabolic care, delivering comprehensive medical treatment that addresses obesity as the root cause of many chronic health conditions. Form provides physician-led care delivered by American Board of Obesity Medicine-certified clinicians and supported by specialized Care Teams, including Advanced Practice Providers and Registered Dietitians. This evidence-based approach combines personalized behavioral health support, nutrition guidance, physical activity programs, and FDA-approved medications, when appropriate. Form helps organizations navigate the rapidly evolving GLP-1 landscape while driving measurable outcomes—from reduced medical spending to improved employee productivity and retention. The result is lasting weight loss, improved cardiometabolic health, and guaranteed ROI for enterprise partners.

Learn more at formhealth.co.