



Diabetes Resource Guide

An Overview of Diabetes Management Vendors and Other Resources for Diabetes Prevention and Management

2026

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Introduction

Welcome to the Greater Philadelphia Business Coalition on Health Diabetes Resource Guide for Employers. This guide provides information on the impact of diabetes within an employer's population from the direct healthcare costs to the long-term productivity costs.

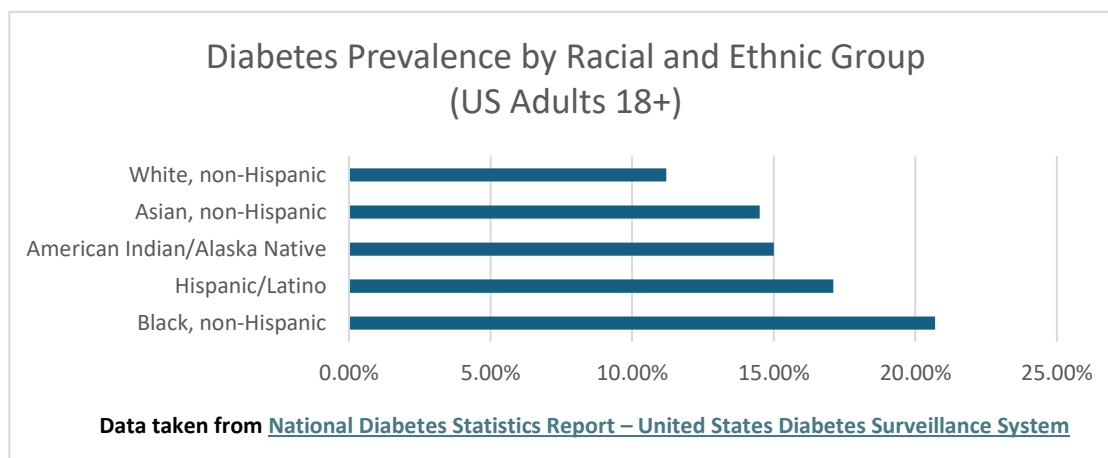
Inside, employers will find expert perspectives on key topics, along with practical overviews of programs and resources spanning the entire care continuum. These include offerings from health plans, digital and point solutions, community organizations and nonprofits, as well as hospitals.

Whether your organization is building a new diabetes-focused initiative or identifying gaps in existing efforts, this guide is structured to help you quickly navigate to the tools, insights, and partnerships that best support the evolving needs of your population. It serves as a roadmap for employers committed to improving health outcomes, strengthening workforce well-being, and advancing sustainable, high-value care.

Diabetes at a Glance

An estimated 40.1 million people in the United States have diabetes, including 29.1 million who have been diagnosed and another 11 million who have the condition but do not yet know it. Because type 2 diabetes develops slowly and often without symptoms, many adults remain undiagnosed. Alongside these 11 million undiagnosed cases, another 115.2 million U.S. adults are living with prediabetes, a condition where blood sugar is elevated but not high enough to be classified as diabetes. Such a high prevalence means every workplace is affected.

Diabetes affects all communities, but the highest risk is seen in Black, Hispanic/Latino, American Indian/Alaska Native, Asian American, and Pacific Islander populations. These disparities are driven by a mix of genetics, environment, access to care, and social determinants of health.



Social determinants of health and diabetes

Social determinants of health (SDOH) are the conditions in which people live, work, learn, and age. They influence a person's ability to stay healthy, prevent diabetes, receive timely diagnosis, and manage the condition. These factors are shaped by broader social, economic, and environmental systems – not individual choices. Understanding SDOH helps employers design equitable wellness programs and benefits. Employers can reduce SDOH-related barriers by offering preventive screenings, flexible scheduling, culturally relevant education, and benefits that lower cost barriers.

SDOH That Influence Diabetes	
Pillar	Impact on Diabetes
Economic stability	Access to healthy food, medications, supplies, and care; financial stress worsens blood sugar.
Neighborhood and built environment	Access to grocery stores, safe exercise spaces, clean air, and local providers; rural barriers.
Access to health care	Early detection vs. undiagnosed diabetes; insurance gaps and high costs limit screenings and education.
Education and health literacy	Ability to understand health information and follow treatment plans; lower literacy linked to higher A1c.
Social and community context	Support, cultural norms, and discrimination influence stress, behaviors, and outcomes.
Impact on disparities	Structural inequities drive higher diabetes rates in many racial/ethnic communities.

In the United States, more than two in five adults have prediabetes, and eight in ten of them don't know they have it. Without taking action, many people with prediabetes could develop type 2 diabetes within 5 years.

Diabetes creates significant direct and indirect costs for employers. It imposes a massive economic burden on businesses in the United States, with total annual costs reaching \$412.9 billion in 2022 – \$306.6 billion in direct medical costs and \$106.3 billion in indirect costs. This accounts for one in four U.S. healthcare dollars.

Direct costs to employers

- **Medical expenses:** Employees with diagnosed diabetes spend about 2.3–2.6 times more annually on medical care than those without diabetes.
- **Insurance premiums:** ADA estimates that for a company with 1,000 employees, \$4 million is the average annual insurance cost for those with diabetes or prediabetes.
- **Insulin costs:** Inflation-adjusted insulin spending tripled from \$8B in 2012 to \$22.3B in 2022.

According to an ADA study, the top direct medical costs related to diagnosed diabetes include:

- Hospital inpatient care (30% of the total medical cost)
- Prescription medications to treat complications of diabetes (30%)
- Anti-diabetic agents and diabetes supplies (15%)
- Physician office visits (13%).

More than 88% of people with diabetes live with additional health conditions, most commonly obesity, hypertension, and high cholesterol. These comorbidities often require multiple medications and more complex care plans, increasing the likelihood of treatment nonadherence – which in turn drives higher complication rates and greater direct medical costs.

Indirect costs to employers

- **Absenteeism:** Frequent medical appointments and illness-related absences (\$3.3 billion).
- **Presenteeism:** Reduced productivity while at work due to fatigue, cognitive issues, or other symptoms (\$27 billion).
- **Workforce impact:** Disability-related job loss, reduced work hours, and premature deaths from diabetes-related causes (\$37.5 billion).
- **Morale and retention:** Poorly managed diabetes can lower morale; supportive programs improve retention and attract talent.

Proactive prevention, early intervention, and supportive workplace policies can reduce both direct and indirect costs while improving employee health and productivity. Because employers bear a significant portion of diabetes-related costs, workplace prevention and support programs are both a health and business imperative.

Employer impact example: In a 1,000-employee company, an estimated 116 have diabetes (89 diagnosed and 27 undiagnosed) and 350 have prediabetes. It is estimated that diabetes annually costs the example company over \$1.4 M in Direct Costs and over \$900,000 in Indirect Costs. It is estimated that 25% of those with “prediabetes” will become diabetic without intervention representing a potential **additional** cost of over \$1,000,000 in Direct Costs.

Identifying rural–urban diabetes risk

Geography is a key SDOH, and rural communities face distinct structural barriers that elevate diabetes risk. Rural communities experience higher diabetes prevalence, more complications, and greater barriers to preventive care, with diabetes rates up to **17% higher** than in urban areas. Rural communities also experience higher diabetes-related mortality than urban areas, reflecting longstanding gaps in access and preventive care. People with diabetes in rural areas report more retinopathy, foot sores, and lower adherence to annual eye and foot exams, and they have fewer outpatient visits and fewer opportunities to see specialists.

Access challenges are a major driver of these disparities. Only 53% of rural adults live within 20 miles of an endocrinologist, compared with 99% of adults in urban areas. Rural employees often face limited access to primary care, diabetes education, screenings, pharmacies, and broadband needed for telehealth. Claims data may also show higher rates of prediabetes, diabetes, obesity, uncontrolled A1c, and comorbid conditions such as heart disease, stroke, emphysema, hypertension, arthritis, and higher BMI — all of which are more common in rural populations.

Employers can review claims data for gaps in preventive care completion; assess access challenges such as transportation, pharmacy availability, and broadband limitations; and identify ZIP codes with higher comorbidity burden. Mapping employee ZIP codes against claims data helps employers identify high-risk rural clusters and tailor benefits, outreach, and workplace supports accordingly.

What is Diabetes?

Diabetes is a condition that happens when your blood sugar (glucose) is too high. It develops when your pancreas either doesn't produce enough insulin (the hormone that moves glucose from your bloodstream into your cells for energy) or stops producing it entirely, or when your body no longer responds to insulin the way it should.

When there isn't enough insulin or cells stop responding to insulin, too much blood sugar stays in your bloodstream. Over time, that can cause serious health problems, such as heart disease, vision loss, and kidney disease.

Diabetes affects people of all ages. Most forms of diabetes are chronic, and all forms are manageable with medications and/or lifestyle changes.

There are three main types of diabetes: type 1, type 2, and gestational diabetes (diabetes while pregnant).

Type 1 diabetes

Type 1 diabetes is an autoimmune condition in which the body no longer produces insulin. Employees must take insulin daily and monitor blood sugar regularly. With consistent management, they can work safely and effectively in nearly all roles.

Employees with type 1 diabetes may need reasonable accommodations as outlined in the [Workplace Accommodations for Diabetes section](#).

Who is at risk for type 1 diabetes?

Type 1 diabetes can occur at any age. It is not caused by diet or lifestyle, and there is no known prevention.

Signs and symptoms

Symptoms often appear suddenly and may include increased thirst, frequent urination, hunger, weight loss, fatigue, blurred vision, and irritability. These resolve once insulin treatment begins.

Diagnosis

Type 1 diabetes is diagnosed using blood tests that show high blood sugar and signs that the body is no longer making insulin.

Management

Employees manage type 1 diabetes through:

- Insulin therapy (injections, pens, pumps, or inhaled insulin)
- Blood glucose monitoring (fingerstick or CGM)
- Healthy eating and physical activity
- Routine medical care.

With proper management, individuals with type 1 diabetes lead full, active lives and perform effectively in all work environments.

Prediabetes

Prediabetes is a condition that comes before type 2 diabetes. It means your blood glucose levels are higher than normal but not high enough to be diagnosed as diabetes. There are usually no symptoms, so many people have prediabetes without knowing it. Having prediabetes increases your risk of developing type 2 diabetes, heart disease, and stroke.

Individuals can check their risk of developing prediabetes using the CDC's online risk test, available at www.cdc.gov/prediabetes/risktest/index or by completing the form below.

Prediabetes Risk Test

**NATIONAL
DIABETES
PREVENTION
PROGRAM**

1. How old are you?

Younger than 40 years (0 points)
40–49 years (1 point)
50–59 years (2 points)
60 years or older (3 points)

2. Are you a man or a woman?

Man (1 point) Woman (0 points)

3. If you are a woman, have you ever been diagnosed with gestational diabetes?

Yes (1 point) No (0 points)

4. Do you have a mother, father, sister, or brother with diabetes?

Yes (1 point) No (0 points)

5. Have you ever been diagnosed with high blood pressure?

Yes (1 point) No (0 points)

6. Are you physically active?

Yes (0 points) No (1 point)

7. What is your weight category?

(See chart at right)

Total score:

Write your score in the boxes below

Height	Weight (lbs.)		
4'10"	119-142	143-190	191+
4'11"	124-147	148-197	198+
5'0"	128-152	153-203	204+
5'1"	132-157	158-210	211+
5'2"	136-163	164-217	218+
5'3"	141-168	169-224	225+
5'4"	145-173	174-231	232+
5'5"	150-179	180-239	240+
5'6"	155-185	186-246	247+
5'7"	159-190	191-254	255+
5'8"	164-196	197-261	262+
5'9"	169-202	203-269	270+
5'10"	174-208	209-277	278+
5'11"	179-214	215-285	286+
6'0"	184-220	221-293	294+
6'1"	189-226	227-301	302+
6'2"	194-232	233-310	311+
6'3"	200-239	240-318	319+
6'4"	205-245	246-327	328+
	1 Point	2 Points	3 Points

You weigh less than the 1 Point column (0 points)

If you scored 5 or higher

You are at increased risk for having prediabetes and are at high risk for type 2 diabetes. However, only your doctor can tell for sure if you have type 2 diabetes or prediabetes, a condition in which blood sugar levels are higher than normal but not high enough yet to be diagnosed as type 2 diabetes. **Talk to your doctor to see if additional testing is needed.**

If you are African American, Hispanic/Latino American, American Indian/Alaska Native, Asian American, or Pacific Islander, you are at higher risk for prediabetes and type 2 diabetes. Also, if you are Asian American, you are at increased risk for type 2 diabetes at a lower weight (about 15 pounds lower than weights in the 1 Point column). Talk to your doctor to see if you should have your blood sugar tested.

You can reduce your risk for type 2 diabetes

Find out how you can reverse prediabetes and prevent or delay type 2 diabetes through a **CDC-recognized lifestyle change program** at <https://www.cdc.gov/diabetes/prevention/lifestyle-program>.

Risk Test provided by the American Diabetes Association and the Centers for Disease Control and Prevention.



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Type 2 diabetes

Type 2 diabetes is the most common form of diabetes and occurs when the body doesn't use insulin effectively. Symptoms often develop slowly and may be unnoticed at first. In the workplace, the priority is supporting consistent self-management, reducing barriers, and meeting ADA accommodation requirements.

Employees with type 2 diabetes may need accommodations described in the [Workplace Accommodations for Diabetes section](#).

Who is at risk for type 2 diabetes?

Risk increases with age (45+), family history, excess weight, physical inactivity, high blood pressure or cholesterol, PCOS, prediabetes, past gestational diabetes, and certain racial/ethnic backgrounds.

Signs and symptoms

Symptoms may include increased thirst, urination, hunger, fatigue, blurred vision, infections, or weight loss. Many people have **no early symptoms**, making routine screening important.

Diagnosis

Diagnosis is made through blood tests such as A1c, fasting glucose, oral glucose tolerance test, or random glucose. Many employees are diagnosed during routine checkups or wellness screenings.

Management

Employees manage type 2 diabetes through:

- Healthy eating and physical activity
- Weight management
- Medications (e.g., metformin, GLP-1s, SGLT2 inhibitors, or insulin)
- Blood glucose monitoring
- Managing related conditions and ongoing medical care
- Consistent management supports productivity, safety, and overall well-being.

Prevention and risk reduction

Many cases can be delayed or prevented. Lifestyle changes can reduce risk by **up to 58%**, and **71% in adults over 60**. Employers can support prevention through wellness programs, healthy food access, physical activity initiatives, health education, and policies that encourage preventive care.

Preventing Diabetes

Type 2 diabetes can often be delayed or prevented, especially for employees with prediabetes. Prevention focuses on healthy habits that improve blood sugar control and reduce long-term health risks.

Key prevention strategies include:

- **Healthy eating:** High-fiber foods, lean proteins, and healthy fats; limit sugary drinks and processed foods.
- **Regular physical activity:** Aim for 150 minutes of moderate exercise per week, plus strength training; encourage movement breaks during long periods of sitting.
- **Healthy weight:** Even modest weight loss (5–7%) can significantly reduce diabetes risk.
- **Routine screening:** Promote regular checks for blood glucose, A1c, cholesterol, and blood pressure – especially for employees with risk factors.
- **Lifestyle habits:** Support smoking cessation, moderate alcohol use, stress management, and adequate sleep.

Individuals can check their risk of developing type 2 diabetes using the American Diabetes Association's online risk test, available at <https://diabetes.org/diabetes-risk-test> or by completing the form below.



Are you at risk for type 2 diabetes?

Diabetes Risk Test:

1. How old are you?
 Less than 40 years (0 points)
 40–49 years (1 point)
 50–59 years (2 points)
 60 years or older (3 points)
2. Are you a man or a woman?
 Man (1 point) Woman (0 points)
3. If you are a woman, have you ever been diagnosed with gestational diabetes?
 Yes (1 point) No (0 points)
4. Do you have a mother, father, sister or brother with diabetes?
 Yes (1 point) No (0 points)
5. Have you ever been diagnosed with high blood pressure?
 Yes (1 point) No (0 points)
6. Are you physically active?
 Yes (0 points) No (1 point)
7. What is your weight category?
 See chart at right.

WRITE YOUR SCORE
IN THE BOX.

ADD UP
YOUR SCORE.

Height	Weight (lbs.)		
4' 10"	119–142	143–190	191+
4' 11"	124–147	148–197	198+
5' 0"	128–152	153–203	204+
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5' 6"	155–185	186–246	247+
5' 7"	159–190	191–254	255+
5' 8"	164–196	197–261	262+
5' 9"	169–202	203–269	270+
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6' 2"	194–232	233–310	311+
6' 3"	200–239	240–318	319+
6' 4"	205–245	246–327	328+
	1 point	2 points	3 points

If you weigh less than the amount in the left column: 0 points

Adapted from Bang et al., Ann Intern Med 131:775–783, 2009 • Original algorithm was validated without gestational diabetes as part of the model.

If you scored 5 or higher:

You are at increased risk for having type 2 diabetes. However, only your doctor can tell for sure if you do have type 2 diabetes or prediabetes, a condition in which blood glucose levels are higher than normal but not yet high enough to be diagnosed as diabetes. Talk to your doctor to see if additional testing is needed.

Type 2 diabetes is more common in African Americans, Hispanics/Latinos, Native Americans, Asian Americans, and Native Hawaiians and Pacific Islanders.

Higher body weight increases diabetes risk for everyone. Asian Americans are at increased diabetes risk at lower body weight than the rest of the general public (about 15 pounds lower).

Lower Your Risk

The good news is you can manage your risk for type 2 diabetes. Small steps make a big difference in helping you live a longer, healthier life.

If you are at high risk, your first step is to visit your doctor to see if additional testing is needed.

Visit diabetes.org or call 1-800-DIABETES (800-342-2383) for information, tips on getting started, and ideas for simple, small steps you can take to help lower your risk.

Take the Risk Test online and learn more at diabetes.org/risktestpromed | 1-800-DIABETES (800-342-2383)

Diabetes Risk Test | American Diabetes Association®

Employer takeaway: By supporting healthy routines, preventive screenings, and wellness programs, employers can help reduce diabetes risk across their workforce, improve overall well-being, and lower long-term healthcare costs.

Complications of Diabetes (Type 1 & Type 2)

Diabetes complications matter in the workplace because they can affect an employee's **energy, concentration, physical stamina, safety, and long-term health**. When blood sugar stays high over time, diabetes can impact nearly every organ system – heart, kidneys, eyes, nerves, and more. These complications often develop slowly and without early symptoms, which means employees may not realize their health is declining until problems become serious.

Short-term complications

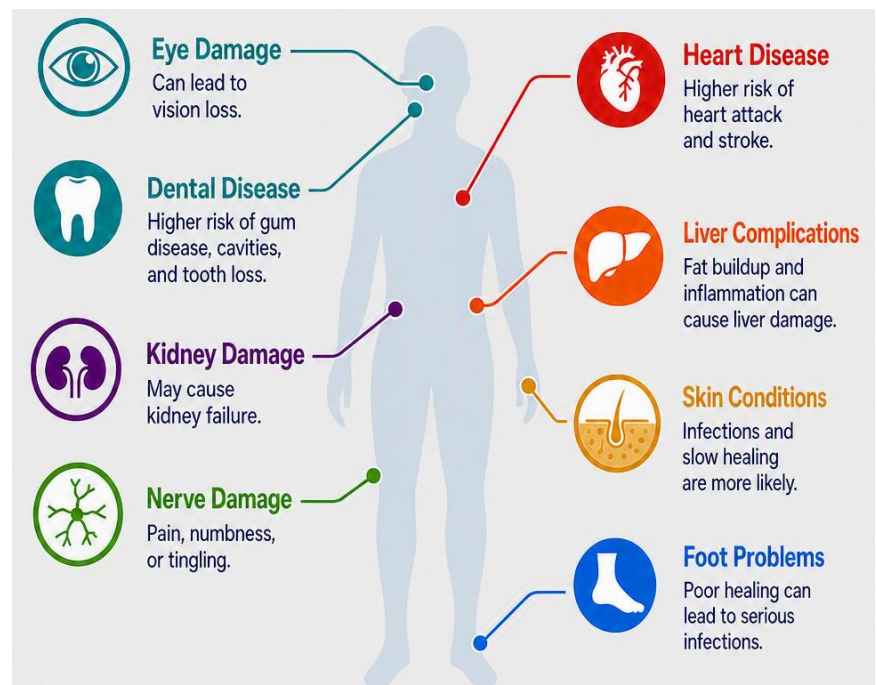
Employees with diabetes can experience short-term complications that develop quickly and may affect safety, performance, or decision-making during the workday. Understanding these conditions helps employers recognize early warning signs, respond appropriately, and support a safe, inclusive workplace.

Major Diabetic Emergencies and Key Warning Signs		
Conditions	Symptoms	
Hyperglycemia (high blood sugar) Severe hyperglycemia can lead to dehydration or hospitalization.	- Excessive thirst - Frequent urination	- Fatigue - Blurred vision
Hypoglycemia (low blood sugar) This can occur with certain medications, missed meals, or increased activity.	- Shakiness - Sweating	- Confusion - Irritability
Diabetic ketoacidosis (DKA) A serious emergency caused by very low insulin levels and requires immediate medical care. DKA is more common in type 1, but can occur in type 2.	- Nausea and vomiting - Abdominal pain - Rapid breathing	- Fruity-smelling breath - Confusion
Hyperosmolar hyperglycemic state (HHS) A life-threatening emergency that requires emergency treatment. HHS is seen mostly in type 2 diabetes.	Extremely high blood sugar	- Severe dehydration - Confusion or coma

Long-term complications

Diabetes affects nearly every system in the body, and its complications can develop silently over time. This image highlights eight key areas most impacted by high blood sugar. Understanding these risks helps promote early detection, prevention, and better long-term health management.

Many long-term complications begin developing **years before diabetes is diagnosed**, especially in employees with undiagnosed type 2 diabetes or prediabetes. This explains why employers may see complications even in newly diagnosed employees.



Diabetic emergency

Diabetic emergencies can develop quickly and may affect an employee's behavior, awareness, or physical stability during the workday. Managers are often the first to notice early warning signs – such as sudden confusion, unusual irritability, sweating, shakiness, extreme fatigue, or visible distress — that suggest blood sugar has become dangerously high or low. These symptoms are medical in nature, not performance issues, and recognizing them promptly helps ensure the employee's safety and supports an appropriate, ADA-aligned response.

RECOGNIZE THE SIGNS

Low Blood Sugar (Hypoglycemia)

- Shaky, sweaty, dizzy
- Confused, irritable
- Blurred vision, headache
- Weak, hungry
- May lose consciousness

High Blood Sugar (Hyperglycemia)

- Frequent urination
- Very thirsty
- Nausea, vomiting
- Fruity-smelling breath
- Drowsy, confused

If unsure or the person is unresponsive, treat as an emergency.

CALL 911 IMMEDIATELY

for any person who is:

- Unconscious or unresponsive
- Having a seizure
- Having trouble breathing
- Confused or acting strangely
- Vomiting and unable to keep fluids down

DO NOT LEAVE THE PERSON ALONE.

EMPLOYER RESPONSE STEPS

- 1

ASSESS THE SITUATION

Check the person and surroundings for safety.
- 2

RESPOND & REASSURE

Ask the person how they feel. Look for medical ID or emergency information.
- 3

CHECK BLOOD SUGAR (IF SAFE AND AVAILABLE)

If the person is able and willing, help them check their blood sugar.
- 4

LOW BLOOD SUGAR & CONSCIOUS

Give 15–20g of fast-acting carbohydrate (e.g., glucose tablets, juice, regular soda).
- 5

WAIT & RECHECK

Wait 15 minutes, then recheck blood sugar. Repeat if still low.
- 6

HIGH BLOOD SUGAR

Encourage water and allow the person to take their medication if prescribed and available.
- 7

STAY & INFORM

Stay with the person. Notify their emergency contact and your supervisor.
- 8

DOCUMENT & FOLLOW UP

Complete an incident report and review any prevention measures.

IF THE PERSON IS UNCONSCIOUS

Do NOT give food, drink, or medication.

Turn on their side (recovery position) if not injured.

Monitor breathing until help arrives.

BE PREPARED

- ✓

Know employees who have diabetes (if they choose to share).
- ✓

Ensure easy access to snacks, water, and glucose sources.
- ✓

Train staff on this response plan.
- ✓

Encourage employees to communicate their needs and emergency contacts.

Why Diabetes Complications Matter in the Workplace		
Area of Impact	Why It Matters for Employers	Examples of Diabetes-Related Complications
Employee health and well-being	Complications develop slowly and often without symptoms, affecting long-term health and stability.	Heart disease, kidney disease, nerve damage, vision problems, frequent infections
Productivity and performance	Fatigue, pain, or vision changes can reduce focus, stamina, and ability to perform physical or cognitive tasks.	Neuropathy (nerve pain), retinopathy (vision changes), cardiovascular issues
Workplace safety	Certain complications increase risk in roles involving driving, machinery, physical labor, or hazardous environments.	Vision impairment, neuropathy affecting balance, cardiovascular instability
Attendance and leave	More medical appointments, sick days, or potential long-term disability if complications progress.	Dialysis for kidney disease, cardiac procedures, wound care for foot complications
Healthcare costs	Diabetes complications are among the highest drivers of employer health plan spending. Prevention reduces claims and long-term costs.	Hospitalizations, specialist care, medications, emergency care
Retention and workforce stability	Employees who receive support for managing diabetes are more likely to stay healthy, remain productive, and stay with the organization.	Reduced burnout, fewer medical crises, better long-term outcomes
Legal compliance (ADA)	Diabetes is protected under the ADA; preventing complications through reasonable accommodations reduces legal and safety risks.	Breaks for glucose checks, access to food/water, flexible scheduling

Gestational Diabetes

Gestational diabetes is a **temporary form of diabetes** that develops during pregnancy and causes elevated blood sugar. It affects 8–10% of U.S. pregnancies, often without symptoms, which is why screening at 24–28 weeks is standard. It may require schedule flexibility, intermittent leave, and coordination with the Family and Medical Leave Act (FMLA).

Although it usually resolves after delivery, it increases long-term risk for type 2 diabetes and can affect pregnancy outcomes. Babies may face higher risks such as high birth weight or low blood sugar.

Gestational diabetes may require pregnancy-related accommodations described in the [Workplace Accommodations for Diabetes section](#).

Key risk factors

Higher risk occurs with prior gestational diabetes, excess weight, family history, prediabetes, PCOS, aged over 25, previous large baby, physical inactivity, and certain racial/ethnic backgrounds.

Signs and symptoms

Most individuals have no symptoms. When present, they may include increased thirst, frequent urination, fatigue, blurred vision, or increased hunger – symptoms that can overlap with normal pregnancy.

Diagnosis

Diagnosis is made through prenatal blood tests:

- **Glucose Challenge Test (GCT):** Initial screening
- **Oral Glucose Tolerance Test (OGTT):** Confirms diagnosis
- **Early testing** for high-risk individuals.

Management during pregnancy

Treatment focuses on keeping blood sugar in a healthy range through:

- Healthy eating and regular physical activity
- Blood glucose monitoring
- Insulin or medication if needed
- Additional fetal monitoring and delivery planning
- Postpartum testing at 6–12 weeks.

Possible complications

For the baby: High birth weight, low blood sugar after birth, breathing issues, higher long-term diabetes risk.

For the parent: High blood pressure/preeclampsia, increased chance of cesarean delivery, higher lifetime risk of type 2 diabetes.

During pregnancy/delivery: Preterm birth, labor complications.

When urgent care is needed

Seek immediate medical attention for persistently high blood sugar, symptoms of severe hypoglycemia or DKA, signs of infection or dehydration, decreased fetal movement, or symptoms of preeclampsia.

Employer responsibilities for gestational diabetes

Gestational diabetes requires medical monitoring and temporary workplace support. Employers should understand how it intersects with leave laws, accommodations, and postpartum care.

FMLA implications

Gestational diabetes often qualifies as a serious health condition under FMLA. Under PWFA, accommodations must be provided even if symptoms are mild or intermittent. Employees may need:

- Intermittent leave for prenatal or diabetes-related appointments
- Protected leave if complications occur or early delivery is required.

Pregnancy-related accommodations

Under the ADA and Pregnant Workers Fairness Act, employees may need:

- Flexible scheduling for medical visits
- Extra breaks for glucose checks, snacks, or hydration
- Permission to carry food, water, and supplies
- A private space for monitoring or medication
- Temporary duty modifications if blood sugar instability affects safety.

Postpartum screening

Gestational diabetes usually resolves after delivery, but employees need:

- Time for the recommended 6–12-week postpartum glucose test
- Ongoing preventive screenings due to higher long-term diabetes risk.

Return-to-work considerations

After childbirth, employees may still experience fatigue, blood sugar changes, or recovery needs. Employers should:

- Provide flexibility during the transition back to work
- Continue accommodations temporarily if medically necessary
- Ensure lactation spaces are available, as breastfeeding affects glucose levels.

Up to one in five pregnant employees will need schedule flexibility or intermittent leave due to gestational diabetes and related monitoring.

The Diabetes Care Team

Diabetes is a complex, multifaceted condition that requires coordinated medical care, nutrition support, psychological care, and lifestyle management. Effective management relies on a multidisciplinary care team that helps improve glycemic control, address coexisting health issues, educate patients, prevent complications, and support overall well-being. This coordinated approach enhances outcomes and reduces long-term healthcare costs.



When employees receive comprehensive, team-based diabetes care:

- They experience **fewer sick days** and **better daily energy**
- They avoid **high-cost complications** such as eye disease, kidney disease, and amputations
- They maintain **stable performance** and experience **lower stress**
- Employers see **reduced medical claims**, **lower disability risk**, and **improved retention**.

A clear understanding of the diabetes care team helps employers support employees more effectively – through benefits design, workplace accommodations, and timely referrals.

Medications Used to Treat Diabetes

Employees manage diabetes in different ways, and the medications they use can affect their energy levels, blood sugar stability, and workplace needs. Understanding the most common diabetes treatments – like metformin, insulin, and newer injectable medications – helps employers recognize why an employee may need breaks to check blood sugar, carry medical supplies, respond to device alarms, or adjust their schedule during treatment changes. The below quick-reference table gives employers a simple overview of the medications they may see and the practical workplace considerations that come with them.

Employees may use a wide range of medications. **Managers should never ask employees to disclose which medication they use;** accommodations should be based on functional needs, not medication type. This table helps employers understand how these treatments may affect workplace needs.

Common Diabetes Medications: What Employers Should Know			
Medication type	Common names	Purpose	What employers should know
Metformin	Metformin	Helps lower blood sugar and improve how the body uses insulin	Very low risk of low blood sugar; may cause stomach upset
Sulfonylureas	Glipizide, glimepiride, glyburide	Helps the pancreas release more insulin	Can cause low blood sugar – employees may need breaks to eat or check glucose
Glinides	Repaglinide, nateglinide	Helps insulin release around mealtimes	Low blood sugar risk; taken with meals
TZDs	Pioglitazone, rosiglitazone	Helps the body use insulin better	Can cause weight gain or swelling; may affect stamina
Alpha-Glucosidase Inhibitors	Acarbose, miglitol	Slows carbohydrate digestion	May cause gas or stomach discomfort
DPP-4 Inhibitors	Sitagliptin, saxagliptin, linagliptin	Helps the body release more insulin after meals	Low risk of low blood sugar
SGLT2 Inhibitors	Canagliflozin, dapagliflozin, empagliflozin	Helps the body get rid of sugar through urine	Can cause dehydration – employees may need water breaks
GLP-1 Injectables	Ozempic, Trulicity, Victoza, Byetta	Helps control appetite and blood sugar	Low risk of low blood sugar; may cause nausea
Tirzepatide	Mounjaro, Zepbound	Helps control appetite and blood sugar	Low risk of low blood sugar; often causes weight loss
Insulin	Many types	Replaces or supplements insulin the body can't make or use well	High risk of low blood sugar – employees may need breaks for monitoring, eating, or dosing

Employees using insulin or other injectable diabetes medications may need safe, accessible storage at work. Some medications must be kept within specific temperature ranges, protected from heat or freezing, and stored away from direct sunlight. Employees may also need a clean place for glucose tablets, snacks, or testing supplies. Providing secure storage options – such as a small refrigerator, a designated drawer, or permission to keep supplies at their workstation – helps maintain medication effectiveness and supports safe diabetes management. **Additional guidance on workplace support appears later in the [Workplace Accommodations for Diabetes section](#).**

A number of organizations help patients access free or low-cost medications. Private companies offering medication-assistance support include [RxHope](#), [Simplefill](#), and [GoodRxv](#). Employers and employees may also benefit from nonprofit resources such as [RxAssist](#), [Prescription Lifeline](#) or [Rx Outreach](#), which provide directories of patient assistance programs and low-cost pharmacy options.

Drug Interactions and diabetes

Employees with diabetes often take multiple medications, and many common drugs – such as steroids, thyroid medications, antibiotics, cardiovascular drugs, antipsychotics, and hormone therapies – can affect blood sugar or reduce treatment effectiveness. These interactions may raise or lower glucose levels, making monitoring especially important for employees with multiple conditions or those taking several medications. Most people with diabetes experience at least one drug–drug interaction, and many are severe. Employers can support safe management by encouraging regular medication review, frequent glucose checks during medication changes, awareness of high and low blood sugar symptoms, and clear communication with healthcare providers.

Steroid use and diabetes

Steroids such as prednisone and dexamethasone are widely used for asthma, COPD, autoimmune conditions, injuries, and cancer treatment, but they can sharply raise blood glucose and may trigger new-onset diabetes or worsen existing diabetes – creating real workplace safety and health concerns. Steroids increase insulin resistance, often causing significant hyperglycemia, and people with diabetes frequently experience destabilized blood sugar during treatment. Risk is higher with larger or longer steroid doses, obesity, family history of diabetes, preexisting insulin resistance, or chronic inflammatory conditions requiring repeated courses. In some cases, long-term steroid use can even lead to persistent type 2 diabetes after treatment ends.

Why this matters for employers

- Unmanaged drug interactions can trigger severe blood sugar swings, ER visits, infections, slow healing, and long-term complications.
- These issues lead to increased sick days, medical leave, short-term disability claims, and higher healthcare costs.

How employers can reduce risk

- Support regular medication review and monitoring
- Educate employees on symptoms of high and low blood sugar
- Encourage frequent glucose checks during medication changes
- Promote clear communication between employees and their healthcare providers
- Align workplace practices with ADA-compliant diabetes accommodations.

Safety-Sensitive Roles

Employees with diabetes who work in safety-sensitive roles may face heightened risks if their blood sugar becomes too high or too low during the workday. Sudden hypoglycemia can impair judgment, reaction time, coordination, and decision-making, while hyperglycemia can cause fatigue, blurred vision, and slowed cognitive processing. Because these changes can compromise workplace safety for both the employee and others, **refer to the [Workplace Accommodations for Diabetes section](#) for required ADA/PWFA accommodations.**

Examples of safety-sensitive roles:

- Commercial drivers
- Heavy equipment and machinery operators
- Aviation personnel
- Emergency responders
- Healthcare workers in acute-care settings
- Manufacturing and industrial roles with high-risk machinery
- Jobs requiring firearms or security duties
- Maritime workers
- Energy and utility workers
- Railroad and transit operators
- Workers at heights
- Laboratory roles involving hazardous chemicals or biohazards

Understanding Diabetes Devices in the Workplace

Continuous glucose monitors (CGMs)

CGMs track blood sugar all day and night using a small sensor under the skin. They send alerts when levels are too high or too low, helping employees prevent emergencies. Some CGMs share data with phones or caregivers.

Insulin pumps

Insulin pumps deliver insulin through a small tube or patch device worn on the body. They provide steady insulin and meal-time doses, reducing injections.

Connected CGM + pump systems

Some pumps connect directly to CGMs to automatically adjust insulin delivery and help keep blood sugar in range. CGMs and connected systems send high/low blood sugar alerts that may beep, vibrate, or notify caregivers. Employers should know these alerts are normal and medically necessary. Managers should NOT ask employees to silence device alarms, remove medical devices, justify alerts, or delay responding to high or low blood sugar notifications – these alerts are protected under the ADA. Device alerts are legally protected medical notifications.

Blood glucose meters (finger-stick meters)

Small handheld devices that show blood sugar readings within seconds.

Smart insulin pens

Insulin pens that connect to a smartphone app and help calculate doses, track timing, and prevent missed injections.

Why employers should care:

- Devices help employees maintain safe blood sugar levels at work.
- Alerts, sensors, or tubing may be visible – these are normal medical tools.
- Employees may need brief breaks for testing, dosing, or responding to alarms.

Use of diabetes devices may require accommodations described in the [Workplace Accommodations for Diabetes section](#).

What Employers Can do to Prevent Diabetes in the Workplace

Diabetes can significantly impact the workforce. Employees with diabetes may experience fluctuations in blood sugar levels that can affect their concentration, energy levels, and overall well-being. In the workplace, this can manifest as increased absenteeism, reduced productivity, and higher healthcare costs. To mitigate these challenges, organizations must proactively support employees in managing their diabetes and maintaining their health. Employers can support prevention through wellness programs, healthy food access, and routine screenings.

Best practices for creating a diabetes-friendly work environment

A diabetes-friendly workplace improves well-being, reduces absenteeism, and supports legal compliance. The following best practices and wellness initiatives can help organizations build a supportive, inclusive, and health-promoting environment.

- **Screening and risk identification:** Offer voluntary, confidential screenings for prediabetes and diabetes risk through health fairs, online portals, or routine wellness checkups. Early identification enables timely intervention and access to preventive programs.
- **Diabetes education and awareness:** Provide ongoing education through workshops, seminars, and digital resources that explain diabetes, risk factors, prevention, and management. Encourage regular health assessments so employees understand their personal risk.
- **Healthy eating options:** Ensure healthy food choices are readily available. Work with cafeteria vendors to offer low-carb, high-fiber, and sugar-free options. Add nutritional labeling and consider subsidies or discounts for healthier meals.
- **Active workplace culture:** Promote physical activity by offering gym memberships, onsite fitness classes, or dedicated wellness spaces. Encourage walking breaks, stair use, stretching sessions, or walking meetings to counteract sedentary work.
- **Stress management programs:** Provide stress-reduction resources such as mindfulness sessions, yoga classes, resilience training, or access to counseling. Because stress can worsen diabetes, these programs support both mental and physical health.
- **Flexible work arrangements:** Offer flexible schedules or remote work options when possible. Flexibility helps employees manage glucose monitoring, medical appointments, and stress associated with rigid schedules.
- **Diabetes-friendly policies:** Create clear policies that support diabetes management. Ensure managers understand and consistently apply these. Policies can include:
 - Regular breaks for blood sugar checks
 - A private space for insulin administration
 - Scheduled meal or medication breaks
 - Access to emergency supplies
- **Supportive leadership:** Encourage leaders to model healthy behaviors and support wellness initiatives. Leadership engagement reinforces a culture where health is valued and employees feel safe discussing their needs.
- **Regular health screenings:** Offer periodic screenings for diabetes and related conditions. Early detection enables timely intervention and reduces the risk of complications.
- **Legal and ethical compliance:** Follow ADA, FMLA, and OSHA requirements. Avoid discrimination, provide reasonable accommodations, and maintain strict confidentiality of medical information.

Employee wellness initiatives

- **Wellness challenges:** Organize engaging challenges – step competitions, healthy recipe contests, hydration goals, or smoking cessation programs – to promote healthy habits and build community.
- **Smoking cessation programs:** Smoking significantly worsens diabetes by increasing insulin resistance, raising blood glucose, and accelerating complications such as heart disease, stroke, nerve damage, and poor circulation. Employers can support employees by offering evidence-based cessation programs, access to counseling, nicotine-replacement therapies, and positive, non-stigmatizing encouragement.
- **Employee assistance programs (EAPs):** Ensure employees have access to mental health support and counseling. Because diabetes and mental health are closely linked, EAPs can play a critical role in overall well-being.
- **Health coaching:** Employers can support diabetes education by offering access to certified diabetes educators, nurse care managers, and wellness coaches who provide guidance on blood sugar management, nutrition, physical activity, medication adherence, and preventing complications. Many organizations also use digital diabetes-management platforms that offer app-based coaching and connected devices, while peer mentors or trained employee champions reinforce healthy habits through practical, real-life support.
- **Incentive programs:** Reward employees for achieving health-related goals, such as participating in wellness activities, improving biometric results, or maintaining healthy blood sugar levels. Incentives may include financial rewards, gift cards, or additional paid time off.

A diabetes-friendly workplace is not only legally compliant – it’s a strategic investment in employee health, engagement, and long-term organizational performance.

Employer takeaway: Managers should support accommodations, maintain confidentiality, encourage healthy habits, and respond promptly to employee needs.

Building a diabetes-friendly benefits plan

Employers can strengthen diabetes prevention and management by reviewing their benefits design to ensure coverage for evidence-based services. Key elements include coverage for CDC-recognized Diabetes Prevention Programs (DPP), medical nutrition therapy, and weight-management interventions that reduce progression to type 2 diabetes.

Plans should also include coverage for CGMs and insulin pumps, which help prevent costly complications, as well as incentives that encourage employees to complete preventive screenings and engage in healthy behaviors. These benefit design choices support better health outcomes and reduce avoidable medical and productivity costs for employers.

Employer-Supported Diabetes Programs

National Diabetes Prevention Program – NDPP

The National Diabetes Prevention Program (NDPP) operates on a national scale, focusing on providing participants with streamlined and less intensive programs. These shorter-program approaches aim to make it easier for individuals to engage in lifestyle changes and adopt healthier habits. Participation emphasizes practical strategies for improving nutrition, increasing physical activity, and building sustainable behaviors that reduce the risk of developing type 2 diabetes. By offering structured support through concise sessions, the NDPP promotes gradual yet lasting health improvements for diverse populations across the country.

Landmark trials show that lifestyle interventions can cut diabetes progression in half and are often more effective and cheaper than medications.

Eligibility

The program is designed for adults who are **at high risk of type 2 diabetes**, identified through:

- Blood tests indicating prediabetes or non-diabetic hyperglycemia
- Risk assessment tools

Program structure and delivery

- **Duration:** Typically, one year with regular sessions to support behavior change.
- **Delivery methods:** Available in-person, online, or via digital tools, including apps, video conferencing, and wearable technologies to track progress.
- **Curriculum:** Uses the PreventT2 curriculum, which provides guidance on nutrition, physical activity, goal setting, and problem-solving strategies to maintain healthy habits.
- **Support:** Participants receive personalized coaching, peer support, and progress monitoring to help achieve and sustain lifestyle changes.

Did you know?

- Lifestyle intervention in the NDPP reduces the risk of developing type 2 diabetes by 58%.
- Benefits last at least 15 years, according to long-term follow-up studies.
- Participants who complete the full program achieve meaningful weight loss, with many meeting the 5–7% target associated with reduced diabetes risk.

Diabetes Self-Management Education and Support – DSMES

Diabetes Self-Management Education and Support (DSMES) is a structured, personalized, evidence-based program that equips **people with diabetes** with the knowledge, skills, and confidence to manage their condition effectively. This includes collaborating with their healthcare team, making informed decisions, solving problems, developing personal goals and action plans, and coping with emotions and life stresses.

The main goals of DSMES include:

- Teaching glucose monitoring and interpretation of blood sugar results
- Providing guidance on healthy eating, meal planning, and carbohydrate counting
- Supporting medication adherence, including insulin and oral medications
- Encouraging physical activity and lifestyle modifications
- Offering strategies for coping with stress and behavioral changes related to diabetes
- Helping individuals set and achieve personal health goals, such as target HbA1c levels.

Eligibility

To participate in DSMES programs, an individual must:

- Have a documented diagnosis of diabetes (type 1, type 2, or gestational)
- Obtain a written referral from a physician, nurse practitioner, or physician assistant. The referral typically outlines the educational needs and, for Medicare, may specify the number of hours requested.

Program structure and delivery

DSMES programs are typically delivered by a team of healthcare professionals, which may include certified diabetes care and education specialists (CDCES), nurses, dietitians, pharmacists, and social workers. The program can be offered through individual counseling, group sessions, or virtual platforms.

Education may be provided at key points, such as:

- At diagnosis of diabetes
- During annually scheduled assessments
- Following changes in treatment or complications
- Whenever the individual expresses a need for additional support.

Did you know?

- People who participate in DSMES are more likely to meet their A1C goals, improving long-term health and reducing complications.
- DSMES helps individuals adopt nine out of ten recommended diabetes self-care behaviors, dramatically improving daily management.
- Participants in DSMES show better medication adherence, which leads to fewer emergency visits and hospitalizations.
- DSMES improves quality-of-life scores, including confidence in managing diabetes at work and home.
- Virtual DSMES has expanded access – telehealth delivery increased to over 23% of all DSMES encounters, making it easier for working adults to participate.
- DSMES participation is linked to lower healthcare costs for both employees and employers due to improved glucose control and fewer complications.

Regional partners in delivery

The CDC partners with state health departments, Umbrella Hub Organizations, community-based organizations, and other regional entities that have expertise in reaching at-risk populations to deliver and expand access to diabetes prevention programs. Regional partners in delivery for diabetes in New Jersey, Pennsylvania, and Delaware form a connected tri-state network that strengthens prevention, education, and long-term management for people living with diabetes. This regional ecosystem blends public-health agencies, employer coalitions, community organizations, and specialized diabetes programs that work together to expand access to the National DPP, DSMES, and type 1 diabetes resources. Across NJ, PA, and DE, these partners coordinate referrals, support reimbursement pathways, deliver evidence-based programs, and build community-level capacity – creating a more consistent, accessible, and equitable diabetes delivery system for residents throughout the region.

The Health Federation of Philadelphia

An example of a specific regional partner in the Philadelphia market is The Health Federation of Philadelphia (HFP), a public health nonprofit and network of Federally Qualified Health Centers (FQHCs) serving communities throughout Philadelphia and Pennsylvania. As background, HFP was established in 1983 to support health centers and other public and private organizations through initiatives focused on direct-service healthcare, health information technology, quality improvement, and population health.

For over 40 years, HFP has worked with health and human services organizations – including government agencies – to identify, develop, and test innovative approaches to addressing health needs and disparities. Our work brings together healthcare, public health, and community partners to develop practical solutions that improve health and well-being. HFP's areas of expertise encompass community-oriented, integrated primary care; quality improvement; health information technology and data management; trauma-informed practices; infectious and chronic disease treatment and control; and early childhood development.

HFP partners with philanthropic institutions as well as government agencies such as the Health Resources and Services Administration (HRSA), the CDC, and the Administration for Children and Families to improve access to care and advance community health.

HFP has branded **Connect4Health** to further support populations and health centers in connecting individuals with service programs and resources across the region. Connect4Health is a social resource referral platform powered by FindHelp. This platform enables partners to assist patients and clients in navigating local free and reduced-cost resources and services, including food, housing, transportation, and employment programs. With a ZIP code, individuals can access resources able to be translated into over 100 languages.

To access the platform, visit <https://connect4health.org/>.



Diabetes and prediabetes programs in the Philadelphia region

Diabetes is a significant health concern in the Philadelphia region. Recent data from the City Health Dashboard show that 14% of adults in Philadelphia report having been diagnosed with diabetes – a higher rate than in many other U.S. cities. The number of people developing diabetes also continues to grow. According to the Philadelphia Department of Public Health, nearly one in three people with diabetes are unaware that they have the condition. Prediabetes is an equally important concern, as many people may not know they have it or understand their risk of developing diabetes.

The HFP has been working alongside local health centers and community organizations to increase diabetes prevention and improve outcomes. Through a CDC-funded initiative, HFP is collaborating with four partners in Philadelphia to address diabetes and its risk factors. As part of this work, HFP is supporting local FQHCs and community organizations in

administering and promoting participation in the CDC-recognized National DPP. For those in the HFP service area members can enroll in this program and other available diabetes programs at <https://connect4health.org/> and search “Diabetes Prevention Program” or “diabetes programs”.

You can contact the HFP directly by calling Modupeola Dovi directly at 215-246-2425 or emailing mdovi@healthfederation.org.

Regional partners across NJ, PA, and DE

The partners listed below represent the core organizations delivering, coordinating, or supporting diabetes-related programs across the tri-state network. Each partner plays a distinct role – from statewide funding and employer engagement to community education, claims processing, and local health-department outreach – creating a more connected and effective diabetes-care infrastructure across the tri-state region.

Partner	States	Program Type	Role
PHMC – Umbrella Hub Organization	PA, DE	National DPP	Claims, data, reimbursement, network expansion
GPBCH	DE	DPP, DSMES	Employer coverage, regional summits, benefit design
Breakthrough T1D – Greater Delaware Valley	DE, Eastern PA, South NJ	T1D-focused community programs	Community education, support, research updates
CDC State Diabetes Programs	All three states	DPP, DSMES	Statewide funding, provider recognition, action plans
County Health Departments	All three states	Chronic disease, DSMES referrals	Local screenings, education, prevention
Rutgers Cooperative Extension	NJ	Nutrition, chronic disease	Lifestyle support for diabetes prevention
NJ SNAP-Ed	NJ	Nutrition	Diabetes-relevant nutrition education
For a full list of CDC-recognized organizations, please refer to the CDC Diabetes Prevention Recognition Program (DPRP) Registry – https://dprp.cdc.gov/registry .			

GLP-1s & diabetes prevention & management programs: A combined approach

Preventing type 2 diabetes is one of the most effective ways employers can reduce long-term healthcare costs and strengthen workforce stability. The CDC-recognized National Diabetes Prevention Program (NDPP) is the gold standard for helping individuals with prediabetes make sustainable lifestyle changes that reduce diabetes risk by more than 50%. The CDC recognizes Diabetes Self-Management Education and Support (DSMES) as an evidence-based service that provides people with diabetes the practical skills, problem-solving abilities, and ongoing support needed to manage their condition, improve A1C, reduce complications, and lower healthcare costs.

GLP-1 receptor agonists (GLP-1 RAs) – such as semaglutide (Ozempic®, Wegovy®, Rybelsus®) – are now considered a key recommended option for adults with type 2 diabetes and chronic kidney disease. ADA, AACE, and KDIGO guidelines support their use for improving glycemic control and reducing cardiovascular and renal risk.

GLP-1 RAs have also emerged as a supportive tool for employees with elevated metabolic risk. While they are not FDA-approved for prediabetes, off-label use in this population has shown potential benefits in stabilizing glucose patterns and reducing progression to type 2 diabetes when prescribed under appropriate medical supervision. When paired with structured lifestyle programs, GLP-1 therapies can provide enhanced metabolic support for employees who need more than lifestyle change alone.

GLP-1 therapies improve insulin sensitivity, reduce excess glucose production, and stabilize post meal glucose levels – physiologic changes that reinforce NDPP goals related to nutrition, physical activity, and weight management. For employees with severe insulin resistance, metabolic syndrome, a history of gestational diabetes, or strong family risk, GLP-1s may also enhance adherence to lifestyle change by improving satiety, reducing fatigue, and minimizing glucose fluctuations.

Beyond glucose control, GLP-1 RAs provide cardiovascular and renal protection, reduce inflammation, and may improve lipid profiles and blood pressure. These effects contribute indirectly to diabetes prevention by reducing metabolic stress and organ damage that can worsen insulin resistance.

GLP-1 RAs should not sit alone as a high-cost drug line item – they work best as part of an integrated strategy. Employers can incorporate GLP-1 therapies within a tiered prevention and management framework that aligns lifestyle programs, clinical oversight, and long-term risk reduction.

A tiered prevention strategy

A tiered approach helps employers allocate resources efficiently while supporting employees across the full spectrum of metabolic risk.

When integrating GLP-1 therapies, employers should consider practical needs such as dose-escalation side effects, hydration breaks, flexible scheduling, and access to nutrition counseling. Communication should emphasize chronic disease prevention and long-term health rather than weight loss or specific products. Employees should be encouraged to work closely with their healthcare providers, as GLP-1 therapy requires ongoing clinical oversight.

Tiered Prevention Strategy for Employers		
Tier	Focus	Description
Tier 1: Lifestyle-first prevention	National DPP	Employees participate in the CDC-recognized NDPP to build healthier habits around nutrition, physical activity, stress management, and weight management.
Tier 2: Diabetes management support	DSMES	DSMES is implemented at diagnosis, annually, when treatment changes, and during health transitions to help employees build the skills and confidence needed to manage diabetes effectively.
Tier 3: Enhanced medical support	GLP-1 therapy + NDPP / DSMES	For employees who do not achieve adequate glucose improvement through lifestyle change alone, GLP-1 therapy is added under medical supervision while continuing NDPP or DSMES engagement.
Tier 4: Advanced risk management	SGLT2 inhibitors, remote monitoring, tele-endocrinology	For employees with multiple metabolic risk factors or early signs of diabetes-related complications, employers may offer additional tools such as SGLT2 inhibitors, remote monitoring, or tele-endocrinology.

Rural–urban diabetes disparities

Recent evidence shows that rural–urban diabetes disparities are *not* driven by lower use of newer medications such as GLP-1 receptor agonists, SGLT2 inhibitors, or DPP-4 inhibitors; rural adults use these drugs at similar rates to urban adults after adjusting for insurance and income. Instead, rural employees tend to have a higher burden of comorbid conditions and spend more on older diabetes medications, especially insulin. These patterns reinforce that rural diabetes risk is driven primarily by access barriers and underlying health status – not medication uptake – making it essential for employers to strengthen preventive care, telehealth access, and chronic disease management in rural ZIP codes.

Combining GLP-1 therapies with DPPs provides employers with a more comprehensive strategy for reducing diabetes incidence across the workforce. By addressing both behavioral and biological drivers of metabolic risk, this coordinated approach supports better employee health outcomes, reduces long-term healthcare costs, and enhances organizational productivity and resilience.

Workplace Accommodations for Diabetes

Employees with diabetes may need temporary or ongoing support to manage blood sugar safely during the workday. Under the **Americans with Disabilities Act (ADA)** and the **Pregnant Workers Fairness Act (PWFA)**, employers must provide reasonable accommodations that enable employees to perform their essential job functions without compromising health or safety. These are individualized, medically necessary, and often simple to implement.

Common accommodations for diabetes

Employees may need adjustments to support glucose checks, medication timing, and steady blood sugar, such as:

- **Flexible breaks** for blood glucose checks, snacks, hydration, or insulin administration
- **Permission to carry food, water, and medical supplies** at all times
- **Access to a private space** (not a restroom) for injections or device management
- **Ability to respond promptly to CGM or insulin pump alarms**
- **Safe storage** for insulin or other temperature-sensitive medications
- **Modified schedules** for medical appointments, diabetes education, or medication changes
- **Temporary duty adjustments** if complications affect stamina, vision, or safety.

These accommodations help prevent emergencies, support productivity, and reduce long-term health risks.

Pregnancy-related diabetes (PWFA)

For employees with **gestational diabetes**, PWFA requires accommodations that address pregnancy-related limitations, including:

- Extra breaks for glucose checks, snacks, or hydration
- Flexible scheduling for prenatal and endocrinology visits
- Temporary task modifications if blood sugar instability affects safety
- Access to a private space for monitoring or medication
- Permission to carry food, water, and supplies.

PWFA also prohibits forcing an employee onto leave if an accommodation would allow them to keep working.

Safety-sensitive roles

Employees in roles involving driving, machinery, hazardous environments, or emergency response may need:

- More frequent glucose monitoring
- Clear communication channels for device alerts
- Temporary reassignment during periods of unstable blood sugar
- Documented direct-threat assessments based on **objective medical evidence**, not assumptions.

Accommodations must be considered before restricting duties.

What managers should NOT do

Managers should **not**:

- Ask employees to silence medical device alarms
- Discourage glucose checks, snacks, or hydration
- Question the legitimacy of medical supplies or devices
- Delay or deny breaks needed for blood sugar management
- Request medical details beyond what ADA allows
- Treat diabetes-related absences as performance issues.

Confidentiality requirements

All diabetes-related medical information must be:

- Stored separately from personnel files
- Shared only with staff who need to know for accommodation or emergency purposes
- Treated as confidential health information under ADA and employer policy.

Employer takeaway: Most diabetes accommodations are low-cost, easy to implement, and significantly reduce medical emergencies, absenteeism, and legal risk. Providing timely, supportive accommodations helps employees maintain stable blood sugar, perform effectively, and remain safe in all work environments.

Mental Health & Diabetes

Diabetes affects more than physical health. The daily demands of managing blood sugar, medications, food choices, and fear of complications can create significant emotional and psychological strain. These psychosocial factors directly influence workplace performance, attendance, and overall well-being. Understanding them helps employers support employees more effectively and reduce long-term health and productivity impacts.

How diabetes affects mental health

- **Stress and anxiety:** Frequent monitoring, unpredictable blood sugar changes, and concerns about long-term health can increase daily stress.
- **Depression:** People with diabetes are more likely to experience depression, which can reduce motivation, concentration, and energy.
- **Diabetes burnout:** The ongoing demands of self-management can lead to emotional exhaustion, frustration, and disengagement from care routines.
- **Fear of stigma:** Employees may worry about being judged for needing breaks, snacks, or medical accommodations, which can increase anxiety and reduce help-seeking.
- **Impact on cognitive function:** High or low blood sugar levels can temporarily affect focus, decision-making, and reaction time.

Mental health challenges can lead to increased absenteeism, reduced productivity, higher healthcare claims, and greater risk of disability. Supporting mental health is therefore a direct investment in workforce stability and performance.

What employers can do

Employers can reduce psychosocial strain and improve outcomes by:

- Ensuring access to mental health benefits and counseling
- Allowing flexible scheduling for medical or behavioral health appointments
- Providing reasonable accommodations (breaks for glucose checks, snacks, medication)
- Training managers to respond supportively and reduce stigma
- Communicating benefits clearly and confidentially
- Creating a culture where chronic condition management is normalized and respected.

Employer takeaway: Create a stigma-free environment where employees feel safe discussing diabetes needs early – it reduces stress, prevents burnout, and improves both health and performance.

Employer Recommendations Checklist

Use this checklist to support employees with diabetes and build a safe, inclusive and productive workplace. Supporting employees with diabetes benefits everyone – a healthier team is a stronger team.

RESPONSIBILITY	CHECK
1. Promote Awareness – Educate leaders and staff about diabetes and reduce stigma.	☐
2. Ensure Non-Discrimination – Prevent discrimination and harassment; promote equal opportunities.	☐
3. Provide Reasonable Accommodations – Allow flexibility for medication, breaks, meals, testing, and medical appointments.	☐
4. Support Health & Safety – Identify and reduce workplace risks that may affect employees with diabetes.	☐
5. Encourage Open Communication – Foster a supportive environment where employees feel comfortable discussing their needs.	☐
6. Allow Time for Self-Management – Permit time for blood glucose monitoring, insulin administration, and managing low or high levels.	☐
7. Protect Privacy & Confidentiality – Keep health information private and disclose only on a need-to-know basis.	☐
8. Provide Training – Train managers and HR on diabetes awareness and appropriate support.	☐
9. Evaluate Policies & Practices – Review workplace policies to ensure they support employees with diabetes.	☐
10. Promote Wellness – Support healthy lifestyles and provide access to wellness programs and resources.	☐

Conclusion

Diabetes touches every part of the workforce, and employers are uniquely positioned to influence outcomes through informed policies, equitable benefits, and supportive environments. By recognizing the complexity of diabetes, addressing the social and structural factors that shape risk, and implementing evidence-based prevention and management strategies, organizations can reduce avoidable costs while strengthening employee health, safety, and productivity. A proactive, coordinated approach – one that integrates education, accommodations, and access to high-quality care – creates a workplace where employees can manage diabetes without barriers and remain fully engaged in their roles. With the guidance in this resource, employers can move beyond awareness to meaningful action, building a healthier, more resilient workforce and advancing a culture of well-being across all levels of the organization.

Partner Organizations Supporting Diabetes Care

The following partner articles highlight key national organizations working to improve diabetes prevention, management, and overall chronic-disease outcomes across the workforce and broader community. Each partner brings unique expertise – from protecting employee rights and ensuring workplace accommodations, to expanding access to evidence-based prevention programs, and addressing related conditions such as chronic kidney disease. Together, these partners provide employers, employees, and health care professionals with trusted resources, practical tools, and supportive programs that strengthen diabetes care, reduce complications, and promote healthier workplaces and communities.

Diabetes in the Workplace: Rights, Resources & Responsibilities

The American Diabetes Association® (ADA) works tirelessly to advance knowledge, treatment, care, and provide advocacy for people living with diabetes. Employers, employees, health care providers, and other stakeholders can find many resources related to living with diabetes on the ADA’s website at diabetes.org/know-your-rights.

About diabetes

Diabetes is a complex, chronic condition requiring continuous care. To learn more about diabetes, visit diabetes.org.

All people with diabetes should have an individualized plan of care developed with their healthcare team that supports their diabetes management and helps them reach their health goals. For many people living with diabetes, managing it includes checking and monitoring blood glucose levels with a continuous glucose monitor (CGM) or a blood glucose meter (BGM), taking insulin via injection or an insulin pump, taking other medications to manage blood glucose and lower risk for diabetes-related complications, treating high (hyperglycemia) and low (hypoglycemia) blood glucose levels, and following an individualized plan for nutrition and physical activity. To manage their diabetes at work, employees may require reasonable accommodations. With appropriate support and accommodations, individuals with diabetes can thrive in the workplace and contribute as productive members of the workforce.

Employee and employer resources

The ADA recently published its updated employment statement titled “Employment and Diabetes: A Statement of the American Diabetes Association” (diabetesjournals.org/employment-statement) in *Diabetes, Obesity, and CardioMetabolic CARE* 2026 to help employers, employees, and health care providers understand and navigate the process for ensuring employees with diabetes have access to the tools they need to manage their diabetes and do not face discrimination in the workplace. Employers of workers with diabetes should be aware of federal laws prohibiting discrimination against people with disabilities. These laws include:

- The Americans with Disabilities Act, which applies to private employers and labor unions with 15 or more employees, as well as state and local governments.
- Section 504 of the Rehabilitation Act of 1973, which applies to employers receiving federal financial assistance.
- Section 503 of the Rehabilitation Act of 1973, which applies to companies holding federal contracts worth more than \$10,000.
- Section 501 of the Rehabilitation Act of 1973, which applies to federal agencies of the executive branch.
- The Congressional Accountability Act, which covers employees of Congress and most legislative branch agencies.

In addition, there are often state or local laws that further protect the rights of workers with disabilities such as diabetes. Federal law defines disability as “a physical or mental impairment that substantially limits one or more major life activities,” “a record of such an impairment,” or “being regarded as having such an impairment.” People with diabetes are considered to have a disability because diabetes substantially limits a major life activity, the functioning of

the endocrine system, which does not make and/or use insulin properly. Additionally, diabetes often affects other major life activities, such as caring for oneself, eating, walking, seeing, and sometimes others.

Individuals with diabetes may need certain accommodations during the application process and on the job to effectively manage their diabetes and perform work duties. Federal, state, and some local laws require employers to make these changes or modifications, which are referred to as “reasonable accommodations,” unless they cause “undue hardship” to the employer, meaning that they are significantly too expensive or difficult to implement.

The ADA’s statement on employment and diabetes covers many important topics, including:

- Limitations on asking job applicants about disabilities or health conditions.
- Assessment exams that may be utilized, if certain conditions are met.
- Individualized assessments that focus solely on determining whether individuals can perform the essential functions of their job – with or without reasonable accommodations – and whether they can do so without posing a direct threat.
- Information used in determining whether a worker poses a “direct threat,” which refers to a significant risk of substantial harm to the health or safety of the individual or others that cannot be eliminated through reasonable accommodations.
- Job-related screening guidelines, some of which are mandatory, such as those for commercial drivers.
- The interactive process employers and employees use for determining reasonable accommodations, which are assessed on an individualized basis.
- Common accommodations for people with diabetes, such as allowing breaks to check blood glucose levels, eat, drink, or administer insulin; permitting leave to accommodate medical appointments or other diabetes care needs; or modifying work schedules to better manage blood glucose levels.

Overall, the ADA’s employment statement will help employers, employees, and health care providers learn more about diabetes and how people with diabetes can and do safely serve as highly productive members of the workforce while managing their diabetes.

Finding local resources

The ADA recognizes that there can be challenges in finding diabetes care resources, such as primary and specialty diabetes care and certified diabetes care and education specialists, and that these resources may be particularly limited in small towns and rural areas. See diabetesjournals.org/disparities-in-complications.

People living with diabetes can find diabetes education programs on the ADA website to help them gain the knowledge, skills, and confidence to thrive with diabetes. To find local and virtual resources, visit: diabetes.org/tools-resources/diabetes-education-programs.

Other ADA employment resources include:

- [State of Diabetes Toolkit](https://diabetes.org/sodtoolkit), which includes an Employer Cost of Diabetes Calculator diabetes.org/sodtoolkit
- [Employer FAQs](https://diabetes.org/sites/default/files/2025-04/2025-04-18-Employer-FAQ) | diabetes.org/sites/default/files/2025-04/2025-04-18-Employer-FAQ
- [The Rights of People with Diabetes in Employment webinar](https://diabetes.org/advocacy/fighting-for-fairness-2025) | diabetes.org/advocacy/fighting-for-fairness-2025
- [Your Job and Your Rights: Ensuring People with Diabetes are Treated Fairly at Work](https://diabetes.org/your-job-your-rights-fact-sheet) | diabetes.org/your-job-your-rights-fact-sheet
- [Your Job and Your Rights: Diabetes Technology Accommodations in the Workplace](https://diabetes.org/your-job-your-rights-technology-fact-sheet) | diabetes.org/your-job-your-rights-technology-fact-sheet

- [Reasonable Accommodations for Diabetes Management in the Workplace](#) | diabetes.org/workplace-reasonable-accommodations
- [Additional resources](#) | diabetes.org/advocacy/know-your-rights/employment-discrimination, on specific diabetes issues, including:
 - Reasonable accommodations
 - Safety issues
 - Termination or adverse action issues
 - Commercial driving and diabetes
 - Pilot licensure
 - Resources for employers

Center for Information

The ADA's [Center for Information](#) – diabetes.org/about-us/center-information, is a vital service that responds to over 40,000 inquiries annually via phone, chat, and email. We provide trusted guidance, education, and support to individuals, caregivers, and healthcare professionals navigating the complexities of diabetes.

For more information, call 1-800-DIABETES (800-342-2383) or email AskAda@diabetes.org. If your issue is within our areas of service, you will receive tailored information and guidance. The ADA does not provide legal representation or advice to individuals.

About the American Diabetes Association

The ADA is the nation's leading voluntary health organization fighting to end diabetes and helping people thrive. Last year, the ADA celebrated 85 years of driving discovery and research to prevent, manage, treat, and ultimately cure diabetes—and we're not stopping. There are over 155 million Americans living with diabetes or prediabetes. Through advocacy, program development, and education, we're fighting for them all. To learn more or to get involved, visit us at diabetes.org or call 1-800-DIABETES (800-342-2383). Join us in the fight on Facebook ([American Diabetes Association](#)), Spanish Facebook ([Asociación Americana de la Diabetes](#)), LinkedIn ([American Diabetes Association](#)), and Instagram ([@AmDiabetesAssn](#)). To learn more about how we are advocating for everyone affected by diabetes, visit us on X ([@AmDiabetesAssn](#)).

Contact information:

Center for Information

Monday to Friday 9:00 AM–5:30 PM ET

[1-800-DIABETES \(800-342-2383\)](tel:18003422383)

askada@diabetes.org

Beyond Coverage: Helping Employees Prevent & Manage Diabetes

Why Employers Should Invest in the National Diabetes Prevention Program (National DPP) and Diabetes Self-Management Education and Support (DSMES) services.

Diabetes continues to be one of the most significant drivers of healthcare spending, lost productivity, and preventable complications for employers. More than 38 million Americans have diabetes, and nearly 98 million adults (approximately 1 in 3) have prediabetes. Most people with prediabetes don't know they have it, creating a substantial opportunity for employers to intervene before diabetes develops.

Fortunately, employers have access to two proven, evidence-based programs that can improve employee health while helping manage healthcare costs:

- The National Diabetes Prevention Program (National DPP) Lifestyle Change Program helps adults with prediabetes reduce their risk of developing type 2 diabetes.
- Diabetes Self-Management Education and Support (DSMES) services help people living with diabetes build the knowledge, confidence, and skills needed to successfully manage their condition.

Together, these programs provide a comprehensive approach to diabetes prevention and management across the workforce.

Why these programs matter

Employees affected by diabetes often face challenges beyond medical care alone. Managing weight, nutrition, physical activity, medications, stress, and daily decision-making can be overwhelming without structured support.

The National DPP and DSMES address these challenges through evidence-based education, coaching, and behavior change strategies that empower participants to take control of their health.

For employers, successful diabetes prevention and management can contribute to:

- Reduced healthcare costs
- Lower rates of diabetes-related complications
- Improved productivity and attendance
- Reduced absenteeism and presenteeism
- Greater employee engagement and well-being
- Improved quality of life for employees and their families.

Rather than simply treating diabetes after complications develop, these programs help employees make sustainable lifestyle changes that improve long-term outcomes. [Watch this video: “Getting a Return on your Prevention Investment.”](#)

Think beyond healthcare savings

The greatest value of diabetes prevention and management extends beyond reducing medical claims. Employers benefit from healthier employees who are more engaged, productive, and better able to manage chronic conditions. When evaluating the National DPP and DSMES, consider both financial return on investment (ROI) and organizational value of investment (VOI). Understanding the value of diabetes prevention is only the first step. The Coverage Toolkit (www.coveragetoolkit.com) provides practical tools and resources to help you evaluate your current benefits, build the business case for investment, implement coverage, and increase employee participation; [see Commercial and Employer Coverage pages.](#)

About the programs

The National Diabetes Prevention Program (National DPP)

The National DPP Lifestyle Change Program is a CDC-recognized, evidence-based program designed for adults with prediabetes or those at high risk for developing type 2 diabetes. Participants work with a trained lifestyle coach over the course of one year to build healthier habits related to nutrition, physical activity, stress management, problem solving, goal setting, and long-term weight management.

Research has shown that participants who lose 5–7% of their body weight and increase physical activity can reduce their risk of developing type 2 diabetes by as much as 58% (71% among adults age 60 and older).

Who benefits?

Employees who:

- Have prediabetes
- Are overweight or have obesity
- Have a history of gestational diabetes
- Have risk factors identified through health screenings or claims data.

Diabetes Self-Management Education and Support (DSMES)

DSMES is an evidence-based service designed for people already living with diabetes. Delivered by accredited or recognized programs, DSMES helps participants develop the skills needed to successfully manage diabetes throughout their lives.

Working with diabetes care and education specialists, participants learn how to:

- Monitor blood glucose
- Take medications safely
- Develop healthy eating habits
- Increase physical activity
- Prevent complications
- Manage stress
- Navigate changes in treatment
- Problem solve everyday challenges.

DSMES is recommended by the American Diabetes Association and the Association of Diabetes Care and Education Specialists as an essential part of diabetes care and should be offered at diagnosis, annually, when treatment changes, and when health transitions occur.

Benefits include:

- Improved A1C levels
- Better medication adherence
- Fewer diabetes-related complications
- Increased confidence and self-management skills
- Improved quality of life.

Coverage alone isn't enough

Many employers already cover the National DPP or DSMES through their health plan or through a contracted vendor, but employees often don't know these benefits exist.

Low awareness is one of the biggest barriers to participation. Simply offering a benefit does not guarantee employees will use it. Employers can significantly increase utilization by actively promoting these programs throughout the year.

Effective strategies include:

- Including programs in new hire orientation
- Promoting benefits during open enrollment
- Sending targeted emails to eligible employees
- Highlighting success stories
- Training HR staff and benefits teams to discuss available programs
- Encouraging managers and wellness champions to share resources
- Coordinating with health plans and vendors on outreach campaigns
- Promoting programs during National Diabetes Month (November) and National Prediabetes Awareness campaigns.

Consistent communication helps normalize participation and ensures employees understand that these programs are available to support them.

Taking the next step

Whether your organization is beginning its diabetes prevention efforts or expanding existing benefits, the National DPP and DSMES provide proven solutions that improve employee health while supporting organizational goals. If your health plan already covers these services, make sure employees know about them.

If these programs are not currently available, work with your health plan, benefits consultant, or vendor partners to explore adding them as covered benefits.

Supporting employees before diabetes develops and helping those living with diabetes successfully manage their condition is one of the most effective investments employers can make for a healthier, more productive workforce.

Need help getting started?

Healm is a free online resource designed specifically for employers who want to implement or strengthen diabetes prevention benefits. Through www.HealmAtWork.org, employers can assess their current approach, explore benefit options, access practical implementation tools, and connect with trained Healm Guides who provide one-on-one technical assistance. Whether you're considering adding the National DPP or looking to increase participation in existing benefits, Healm can help.

For more information about the National Association of Chronic Disease Directors (NACDD), visit their diabetes page at <https://chronicdisease.org/diabetes/>.

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National Kidney Foundation

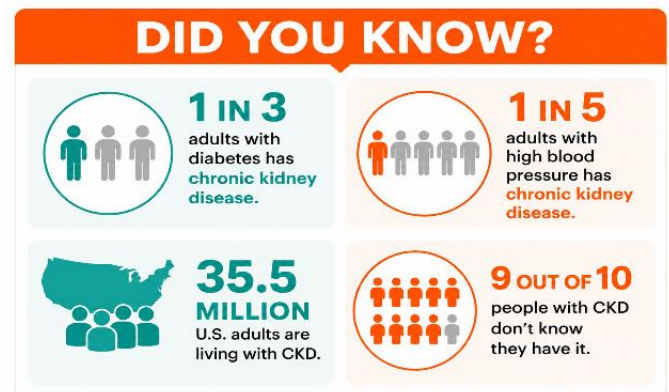
The National Kidney Foundation (NKF) is revolutionizing the fight to save lives by eliminating preventable kidney disease, accelerating innovation for the dignity of the patient experience, and dismantling structural inequities in kidney care, dialysis, and transplantation.

Mission and goals

- Prevent disease: Focuses on early detection and stopping preventable kidney damage.
- Support patients: Helps people undergoing dialysis and living with transplants.
- Promote donation: Works to increase organ availability for those in need.

Key programs

- Education and research: Provides clinical guidelines, professional training, and funds medical research.
- NKF cares: Offers a dedicated patient helpline for support and information.
- Advocacy: Works with lawmakers to protect patient rights and improve healthcare equity.



What is chronic kidney disease?

Chronic kidney disease (CKD), also known as kidney disease or renal disease, happens when the kidneys become damaged and over time may not clean the blood as well as healthy kidneys. According to the Centers for Disease Control and Prevention, CKD affects more than 35.5 million U.S. adults, or 14% of the adult population. Additionally, about 87% of adults with kidney disease do not know they have it, including 40% of adults with severe kidney disease (function <29%). When kidney function continues to decrease and they are too damaged to function properly, kidney failure occurs. At this point a person will need another medical treatment to survive, either dialysis or kidney transplant.

Conditions that increase your risk for kidney disease

Several common chronic conditions can damage your kidneys over time, often without symptoms. The leading risk factors include:

- **Diabetes:** High blood sugar can damage the kidneys' filtering system, making diabetes the leading cause of CKD. Persons with diabetes make up the fastest-growing group of kidney dialysis and transplant recipients in the United States.
- **High blood pressure:** Uncontrolled blood pressure can damage the small blood vessels in the kidneys, reducing their ability to function properly. Hypertension is the second leading risk factor for CKD. CKD can also lead to hypertension.
- **Heart disease:** Your heart and kidneys work together. When one isn't functioning well, it places added stress on the other, increasing the risk of both heart and kidney complications.

About 30% of patients with type 1 diabetes and 10–40% of those with type 2 diabetes eventually will suffer from kidney failure. More than 1 in 5 adults with high blood pressure have chronic kidney disease.

Early detection saves kidney function

One of the biggest challenges with kidney disease is that it usually develops silently. Most people experience no symptoms during the early stages, which is why routine screening is so important. If you have diabetes or other risk factors, ask your healthcare provider about two simple tests every year:

- **Urine albumin-to-creatinine ratio (uACR):** This urine test detects small amounts of albumin (a type of protein) leaking into the urine – often the earliest sign of kidney damage.
- **Estimated glomerular filtration rate (eGFR):** This blood test measures how well your kidneys are filtering waste from your blood and determines your stage of kidney function.

Together, these tests provide a complete picture of kidney health and can identify problems long before symptoms appear.

How the NKF can help

NKF provides trusted resources to help individuals and families understand kidney disease, reduce their risk, and navigate every stage of kidney health. Available resources include: (click to learn more)

- [Kidney disease education and prevention materials](#)
- [Kidney health risk assessments](#)
- [Patient education webinars and community workshops](#)
- [Nutrition and healthy living resources](#)
- [Peer mentoring and patient support programs](#)
- [Information about treatment options, transplantation, and living donation](#)
- [Educational materials for caregivers and healthcare professionals](#)

Supporting kidney health in the workplace

CKD is a silent and costly crisis for employers. CKD is asymptomatic in its early stages but increases the risk of cardiovascular disease, affecting healthcare costs and employee productivity. Employers bear significant costs, with CKD-related expenses making up over 10% of annual healthcare spending.

- CKD is also a disease multiplier complicating treatment and driving up costs – individuals with CKD and type 2 diabetes face nearly double the healthcare costs compared to those with diabetes alone.
- CKD impacts workplace productivity – 49% of employees with CKD report job-related limitations.
- It is estimated that 44% of the diabetes population has CKD.
- An employee on dialysis can cost an employer more than \$460,000 in the first 30 months of treatment.

Early intervention and supportive policies are crucial. Prioritizing CKD screening, education, and treatment can help employers control healthcare costs and improve workforce well-being.

As a trusted leader in kidney health, NKF collaborates with corporations to deliver meaningful programs and resources that improve employee health and advance workplace wellness. From educational workshops to screening initiatives and digital resources, NKF offers a comprehensive suite of tools to help organizations support their workforce:

! KNOW THE WARNING SIGNS

Although kidney disease often has no symptoms early on, more advanced disease may cause:

	Swelling in the feet, ankles, or hands		Loss of appetite
	Fatigue or weakness		Muscle cramps
	Changes in urination		Difficulty concentrating
	Persistent itching		

 These symptoms can be caused by many conditions, so it's important to talk with your healthcare provider if you notice any changes.

- **NKF Wellness Solutions for Employers:** A suite of tools to support organizations in advancing kidney health and overall well-being among their employees ([Corporate Wellness Solutions](#)).
- **Drive for Dialysis:** Join the fight against kidney disease with a hands-on, team-building activity to assemble care packages for dialysis patients in the community where you live and work.
- **Circle of Excellence:** An employer recognition program from the American Society of Transplantation that celebrates organizations who provide salary support to living donors. By implementing a policy to support the lost wages of a living donor employee, employers can join the Circle of Excellence and demonstrate a clear commitment to saving lives ([Living donor circle of excellence](#)).

Take action today

If you have diabetes, don't wait for symptoms to appear. Talk with your healthcare provider about including annual kidney screenings with both the uACR and eGFR tests as part of your routine diabetes care. Early detection can make all the difference. By managing diabetes, controlling blood pressure, living a healthy lifestyle, and getting screened every year, you can take meaningful steps to protect your kidneys – and your future.

Interested in learning more?

Organizations interested in learning more about the NKF's workplace or wellness programs, educational resources, and partnership opportunities are encouraged to connect with their local NKF office at [NKF Serving Eastern Pennsylvania/New Jersey](#) or visit www.kidney.org.

Together, we can help create healthier workplaces, empower employees with life-saving knowledge, and advance kidney health in communities across the country.

Contact information:

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Michelle Foster, Director Community Impact and Strategic Partnerships – Michelle.foster@kidney.org

1900 Market Street, Suite 800

Philadelphia, PA 19103

215-923-8611

National Nonprofit Organizations & Resources

Adventures for the Cure | <https://adventuresforthecure.com/>

Awareness and lifestyle support via community events.

African American Diabetes Association (AADA) | <https://africanamericandiabetes.org/>

Culturally relevant education and prevention.

American College of Diabetology (ACD) | www.acdiabetology.org/

Clinical education and professional support.

American Diabetes Association (ADA) | <https://diabetes.org/>

The largest US diabetes non-profit. Offers "Co-Pay Relief" programs, local lifestyle change classes, and vast clinical resources.

Association of Diabetes Care and Education Specialists (ADCES) | <https://www.adces.org/>

A professional membership organization that provides a "Find a Diabetes Education Program" tool for patients.

Beyond Type 1 / Beyond Type 2 | <https://beyondtype1.org/>

Modern digital platforms offering community stories, mental health resources, and the <https://getinsulin.org/> affordability tool.

Blue Circle Health | www.bluecirclehealth.org/

Free, expert clinical care, education, and support for adults living with type 1 diabetes.

Breakthrough T1D | www.breakthrought1d.org/T1D

Leading T1D research and advocacy. Provides "Bag of Hope" for newly diagnosed kids and adult support kits.

Camp Kudzu | <https://campkudzu.org/>

Camps and education for children with type 1 diabetes.

Children with Diabetes | <https://childrenwithdiabetes.com/>

Famous for the "Friends for Life" conferences; provides education and inspiration for families managing Type 1 diabetes.

ConnectT1D | <https://connect1d.org/home>

Social connection for adults, teens and families of children living with Type 1 Diabetes.

Connected in Motion | www.connectedinmotion.ca/

Provides outdoor adventure-based education (Slipstreams) for adults living with Type 1 diabetes.

Defeat Diabetes Foundation | <https://defeatdiabetes.org/>

Community education and prevention resources.

Diabetes Action Research and Education Foundation | <https://diabetesaction.org/>

Research funding and educational programs.

Diabetes Advocates | <https://diabetesadvocates.org/>

Connect, educate, and support advocates dedicated to improving the lives of people living with diabetes.

Diabetes Food Hub (ADA program) | www.diabetesfoodhub.org/

Nutrition and recipe resources.

Diabetes Leadership Council | www.diabetesleadership.org/

National advocacy focused on insulin affordability and healthcare access; provides guidance on navigating insurance and federal funding.

Diabetes Patient Advocacy Coalition (DPAC) | www.diabetespac.org/

Advocacy and policy work.

Diabetes Research Institute Foundation | www.diabetesresearch.org/

Solely focused on finding a biological cure for diabetes by restoring natural insulin production.

Diabetes Scholars Program | www.diabetesscholars.org/

Scholarships and leadership for students with type 1 diabetes.

Diabetes Sisters | <https://diabetessisters.org/>

National peer support network specifically for women (cis and trans) and non-binary people living with diabetes.

Dispensary of Hope | www.dispensaryofhope.org/

Supplies donated medications to clinics and pharmacies across the U.S.

Diversity in Diabetes | <https://diversityindiabetes.org/>

Dedicated to ending health disparities; provides virtual education and testing for under-resourced communities.

Endocrine Society | www.endocrine.org/

Provides professional clinical guidelines and patient fact sheets on hormone-related conditions, including diabetes and hypoglycemia.

International Diabetes Education Association (IDEA) | <https://ideaintl.org/>

Culturally tailored diabetes prevention, education, and wellness support for African, Caribbean, and diaspora communities.

Juvenile Diabetes Cure Alliance (JDCA) | <https://thejdca.org/>

Advocacy focused on accelerating a cure.

More Than Type 1 | <https://morethant1d.com/>

A supportive space for teens, young adults, and caregivers to share real stories, find practical tools, and navigate life with type 1 diabetes beyond the daily medical routines

National Center for Health in Public Housing | <https://nchph.org/>

Provides specific diabetes management toolkits for residents living in public housing and underserved urban areas.

NeedyMeds | <https://www.needymeds.org/>

Educates and empowers those seeking affordable healthcare. Our vision is affordable healthcare for all.

Sansum Diabetes Research Institute | <https://sansum.org/>

Specializes in diabetes technology research and health resources for the Hispanic/Latino community.

T1D Exchange | <https://t1dexchange.org/>

A non-profit focused on accelerating new therapies and improving care through a patient registry and real-world data.

Taking Control of Your Diabetes (TCOYD) | <https://tcoyd.org/>

Education and motivation.

The Diabetes Link (previously College Diabetes Network) | <https://thediabeteslink.org/>

Tailored resources for young adults navigating the transition from pediatric to adult care.

The diaTribe Foundation | <https://diatribe.org/foundation>

Diabetes education, advocacy and research insights.

The Leona M. and Harry B. Helmsley Charitable Trust | <https://helmsleytrust.org/>

One of the largest private foundation funders of T1D research and health access initiatives globally.

We Are Diabetic | <https://wearediabetic.org/>

A support-driven resource hub that empowers people living with diabetes through clear, reliable information and practical tools to help them manage daily life with confidence.

YMCA's Diabetes Prevention Program | www.ymca.org/what-we-do/healthy-living/fitness/diabetes-prevention

A national lifestyle-change program that helps employees reduce their risk for type 2 diabetes through coaching, healthier eating, increased physical activity, and modest weight loss.

State-Based Non-Profit Organizations & Resources

Delaware

Bayhealth Diabetes Support Group | www.bayhealth.org/services/diabetes-management/diabetes-support-group

Support group can help you manage diabetes and life more effectively

Beebe Healthcare Diabetes Management | <https://www.beebehealthcare.org/services/diabetes-medical-nutrition>

Focuses on the Sussex County area, offering "Diabetes 101" classes and gestational diabetes counseling.

ChristianaCare Diabetes and Metabolic Diseases Center | <https://christianacare.org/us/en/care/specialty-care/diabetes>

Provides intensive outpatient education and a support network for DE residents managing insulin pumps and continuous glucose monitors.

Delaware Diabetes Coalition | https://www.dediabetescoalition.org/?utm_source

Awareness, prevention, early detection, education, and advocacy for Delawareans. Has a resource guide available to download.

Delaware Emergency Services Diabetes Fund | <https://dediabetescoalition.org/resources/de-emergency-services-diabetes-fund/>

Provides diabetes services, medications, and supplies to residents of DE on an emergency need basis.

Healthy Delaware | <https://www.healthylouisiana.org/individuals/diabetes>

Overview of diabetes risks, types, and local education programs available across DE.

La Red Health Center | <https://www.laredhealthcenter.org/>

Provides culturally competent diabetes management and prevention services to the diverse populations of DE.

Make A Choice | <https://www.makeachoice.org>

A health-navigation program that connects individuals to free or low-cost diabetes prevention, diabetes management, and chronic-disease support services.

Modern Maturity Center | <https://www.modern-maturity.org/>

Located in Dover, this center offers the "Diabetes Self-Management Program" (DSMP) specifically designed for seniors living in Kent County.

Nemours (multi-state pediatric system) | <https://www.nemours.org/>

Provides comprehensive specialty care, primary care, urgent care, maternal-fetal health services, and pediatric research.

Quality Insights – Delaware Diabetes Resources | www.qualityinsights.org/stateservices/projects/de-diabetes/resources

A free, printable library of patient-friendly diabetes education tools and provider resources to support high-quality care across DE.

Westside Family Healthcare | <https://www.westsidehealth.org/>

A community-based non-profit providing sliding-scale diabetes care, clinical pharmacy consultations, and lifestyle coaching throughout DE.

New Jersey

Camp Nejeda Foundation | campnejeda.org

A specialized non-profit providing summer camps and family programs exclusively for children with type 1 diabetes to foster independence and peer connection.

Children's Hospital of Philadelphia – NJ Locations | www.chop.edu/centers-programs/diabetes-center-children

Extensive pediatric diabetes education and support groups for families in South Jersey.

CompleteCare Diabetes | <https://completecare.net/services/diabetes-management>

Provides diabetes education, lifestyle-based coaching, and personalized support to help patients.

Diabetes Foundation | <https://diabetesfoundationinc.org/>

Free support, education, financial assistance, supplies, and support groups for people living with diabetes in NJ.

Diabetes Support Groups | <https://diabetesfoundationinc.org/services/support-groups/>

Offers free diabetes support groups, workshops, education, navigation, and community programs for NJ residents. This includes virtual, phone, and in-person support options.

Inspira | www.inspirahealthnetwork.org/services-treatments/endocrinology/diabetes/diabetes-education-program

Provides ADA-recognized diabetes self-management education.

Nemours (multi-state pediatric system) | <https://www.nemours.org/>

Provides comprehensive specialty care, primary care, urgent care, maternal-fetal health services, and pediatric research.

RWJBarnabas Health | <https://www.rwjbh.org/treatment-care/diabetes-care/>

Provides comprehensive education, monitoring, and management programs to help patients throughout New Jersey effectively manage all types of diabetes.

Southern New Jersey Perinatal Cooperative | www.snjpc.org

Focuses on maternal health in South Jersey, providing specific education and support for women with gestational diabetes.

Virtua | www.virtua.org/

Provides comprehensive care, community health programs, and advanced services across hundreds of locations in NJ.

Pennsylvania

ChesPenn Health Services | <https://chespenn.org/>

A Federally Qualified Health Center (FQHC) providing accessible, affordable medical, dental, behavioral health, and social services for families across the community.

ChristianaCare Diabetes and Metabolic Diseases Center | <https://christianacare.org/us/en/care/specialty-care/diabetes>

Provides intensive outpatient education and a support network for PA residents managing insulin pumps and continuous glucose monitors.

Cities for Better Health | www.citiesforbetterhealth.com

Philadelphia is participating in the Cities for Better Health program, a global initiative focused on reducing diabetes and obesity through community-driven, multi-sector interventions.

Family Practice and Counseling Services Network (FPCSN) | www.fpcn.com

A nonprofit community health center providing primary care, behavioral health, dental, and supportive services, with no one turned away for inability to pay.

Family Service Association of Bucks County | www.fsabc.org

Offers specialized health and wellness programs, including support for low-income families in Bucks County, PA managing chronic conditions like diabetes.

Health Promotion Council – PHMC | www.hpcpa.org/programs-services/tcap

Provides chronic-disease prevention, nutrition, wellness, and community health services that directly support diabetes management and education

Main Line Health | www.mainlinehealth.org/

A regional health system delivering accessible, human-centered care across hospitals and outpatient locations.

Make A Choice | www.makeachoice.org

A health-navigation program that connects individuals to free or low-cost diabetes prevention, diabetes management, and chronic-disease support services.

Manna on Main Street | www.mannaonmain.org

A Montgomery County-based organization providing medical-grade food assistance and nutrition education for low-income diabetics.

Nemours (multi-state pediatric system) | <https://www.nemours.org/>

Provides comprehensive specialty care, primary care, urgent care, maternal-fetal health services, and pediatric research.

Penn Medicine | Rodebaugh Center | www.pennmedicine.org

ADA-accredited clinical care specializing in complex insulin therapy and gestational diabetes support in the Philadelphia region.

Quality Insights | www.qualityinsights.org/stateservices/projects/pa-diabetes/resources

PA diabetes resources (state services and tools).

Temple Health | www.templehealth.org/

A nonprofit academic health system delivering expert, accessible care to patients across Philadelphia and the surrounding region.

Governmental Funded Resources

National Resources

CDC – Division of Diabetes Translation | www.cdc.gov/diabetes

The primary source for the National Diabetes Prevention Program (National DPP). Provides a searchable database to find local lifestyle change classes.

FDA – Diabetes | <https://www.fda.gov/consumers/health-education-resources/diabetes>

Provide diabetes resources as well as review, approve, and monitor the safety of all diabetes medications and devices and by issue recalls and safety alerts when problems arise.

HHS Office of Minority Health | <https://minorityhealth.hhs.gov/diabetes-topic-guide>

Provides targeted materials via the "Think Cultural Health" initiative to address disparities in Hispanic, Black, and Asian American communities.

HRSA – Health Center Finder | <https://findahealthcenter.hrsa.gov/>

A federal tool to find Federally Qualified Health Centers that offer sliding-scale fees for diabetes care and insulin.

National Eye Institute | www.nei.nih.gov

Offers specialized toolkits for preventing diabetic retinopathy and managing vision health through the "Watch Out for Your Vision" campaign. Part of the National Institutes of Health (NIH).

National Institute of Diabetes and Digestive and Kidney Diseases | www.niddk.nih.gov

Provides detailed scientific explanations of diabetes, clinical trial information, and free peer-reviewed educational brochures. Part of the NIH.

National Institute on Aging | www.nia.nih.gov

Provides specific guides for older adults managing "diabetes comorbidities," such as cognitive health and mobility. Part of the NIH.

State Government-Funded Programs

Delaware

Delaware Department of Health and Social Services (DHSS) | <https://dhss.delaware.gov/>

Providing statewide public programs and support.

- **Diabetes and Heart Disease Prevention Program | <https://dhss.delaware.gov/dph/dpc/diabetes/>** Library of diabetes and hearth-health education tools designed to support DE patients, families, and care teams.
- **Diabetes Self-Management Program | <https://dhss.delaware.gov/dph/dpc/diabetesselfmgt/>** Information on workshops to help people manage their chronic diseases more effectively.
- **Emergency Medical Diabetes Fund | <https://dhss.delaware.gov/dph/homepage/about/sections/bhp/chronic-disease/diabetes/emergency-diabetes-fund/>** Provides assistance for the uninsured.

Delaware Department of Human Resources | <https://dhr.delaware.gov/benefits/diabetes/index.shtml>

Offers the "Transform Diabetes Care" program featuring \$0 copays for supplies and cellular-connected meters for eligible Delaware residents.

Healthy Delaware | www.healthydelaware.org/Individuals#diabetes

Chronic-disease resource that provides education, screening support, and programs to help residents prevent and manage conditions, such as diabetes.

New Jersey

NJ Department of Health – Diabetes Prevention and Control Program | www.nj.gov/health/fhs/chronic/diabetes/

State program supporting diabetes prevention, education, and chronic-disease management across all NJ counties.

NJ SNAP-Ed (Statewide) | www.nj.gov/humanservices/njsnap/njsnap-ed/

State-funded nutrition education for diabetes-friendly eating, budgeting, and cooking.

Pennsylvania

Keystone First Diabetes Program | <https://www.keystonefirstpa.com/member/programs/carecoord/diabetes>

Medicaid managed care health plan that serves Philadelphia and Southeastern Pennsylvania, Offers the "Praise Is the Cure" initiative, health screenings, and nutrition education for residents in the Pennsylvania area.

Pennsylvania Dept. of Health (Diabetes) | <https://www.pa.gov/agencies/health/diseases-conditions/chronic-disease/diabetes>

Manages the state's official Diabetes Action Plan and registry of accredited programs across the Commonwealth of Pennsylvania.

- **PA Department of Health** | www.pa.gov/services/aging/register-for-a-diabetes-self-management-workshop
Diabetes Self-Management Workshop registration.

Mobile Health & Community Outreach

While many mobile units in Delaware, New Jersey, and Pennsylvania do not offer diabetes-specific care, they still play a critical role in workplace wellness and community health. These units provide preventive screenings, vaccinations, health education, and resource navigation that help identify risks early and connect individuals to appropriate follow-up care. Employers can use these mobile services to support health fairs, onsite wellness events, and community outreach initiatives that improve overall employee well-being – even when diabetes care is not the primary focus.

Delaware

Government / State-Operated Mobile Units

Delaware DPH “Health 2 Go” Mobile Unit

Operator: Delaware Division of Public Health

Website: publichealthalerts.delaware.gov/dph-community-mobile-health-unit

Serves: Statewide

Best for: Walk-in testing, vaccinations, community health access

Services provided:

- HIV testing and counseling
- COVID-19 testing and vaccination
- Flu shots
- Clinical and community resource navigation
- Wheelchair-accessible walk-in care

Nonprofit Healthcare Systems (Community Outreach)

University of Delaware – St. Francis Mobile Health Van

Operator: University of Delaware + St. Francis Hospital

Website: sites.udel.edu/healthycommunities/healthforall

Serves: Statewide

Best for: Community health education, screenings, student-supported outreach

Services provided:

- Physical health screenings
- Nutrition support
- Behavioral health screenings
- Nurse practitioner care (select events)
- Stress and mindfulness resources
- Social determinants of health support

Beebe Wellness Van

Operator: Beebe Healthcare

Website: <https://www.beebehealthcare.org/patients-visitors/community-outreach/community-mobile-health-clinic>

Serves: Sussex County

Best for: Addiction medicine and behavioral health

Services provided:

- Vaccinations
- Free health screenings
- Addiction medicine
- Behavioral health services
- Physical health care

ChristianaCare Mobile Health Unit

Operator: ChristianaCare

Website: <https://christianacare.org/us/en/wellness/community-health/mobile-health>

Serves: Wilmington

Best for: Walk-in family medicine, primary care access

Services provided:

- Adult care
- Women's health
- Pediatrics
- Vaccinations

Bayhealth "Health on the Move" Wellness Bus

Operator: Bayhealth

Website: <https://www.bayhealth.org/community-wellness/community-outreach/mobile-care>

Serves: Kent and Sussex Counties

Best for: Clinical-grade screenings, walk-in wellness

Services provided:

- Vaccinations
- Blood pressure checks
- Wellness screenings
- Health education

Federally Qualified Health Center Mobile Units

La Red Health Center Mobile Unit

Operator: La Red Health Center

Website: www.laredhealthcenter.org/outreach-and-support/mobile-health-unit

Serves: Sussex County (Georgetown, Seaford, Milford)

Best for: Sliding-scale primary care, multilingual outreach

Services provided:

- BP and glucose screenings
- Primary care
- Women's health
- Immunizations
- COVID-19 testing/vaccines
- Behavioral health screenings
- Insurance enrollment assistance

Westside Family Healthcare Mobile Unit

Operator: Westside Family Healthcare

Website: <https://www.westsidehealth.org/services/rural-health-outreach> [Rural Health Outreach](#) | [Services](#) | [Westside Family Healthcare](#)

Serves: Kent and Sussex Counties

Best for: Migrant worker support, full-spectrum primary care

Services provided:

- Chronic disease management (high blood pressure, diabetes)
- Health screenings and education
- Preventive care (physicals, vaccines)
- Sick visits for illness or injury
- Access to resources for social services
- Assistance with transportation for visits
- Supplies (hygiene kits, care kits, masks, food)

Hospital & Health System Units

Saint Clare Medical Outreach Van

Operator: Saint Francis Hospital (Trinity Health Mid-Atlantic)

Website: <https://www.trinityhealthma.org/>

Serves: New Castle County

Best for: Chronic disease support, medication access, social care navigation

Services provided:

- Primary care (5 days/week)
- Basic screenings
- Vaccinations
- Insulin/medication referrals (Dispensary of Hope)
- Behavioral health referrals
- Social care navigation (FindHelp)
- Free/low-cost cancer screening referrals
- Walk-up care

Insurance-Funded Units

AmeriHealth Caritas – Mobile Wellness and Opportunity Center

Operator: AmeriHealth Caritas Delaware

Website: amerihealthcaritasde.com/member/resources/mobile-wellness-center

Serves: Statewide

Best for: Social care, maternal health, pediatric immunizations

Services provided:

- Health education
- Screenings
- Maternal/pediatric outreach
- Community resource navigation

Highmark Blue Cross Blue Shield Delaware – UD/St. Francis Van Partner

Operator: Highmark + UD/St. Francis

Website: <https://sites.udel.edu/healthycommunities/2020/04/20/community-mobile-healthcare-wellness-program/>

Serves: Statewide

Best for: Chronic disease screening, diabetes checks, community outreach

Services provided:

- Vaccinations
- BP screenings
- Diabetes screenings
- Behavioral health screening
- Health education

New Jersey

Government / State-Operated Mobile Units

Woodbridge Township Mobile Health Services Unit

Operator: Woodbridge Township

Website: twp.woodbridge.nj.us/mobile-health

Serves: Woodbridge Township

Best for: Preventive screenings

Services provided:

- Glucose screenings
- BP screenings
- Vaccinations
- Health education

RCBC Mobile Health Clinic on Wheels

Operator: Burlington County Health Dept. and Rowan College at Burlington County

Website: <https://burlingtoncountynj.gov/calendar.aspx?EID=22312>

Serves: Burlington County

Best for: Free preventive care, employer partnerships

Services provided:

- Glucose testing
- Vaccinations
- BP screenings
- HIV/STD testing
- Naloxone training
- Basic clinical exams
- Health education

Nonprofit Healthcare Systems (Community Outreach)

CompleteCare Mobile Medical Unit

Operator: CompleteCare Health Network

Website: completecarenj.org/services/mobile-medical-unit

Serves: South NJ

Best for: Workforce wellness, diabetes screenings

Services provided:

- Diabetes screenings
- Glucose checks
- BP screenings
- Sick/well visits
- Health education

Employer / Occupational Mobile Units

Mobile Health (Occupational Health)

Operator: Mobile Health

Website: <https://www.mobilehealth.com/>

Serves: Central and South NJ

Best for: Employer compliance

Services provided:

- Vaccines
- Titters
- Antibody/antigen testing
- Alcohol screening
- OSHA physicals
- Respirator fit testing
- Hearing/vision screening

Hospital & Health System Units

Jefferson Health – Mobile Cancer Screening Van

Operator: Jefferson Health / Sidney Kimmel Cancer Center

Website: <https://www.jeffersonhealth.org/clinical-specialties/cancer/community-outreach-engagement/mobile-cancer-screening>

Serves: Philadelphia region (NJ adjacent)

Best for: Breast and cervical cancer screening

Services provided:

- Mobile cancer screening
- Preventive screenings
- Community education
- Linkage to care

Southern Jersey Family Medical Centers (SJFMC) – Mobile Medic

Operator: SJFMC

Website: www.sjfmc.org/mobile-medic-request

Serves: Southern NJ

Best for: Full-spectrum primary care

Services provided:

- Medical Services
- Dental
- Screenings
- Community Outreach
- Health Education
- Special Events

Insurance-Funded Units

Horizon Blue Cross Blue Shield – Mobile Wellness Partners

Operator: Horizon Foundation + RWJBarnabas + Hackensack Meridian

Website: <https://www.horizonblue.com/hackensackmeridianhealth>

Serves: Statewide

Best for: Dental and respiratory health

Services provided:

- Asthma mobile clinics
- Preventive screenings
- Dental screenings (“Smiling Healthy”)

Pennsylvania

Nonprofit Healthcare Systems (Community Outreach)

Primary Health Network – Mobile Health Unit

Operator: Primary Health Network

Website: <https://www.primary-health.net/services/mobile-health/>

Serves: 50+ PA clinic regions

Best for: Chronic disease management, preventive care

Services provided:

- Primary care
- Vaccinations
- Sick visits
- Chronic disease management
- BP/cholesterol/glucose/BMI checks
- Medication management
- Behavioral health support
- Opioid outreach
- Health education

Federally Qualified Health Center Mobile Units

Sayre Health Center Mobile Care Unit

Operator: Sayre Health Center

Website: <https://www.sayrehealth.org/mobile-care-unit-mcu>

Serves: West Philadelphia

Best for: Urban preventive care

Services provided:

- Glucose screenings
- Mental health testing
- BP testing
- Physical exams
- Preventive medicine

Hospital & Health System Units

Barclays + ChristianaCare Mobile Health Services (PA Region)

Operator: ChristianaCare

Website: <https://christianacare.org/us/en/wellness/community-health/mobile-health>

Serves: PA/DE border region

Best for: Women's health imaging and community health

Services provided:

- Diabetes screenings
- Vaccinations
- Women's health imaging

Penn Medicine Mobile Mammogram Unit

Operator: Penn Medicine

Website: <https://lp.pennmedicine.org/cancer/mammogram-van-events>

Serves: Greater Philadelphia

Best for: Advanced cancer screening. As part of their initiative to make preventive healthcare more accessible, they partner with local businesses to bring their van to health fairs, community events, employee wellness events and corporate campuses.

Services provided:

- Diabetes screening
- Hypertension screening
- 3D mammograms
- Colon cancer kits
- PSA screenings
- Lung cancer risk assessment
- Vascular/liver ultrasound
- Eye and throat cancer screening

Insurance-Funded Units

UPMC Health Plan – WIC Mobile Unit

Operator: WIC + UPMC

Website: <https://tapestryofhealth.org/wic-mobile-unit/>

Serves: Statewide

Best for: Pregnancy and early childhood nutrition

Services provided:

- Nutrition support
- Breastfeeding support
- Breast pumps
- Health education

Keystone First Mobile Wellness & Opportunity Center

Operator: Keystone First + PHMC

Website: <https://www.keystonefirstpa.com/community/wellness-center>

Serves: Southeast PA

Best for: Health, wellness, education, and support services

Services provided:

- Health Screenings
- Digital Literacy
- Medicaid Navigators
- Wellness & Education Programs

Resource Directory

This section provides a list of voluntarily submitted organization profiles, regional diabetes centers, and other partners. All information is self-reported and inclusion does not constitute an endorsement of any organization or solution by GPBCH.

Organizational Profiles

[Abacus Health Solutions](#)

[Abbott](#)

[Accessible Pharmacy Services](#)

[Aduro](#)

[Beebe Healthcare](#)

[CAPPA Health, Inc](#)

[Cigna Healthcare Diabetes Prevention Program](#)

[CEQUR®](#)

[Ciba Health](#)

[Digbi](#)

[Do It Better Wellness™](#)

[First Stop Health](#)

[FitPros](#)

[FlyteHealth](#)

[Health Promotion Council \(HPC\)](#)

[Ilant Health](#)

[Independence Blue Cross – Diabetes Management Program](#)

[Imagine360](#)

[Lark Technologies, Inc.](#)

[Navigate Wellbeing](#)

[New Ocean Health Solutions](#)

[Noom, Inc.](#)

[Novo Nordisk®](#)

[Omada Health](#)

[Patient-Centered Outcomes Research Institute](#)

[Pulse4Pulse, LLC](#)

[Recovery Plus Health](#)

[Signos, Inc.](#)

[Teladoc Health](#)

[Telligen](#)

[Transcarent](#)

[Tria Health](#)

[Trividia Health, Inc.](#)

[Twin Health](#)

[United Concordia Dental](#)

[Vida Health](#)

[Virta Health](#)

[WebMD Health](#)

[Welldoc](#)

[YMCA of Delaware](#)

Abacus Health Solutions

A brief overview of relevant products and services:

The Abacus Diabetes Care Rewards program is a comprehensive, behavior-based diabetes management solution offered through self-funded employers that garners an **industry leading 35–40% participation rate**. The program supports individuals with **type 1, type 2, prediabetes, gestational diabetes, and juvenile diabetes (with parental permission)**, and is structured to improve clinical outcomes and to reduce healthcare costs, evidenced by a **reduction in inpatient claims**. Program requirements include completion of American Diabetes Association standards of care with a primary care provider, and engagement with Abacus telehealth staff to earn a **patented \$0 copay** for all covered diabetes medications and supplies.

Contact information:

Jeremy Doak, VP Sales and Marketing,
1210 Pontiac Avenue, Cranston,
RI 02920
401-741-6887
jdoak@abacushealth.com

The program integrates personalized outreach, telehealth support, and optional remote monitoring to drive sustained engagement. Diabetes Care Rewards is available to self-funded groups with 500+ employees/1,000+ health plan members.

Pricing information:

Price ranges from \$60–110 **per-participant per-month** based on group size. A one-time set-up fee ranges from \$2500–5000.

Experience and outcomes:

Abacus Health has delivered the Diabetes Care Rewards program through **large self-insured employers in the US** for 18 years across various industries and currently supports nearly 500,000 lives. Outcomes are highlighted in long-running client case studies and peer-reviewed research.

Results include **decreased HbA1c levels** (for reporting participants), and a **32% reduction in all-cause hospital admissions** across our client roster. The program produces cost savings based on reductions in inpatient costs. An article in the *American Journal of Managed Care* (a retrospective, propensity-matched cohort study) suggests that a diabetes management program using behavior-contingent incentives to increase engagement of diabetic members with primary care providers leads to improved adherence to care standards and improved medication adherence. Clinical services are delivered by licensed professionals, including pharmacists, registered nurses, registered dietitians, and certified diabetes educators.

Certifications and quality assurances:

The Abacus Diabetes Care Rewards program has earned **Level 1 Savings Validation** from the Validation Institute, the highest level of independent certification, confirming the program's ability to improve clinical measures such as HbA1c and to reduce hospitalization rates. The Validation Institute offers **up to \$100,000 guarantee** that the program will deliver savings.

Support services:

Abacus provides end-to-end support to both members and sponsoring organizations. **Personalized member engagement** with data-driven outreach and behavior-based messaging is tailored to individual risk factors and care gaps. **Telehealth services** are delivered by the Abacus multidisciplinary care team to reinforce care plans and lifestyle changes. **Client reporting and analytics** include tracking program participation, success of communication efforts, and clinical/financial outcomes.

Website for additional information:

www.abacushealth.com

Abbott

A brief overview of relevant products and services:

At Abbott, we believe people with diabetes should have the freedom to enjoy vigorous, active lives. Our systems help people with diabetes manage their health more effectively and comfortably with easy-to-use products that provide accurate data to drive better informed decisions.

Contact information:

Patrick DiRienzo

patrick.dirienzo@abbott.com

Stan Ferrell

stan.ferrell@abbott.com



The FreeStyle Libre 3 system is a real-time continuous glucose monitoring device with real-time alarms* indicated for use in people living with diabetes aged 4 and older. The FreeStyle Libre 3 **Plus** system is indicated for use in people with diabetes aged 2 and older.

Websites for additional information:

[For healthcare providers](#)

- Support for providers
- How to prescribe
- Practice resources

[For patients](#)

- Support for members
- Patient stories
- Getting started and MyFreeStyle Program

*Notifications will only be received when alarms are turned on and the sensor is within 33 feet unobstructed of the reading device. You must enable the appropriate sensors on your smartphone to receive alarms and alerts, see the FreeStyle Libre 3 User's Manual for more information.

Accessible Pharmacy Services

A brief overview of relevant products and services:

We are a provider of the Diabetes Prevention Program (DPP). We have two certified Diabetes Lifestyle Coaches who are blind running cohorts with the blind and low vision community. The program works to prevent the onset of type 2 diabetes amongst pre-diabetic populations through peer-to-peer, mindfulness conversations and lessons. We also have a DPP cohort taught by an American Sign Language instructor for individuals in the deaf community.

Diabetes management:

We are in the process of training our staff to become certified Diabetes Self-Management Education and Support coaches. 53% of our patients have diabetes and we have immense experience helping individuals living with prediabetes, type 1, and type 2 diabetes. We help our patients with insulin, medications, drug interactions, and diabetic devices on a daily basis. We have developed several educational programs for the blind and low vision community on diabetes topics with expert presenters from University of Pennsylvania Diabetes Education Center, Virginia Rehabilitation Center for the Blind and Vision Impaired, University of Pittsburgh Medical Center, and more.

Experience and outcomes:

We currently operate in 29 states and serve thousands of individuals throughout the country.

Pricing information:

Our accessibility services including accessible packaging, labeling, home delivery, webinars, and online events, are all free of charge to the patient.

Advancing health equity:

The majority of patients we serve are patients with disabilities. We understand our patient base comes from many different backgrounds, income statuses, education levels, insurance programs, and support networks. We work with each of our patients individually to find a pathway to optimize their health. They are able to choose between a plethora of accessible packaging, and accessible labeling to find what prescription, vitamin, and supplement packaging will improve their health outcomes. These packaging options include organizers, easy-open lids, large bottles, and pill packets. Labeling options include grade 1 and contracted braille, audio labels, contrasted background labels, large font, and labels in over 200 different languages. Our patients also help us learn about additional services we can provide to assist more community members.

Websites for additional information:

www.accessiblepharmacy.com

Diabetes Services: <https://accessiblepharmacy.com/diabetes/>

Diabetes Prevention Program (DPP): <https://accessiblepharmacy.com/diabetes-prevention-program/>

Blindness and Diabetes Webinar: <https://accessiblepharmacy.com/blindness-and-diabetes-webinar/>

Blindness and Diabetes: Continuous Glucose Monitoring Devices Webinar: <https://accessiblepharmacy.com/blindness-diabetes-continuous-glucose-monitoring-devices-webinar-transcript/>

Contact information:

Andy Burstein, CEO,
Alexandra Luzier, Vice President of
Business Development and Communications
8 Neshaminy Interplex Dr. Suite 102,
Feasterville-Trevose, PA 19053
1-888-633-7007
info@AccessiblePharmacy.com

Aduro

A brief overview of relevant products and services:

Aduro Connect Care supports employees across the full cardiometabolic spectrum, including diabetes prevention and type 2 diabetes management, hypertension, weight management, and related risk factors. We blend clinically grounded guidance with high-touch human support to meet members where they are, then turn everyday behaviors into measurable progress.

Contact information:

Chris Cannon, VP of Growth,
17425 NE Union Hill Rd #100,
Redmond, WA 98052,
212-858-0677
chris.cannon@aduro.com

What employers and members get:

- A cardiometabolic-first journey that supports diabetes, hypertension, and weight management with personalized onboarding and tailored education.
- Optional Continuous Glucose Monitoring (CGM) to uncover glucose patterns, build awareness, and guide better daily decisions.
- Coaching and care support that turns insights into action with clear goals, practical next steps, and sustained accountability.
- Food as medicine support powered by AI-guided recommendations and content that helps members make realistic nutrition changes.
- Whole-person support for the drivers of cardiometabolic health, including nutrition, activity, weight, sleep, stress, and habit formation.

Pricing information:

\$125 per participant per month.

Experience and outcomes:

90-day CGM + coaching results:

- Time in range: 72.8–80.8% (+8.0 points)
- Average glucose: 161.3–149.2 (-12.1)
- Estimated A1c: 7.2–6.8%
- Member experience: NPS 94 (May 2024)
- Patient-reported: diabetes distress -41% (PAID-5), depression -48% (PHQ-9).

Certifications and quality assurances:

- Multidisciplinary support model, including coaching and licensed clinical social workers within the broader care experience.
- Quality and accountability options available, including performance guarantees.

Support services:

- Digital-to-human access (phone, video, messaging) and in-app scheduling where applicable.
- CGM-enabled education and coaching to support sustained behavior change.
- Condition-focused resources for type 2 diabetes and related cardiometabolic risk factors.

Website for additional information:

aduro.com

Beebe Healthcare

A brief overview of relevant products and services:

Beebe Healthcare's diabetes self-management program offers education and support built on self-care behaviors. Learning about each of these self-care behaviors can help you reach your health goals and increase your quality of life. Self-care behaviors include healthy eating, being active, monitoring blood sugar, taking medication, problem solving, healthy coping, and risk reduction. Studies show that diabetes education helps you to lower blood sugar, blood pressure, and cholesterol levels. This helps you stay healthier and reduce the risk of diabetes complications. A prescription for diabetes education from your healthcare clinician is required to enroll in the program. Diabetes self-management and support is covered by most insurance plans and gives you the knowledge, skills, and support to manage your diabetes with confidence.

Contact information:

Lindsay White, RN,
Carmel Monfiletto, MS, RD, LDN, CDCES,
Beebe Healthcare – Diabetes Management,
1305 Savannah Rd. Lewes, DE 19958,
302-645-3100 ext. 73293

diabetesmanagement@beebehealthcare.org

Experience and outcomes:

Over 20 years' experience as an ADA-certified diabetes education program, serving over 200 patients per year.

Certifications and quality assurances:

American Diabetes Association recognized program.

Support services:

- **Medical Nutrition Therapy (MNT):** An evidence-based approach to managing your health through food and lifestyle changes – guided by a registered dietitian nutritionist (RDN). RDNs are the only nutrition professionals recognized by healthcare providers and insurance plans to deliver MNT. RDNs translate science into simple, effective strategies that help you live your healthiest life.
- **Beebe Diabetes Support Group:** Showcases different monthly topics. Great group of people to share how to live well with diabetes. Held the second Wednesday of every month, 3–4 pm. Address: 19161 Healthy Way Rehoboth Beach, DE 19971.

Websites for additional information:

www.beebehealthcare.org/services/diabetes-medical-nutrition

CAPPA Health, Inc

A brief overview of relevant products and services:

CAPPA Health delivers digital health programs and platform infrastructure designed to prevent and manage chronic disease through evidence-based lifestyle interventions. CAPPA enables healthcare providers, health departments, tribal organizations, employers, and community partners to deliver scalable prevention and chronic disease programs using a combination of human coaching, digital engagement tools, and structured curriculum. CAPPA supports the CDC-recognized National DPP Lifestyle Change Program, along with additional programs for hypertension management, diabetes self-management support, weight management, employee wellness, and worksite wellness.

Contact information:

Ray Lyons, 8525 E Pinnacle Peak Rd.,
Scottsdale, AZ 85255
602-570-5833
Ray@CappaHealth.com

CAPPA offers two delivery models:

- **Virtual care delivery:** CAPPA provides online prevention and chronic disease programs supported by trained lifestyle coaches and evidence-based curriculum. Participants receive coaching, digital tools, and peer support to improve weight, nutrition, activity, and cardiometabolic risk.
- **Platform enablement for providers:** CAPPA's technology platform enables CDC-recognized organizations, healthcare providers, public health agencies, and employers to deliver prevention programs virtually across their populations. The platform includes tools for curriculum delivery, participant engagement, coaching management, and population health reporting.

These programs help participants improve nutrition, increase physical activity, achieve healthy weight loss, and reduce risk for type 2 diabetes and cardiovascular disease.

Experience and outcomes:

CAPPA Health delivers digital lifestyle programs focused on intensive behavioral counseling and chronic disease prevention. As one of the first fully virtual providers to earn CDC Full Recognition for the National DPP, CAPPA combines digital tools, coaching, and structured curriculum to drive long-term behavior change. CAPPA partners with public health, healthcare, tribal, employer, and community organizations – often collaborating with tribal and local providers to ensure culturally aligned delivery in rural and underserved areas.

Partners include state health departments, healthcare systems, and tribal and Indigenous communities such as the Great Plains Tribal Leaders Health Board, MHA Nation, Haskell Indian Nations University, the Washoe Tribe, and nonprofits like the National Kidney Foundation. CAPPA currently supports 100+ organizations across multiple states in delivering digital prevention programs.

Pricing information:

CAPPA offers flexible pricing models including platform licensing, turnkey program delivery with coaching services, and hybrid delivery models combining local providers with digital engagement. Typical costs to deliver the National DPP through CAPPA average less than \$100 per participant – often representing more than 50% cost savings compared to traditional virtual program delivery models. This allows health departments, employers, and healthcare organizations to scale prevention programs across large populations in a cost-effective manner.

Advancing health equity:

CAPPA enables culturally aligned program delivery by allowing local organizations and communities to serve their own populations using CAPPA's digital infrastructure. Programs are available in English, Spanish, and culturally adapted Native American curricula, and local lifestyle coaches can support participants who share cultural backgrounds and lived experiences. This approach expands access to evidence-based prevention programs in rural, underserved, and historically marginalized communities, while supporting culturally relevant care.

Website for additional information:

cappahealth.com

Cigna Healthcare Diabetes Prevention Program

A brief overview of relevant products and services:

Small steps today can help lower the risk of type 2 diabetes and heart disease. The Cigna Healthcare® Diabetes Prevention Program (DPP), powered by Omada, combines human support and smart technology to help members at a pace that works for them.

Contact information:

Andrew Burke, Strategic
Marketing Senior Advisor

Andrew.Burke@CignaHealthcare

The outcomes that matter*

- About \$1,250 in average total cost of care savings per participant
- 2.2x ROI for employers, with fewer ER visits and hospital stays than nonparticipants
- Reduced risk of progressing to type 2 diabetes and related complications
- Sustained weight loss, with 22% of participants losing and maintaining 5% or more of their starting weight at one year.

Who may be eligible:

Adults ages 18 and older who may be at risk, including those with the following conditions:

- Prediabetes
- Overweight or obesity plus other cardiovascular risk factors (such as elevated blood glucose, blood pressure or cholesterol).

What participants get:

Personalized, long-term support designed to stick:

- A dedicated Omada health coach and care team
- Connected devices, like a wireless scale
- A CDC-recognized program focused on nutrition, movement, sleep and stress
- Peer support for shared accountability
- A digital experience that adapts over time
- Up to 2 years of access to build and sustain healthy habits.

A smarter approach to prevention:

By pairing human coaching with technology, the program focuses on what really matters – helping deliver better outcomes and meaningful savings.

Website for additional information:

www.cigna.com

*Cigna Healthcare Diabetes Prevention Program with Omada claims study 2020–2023, 1-year follow-up: 53K participants from 3,513 clients; 2-year follow-up: 32K participants from 2,403 clients. Savings may vary. Individual client and participant results may vary depending on individual health status at the start of the program and activity throughout the program.

A brief overview of relevant products and services:

At CeQur® our vision is to **simplify the lives** of people with diabetes. **Our mission is to revolutionize insulin delivery** by providing convenient, discreet, and injection-free insulin dosing.

Contact information:

Danielle Sanders (PA/DE),
danielle.sanders@cequr.com

Sam Pascarella (NJ),
sam.pascarella@cequr.com

The CeQur Simplicity™ insulin patch is a mealtime insulin delivery device that provides convenient, discreet, injection-free dosing. CeQur Simplicity is indicated for use in adults living with diabetes. CeQur Simplicity is not an insulin pen or an insulin pump. It's a wearable insulin patch. Using a tiny, flexible cannula, you can deliver rapid-acting insulin under your skin. One patch can stay on for up to 4 days, replace up to 12 mealtime injections, and give you total control with one-click dosing for mealtime insulin.

CeQur Cares™ is a support team for patients and physicians that provides training, information, tools, and resources needed to help manage insulin delivery with CeQur Simplicity mealtime insulin patch. CeQur has simplified how we train our patients with a three-step training process: Ready, Set, Click!

Contacting CeQur Cares:

Our CeQur Cares Team is available between 9 a.m. and 6 p.m. ET, Monday through Friday, at [1-888-55-CeQur \(1-888-552-3787\)](tel:1-888-55-CeQur) or info@cequr.com.

We're here to simplify your mealtime insulin experience and move beyond multiple daily injections.

Website for additional information:

myceqursimplicity.com

Ciba Health

A brief overview of relevant products and services:

Ciba Health's program addresses type 2 diabetes based on a root-cause approach powered by precision lab testing, a multidisciplinary care team, and remote patient monitoring. Each of these aspects plays an important role in Ciba's proven results.

Contact information:

Nate Cress, Business
Development Manager,
651-285-8868
ncress@cibahealth.com

- Precision lab testing gives a detailed view of each patient's biochemistry, offering insights beyond traditional chronic-care models.
- A consistent, physician-led multidisciplinary team (dietitian, health coach, nurse care manager, and mental health specialist when needed) provides coordinated support across nutrition, activity, stress, sleep, and other therapies aligned with patient goals.
- Remote patient monitoring tracks progress and helps translate data into actionable guidance on how foods and activities affect health, used as feedback rather than the primary driver of change

Experience and outcomes:

Over 425,000 members have used Ciba Health since 2020. Our members have seen remarkable outcomes, and here are some key data points demonstrating that:

- Average sleep score improvement: 1.1–1.6 points ($p < 0.01$)
- 95% of patients reduced their HbA1C level, with an average reduction of three points or greater per patient
- 90% symptom reduction or elimination
- 85% of members reduced their medication usage, with an average reduction of 1.3 medications per patient
- 75% program completion rate
- 80 NPS score (patient satisfaction).

Certifications and quality assurances:

Ciba Health physicians are double board-certified in both a primary care discipline and functional medicine, dietitians are registered dietitians, and health coaches are national board-certified health and wellness coach certified.

Additionally, our program has been vetted for outcomes and ROI by the Validation Institute, a third-party organization that reviews longitudinal data and whose validations carry a \$100,000 guarantee.

Support services:

Ciba Health provides live technical and clinical support, available from 9:00 am to 5:30 pm EST, with the ability to provide extended hours when needed. Support primarily begins with an email or chat, and can be escalated to a phone or video call when needed. Support that is raised via chat or email outside of those hours will be addressed within 24 business hours. Additionally, members have 24-hour asynchronous access via in-app chat directly to their care team for lower urgency support.

Pricing information:

All of the elements of the Ciba Health program are bundled under one price, inclusive of all elements listed above. Our standard billing is based on a per engaged member per month format, with alternative models available, such as value-based pricing, milestone-based, or outcomes-based pricing. The cost is \$2,499 for one member to complete the 12-month program, with up to 100% of fees at-risk based on the achievement of critical milestones.

Website for additional information:

<https://cibahealth.com/>

Digbi

Contact information:

Alec Thompson, SVP of Growth,
407-494-8311

Alec@digbihealth.com

A brief overview of relevant products and services:

- Digbi Health is a precision-care platform that helps employers and health plans manage obesity, cardiometabolic disease, digestive conditions, and GLP-1 utilization by addressing the biological root causes of chronic illness.
- We use at-home genetics, gut microbiome testing, and continuous glucose monitoring to understand how each person uniquely responds to food and medication. Those insights power personalized nutrition, clinical care, and coaching, built around members' real-world meals, not generic diets.
- Digbi delivers integrated multi-condition care and full GLP-1 support (including prescribing, side-effect management, tapering, and cost-control) driving sustained clinical gains and lower total healthcare and pharmacy spend.

Experience and outcomes:

Digbi Health works with large self-funded employers, public entities, and health plans, typically serving populations in the 2,500–30,000 covered lives range. To date, Digbi has supported programs covering more than 300 employers.

Across these deployments, Digbi has demonstrated consistent clinical and financial outcomes:

- **9–11% average weight loss** through food as medicine alone
- **~20% average weight loss** when combined with GLP-1 support
- **~1.0% A1C reduction** among members with type 2 diabetes
- **75–85% improvement** in digestive and GI symptoms
- **74–81% reduction** in hypertension among engaged members
- **\$3,012 reduction in annual claims spend per engaged member**

Pricing information:

- Up to ~\$1,050 per participant per year
- Milestone-based billing

Certifications and quality assurances:

- SOC 2 certified
- HIPAA compliant
- Clinical oversight
- Data governance and privacy
- Claims-validated outcomes

Support services:

- **Dedicated account team:** Each client is assigned a named account manager who serves as the primary point of contact and strategic partner throughout the engagement.
- **Implementation and launch support:** End-to-end onboarding including claims intake, eligibility configuration, communications planning, and launch coordination.
- **Engagement strategy and execution:** Ongoing support for targeted outreach, campaign planning, and optimization to drive utilization among high-risk populations.
- **Performance reviews and reporting:** Regular business reviews with clear reporting on enrollment, engagement, clinical outcomes, GLP-1 utilization, and claims-based cost impact.
- **Claims and data collaboration:** Secure coordination around eligibility files, medical and pharmacy claims feeds, and ROI measurement methodologies.
- **Ongoing program optimization:** Continuous refinement of program design, eligibility criteria, and GLP-1 strategy based on performance data and client goals.

Website for additional information:

<https://digbihealth.ai/>

Do It Better Wellness™

A brief overview of relevant programs and services:

Welcome to [Do It Better Wellness™](http://www.doitbetterwellness.com)! We are your work/life balance partner.

As a trusted wellness provider, we have positively impacted thousands of people, and created healthier workplaces in the Greater Philadelphia area; now with national influence as a true, one-stop shop. Rely on our 12 years of experience, and join the happy and healthy customer family.

Contact information:

Rafael Perez, CEO and Founder

215-391-3789

rafael@doitbetterwellness.com

Do It Better Wellness™ Diabetes Management Program:

Your Life in Motion™ versions:

- 12-week group diabetes management and well-being services
- 6-week group diabetes management and well-being services customized additions available.

Pricing information:

Customized per number of participants.

Certifications and quality assurances:

- Number 1 Best Places to Work Award
- Top 5 Minority-Owned Award Philadelphia
- Nationally Certified LGBTE
- WELCOA Faculty

Website for additional information:

www.doitbetterwellness.com

First Stop Health

A brief overview of relevant products and services:

First Stop Health, founded in 2011, supports 1,500+ clients and 1.5M+ members nationwide.

- Integrated care model combining virtual primary care, 24/7 urgent care, and mental health
- Proactive diabetes and prediabetes support through coordinated, team-based care
- Comorbidity management with ongoing virtual visits, care plans, wellness specialists, and navigation
- Employer savings through \$0 care, claim-free virtual visits, preventive support, and performance-based guarantees

Contact information:

Amy Utterback, Senior Business
Development Lead
502-953-6409
autterback@fshealth.com

Pricing information:

- **Flexible pricing:** Pricing varies by group size and product bundle.
- **Fixed PEPM:** We support groups with >25 employees. Employees pay a fixed PEPM fee with no additional implementation, reporting, or other fees.
- **No financial risk for employers:** 100% of our fees are at-risk with performance guarantees.

Experience and outcomes:

- **67% average usage** with complete care (*5–10x industry average*)
- **+87 patient NPS** (*~50 points higher than healthcare industry average*)
- **95% client** retention rate
- **Nearly \$3 saved for every \$1 spent** on First Stop Health virtual care
- **93% of visits** are rated a perfect 5-stars
- **80% of patients** lowered blood pressure and stabilized glucose after five visits
- **100% of patients** lost weight through behavior change alone and without medication
- Members referred from primary care into coaching or dietitian visits lost an average of **6% of body weight through behavior change alone.**

Certifications and quality assurances:

Providers adhere to nationally recognized clinical guidelines and medical specialty societies. Doctors are also monitored via our quality assurance process. We record 100% of all visits and run a quality assurance process on 100% of all new visits a doctor takes and 3% of visits thereafter, in addition to any visit that receives less than a 4/5-star rating.

Support services:

- Urgent care in under 5 minutes; primary care, mental health, and specialists available as soon as next day
- Easy access via phone, app, or web
- Care offered in 200+ languages
- Available to full-time, part-time, and non-medical-plan employees
- Free support for up to seven family members
- Always \$0 cost with no claims
- 24/7 member support
- Dedicated client service for employer needs

Websites for additional information:

- firststophealth.com
- See what our [clients](#) and [patients](#) are saying
- Request a demo at fshealth.info/demo

FitPros

A brief overview of relevant products and services:

FitPros is a global workplace well-being provider supporting employers in improving employee health. Our services help employees build sustainable habits that support chronic disease prevention and management, including diabetes.

Contact information:

Lindsay Johnson, CEO,
1206 Bellingham Dr.,
Oceanside, CA 92057
248-931-6031

lindsay.johnson@fitpros.com

Relevant offerings include:

- Live virtual and onsite nutrition and health education sessions and healthy cooking demonstrations
- Diabetes-focused health talks led by credentialed clinicians
- Health fairs that connect employees to preventative resources.

Topics frequently address blood sugar awareness, balanced nutrition, weight management, medication education, and lifestyle strategies that support diabetes prevention and management.

Pricing information:

- FitPros pricing varies based on organizational size, scope of services, and delivery format: \$3–\$8 PEPM.
- Custom programming sessions vary by session, \$3,000 minimum.
- Health fairs range from \$3,965–\$9,915, depending on a range of health fair sizing and format options.

Experience and outcomes:

In 2025, 1,132 FitPros members participated in virtual and onsite educational sessions related to diabetes prevention. These included healthy cooking demonstrations, understanding GLP-1s and overall well-being, eating for energy, mindful nutrition choices, nutritional balance, and additional nutrition-focused health topics. FitPros does not utilize biometric outcomes data. Instead, we measure engagement and impact through participation data and program utilization metrics.

6.2+ million employees served worldwide, 9,200+ well-being experiences delivered annually – 246+ unique well-being programs.

Certifications and quality assurances:

FitPros maintains strict credentialing standards for subject matter experts. Many of our registered dietitians also hold additional health coaching certifications. For diabetes-specific health talks, we currently partner with five qualified clinicians, two registered dietitians specializing in diabetes care, and three medical doctors.

For general nutrition talks, minimum requirements include a Bachelor's degree (minimum), preferably in nutrition or dietetics, and recognized nutrition or dietitian certification.

Support services:

- Dedicated client support and program customization
- Participation reporting and engagement tracking
- Strategic alignment with employer well-being initiatives.

Website for additional information:

www.fitpros.com

FlyteHealth

A brief overview of relevant products and services:

FlyteHealth is a clinical platform built to reverse cardio-kidney-metabolic disease and strengthen long-term health outcomes. We combine precision diagnostics, continuous biometrics, structured clinical pathways, and a multidisciplinary care team to drive sustained metabolic improvement. Our model is designed for clients seeking longevity, prevention, and measurable results, and for partners who require clinical credibility, operational scale, and demonstrable health impact.

Contact information:

Maria Fuenmayor,
Regional Vice President
708-766-1730

maria.fuenmayor@flytehealth.com

FlyteHealth delivers a fully integrated cardio-kidney-metabolic care engine that converts diagnostic insights into durable results:

- Clinical pathways for metabolic reversal
- Evidence-based protocols for obesity, diabetes, hypertension, lipid disorders, and CKM risk – aligned with guideline standards and precision-health expectations.
- Continuous biometrics and data infrastructure
- Integrated labs, wearables, CGM, medication adherence, digital assessments, and analytics that personalize treatment and track true longitudinal improvement.
- Multidisciplinary care teams
- In-house team of physicians, RNs, CDEs, pharmacists, nutrition experts, and behavioral specialists who provide intensive support, optimization, and escalation when indicated.
- Medication and GLP-1 stewardship
- Eligibility, titration, optimization, and step-down frameworks that ensure safe use, prevent therapeutic drift, and drive real, sustainable metabolic change.

Pricing information:

- Full program ranges from \$130–145
- Maintenance program \$75–85
- Healthy body program ranges from \$55–65 (depending on the size of the group).

Experience and outcomes:

Dozens of clients and over 507,000 employees that have access to the FlyteHealth programs.

Certifications and quality assurances:

- SOC 2 Type 2
- HITRUST CSF
- PCI DSS Level 1
- HIPAA regulations

Support services:

FlyteHealth treats prediabetes, diabetes, hypertension, and hyperlipidemia.

Website for additional information:

www.flytehealth.com

Health Promotion Council (HPC)

A brief overview of relevant products and services:

HPC provides a number of evidence-based chronic disease prevention and management programs including the National DPP, DSMES Program, Diabetes Self-Management Program, Chronic Disease Self-Management Program, Chronic Pain Self-Management Program, Walk with Ease for physical activity and managing musculoskeletal pain, Blood Pressure Self-Monitoring Program, Medical Nutrition Therapy (individual counseling with a registered dietitian), and lunch and learn nutrition sessions. Program delivery requirements, including eligibility criteria, vary between programs but most programs can be run in-person or virtually, and is led by a trained and certified leader. Program length varies anywhere from 6-weeks to 1 year, depending on the program. Most programs are available in a cohort model with up to five to 20 participants per cohort, depending on the program. Some programs can be individual, self-directed with support of a trained facilitator/coach. Employees can join a public program or HPC is able to offer closed cohort programs for an employer.

Contact information:

Joani Schmeling,
Program Manager, HPC,
1500 Market Street Lm-500,
Philadelphia, PA 19102,
215-608-1477
jschmeling@phmc.org

Pricing information:

Each program has a unique pricing structure depending on cohort size and delivery method (onsite, in-person or virtual). Program pricing is driven by cost of staffing and supplies on a per person or per cohort basis. The National DPP (~\$750 per participant), DSMES and Medical Nutrition Therapy are based on established Centers for Medicare and Medicaid Services fee schedules. Contact HPC for more information on pricing and availability of each program.

Experience and outcomes:

HPC has been delivering disease management programs since the 1980s. Our current network of providers and services have been in place for over 10 years, serving over 1,400 clients. Our National DPP participants average a 4% weight loss and exceed 150 minutes of physical activity per week. Outcomes of programs include increased knowledge, self-efficacy and confidence in managing an identified chronic disease, reduced emergency department utilizations and hospital admissions. HPC can collect more data based upon employer need.

Certifications and quality assurances:

HPC maintains accreditation and necessary licenses to deliver these programs from various accrediting bodies including the CDC, Self-Management Resource Center and the Association of Diabetes Care and Education Specialists.

Support services:

Additional support services available including Social Determinants of Health screenings, referrals to additional programs and services as needed, and deidentified data reporting back to employer are available. Contact HPC for more information on additional support services.

Websites for additional information:

www.makeachoice.org
www.hpcpa.org

Ilant Health

A brief overview of relevant products and services:

Ilant Health is a Cardiometabolic Health Center of Excellence delivering comprehensive, personalized obesity and diabetes care across all 50 states. Ilant provides a range of treatment options to address diabetes, including a prevention program for those with prediabetes and obesity treatment and type 2 diabetes programs targeting remission and condition management, respectively. Across programs, Ilant is focused on integrating great medical care with lifestyle interventions including using evidence-based interventions to improve glycemic control, reduce medications, and drive disease remission. Our approach includes:

- **Precision-matched treatment:** Ilant's proprietary clinical decision support algorithm (Ilant Metabolism Matters) matches members to the optimal treatment path right away, based on acuity, comorbidities, medical history, and readiness.
- **Integrated care team:** Every member receives a dedicated four-person care team – a board-certified obesity medicine physician, a licensed mental health clinician, a registered dietitian, and a peer navigator who provides non-judgmental, sustained support.
- **Built for outcomes:** Employers only pay for real, active engagement, guaranteed to achieve meaningful clinical outcomes.
- **Customizable:** Modular platform enables employers to modify eligibility and engagement approach to support unique population needs.

Ilant offers four clinical pathways:

- **Prevention:** Provides targeted interventions for members with prediabetes and obesity-related rising risk, using intensive dietitian and peer navigator support to build skills and motivation.
- **Medical weight loss:** Delivers full-spectrum treatment (intensive behavioral therapy, medications, or bariatric surgery) with a focus on matching members to the right treatment right away, helping them sustainably lose weight and address related conditions.
- **Type 2 diabetes management:** Includes monitoring, adjusting medications, and dietitian support to improve A1C, reduce diabetes medications, and drive disease remission.
- **Cardiometabolic management:** Manages hypertension, hyperlipidemia, or coronary artery disease including monitoring, adjusting medications, and making lifestyle changes.

Ilant's pathways include a 24/7 nurse line, connected health devices for remote monitoring, a member app for tracking habits and progress, and customized education and challenges to build new skills.

Experience and outcomes:

Ilant serves clients ranging from 500–50,000+ lives across all 50 states. Our leading outcomes include high satisfaction and compelling clinical outcomes (15%+ weight loss for those on medical weight loss, 2pt A1C reduction for those with type 2 diabetes, 0.5pt for prediabetes). The program yields a 2–5x return on investment within 2 years.

Pricing information:

Ilant's pathways are priced on a per-participant per-month (PPPM) fee. Employers only pay for real, active engagement (which requires synchronous care). Ilant offers all-in pricing, with clinical care, member app, implementation, and cellular-connected devices included in the base fee.

Website for additional information:

www.ilanthhealth.com

Contact information:

Joani Schmeling,
Program Manager, HPC,
1500 Market Street Lm-500,
Philadelphia PA 19102,
215-608-1477
jschmeling@phmc.org

Imagine360

A brief overview of relevant products and services:

Imagine360 is a comprehensive suite of self-funded health plan options, such as:

- **PPO plans:** Maintaining your traditional network access, but with benefits of an independent TPA.
- **Level-funded health plans:** Experience the best of both worlds – the stability of fixed monthly payments and the savings of a self-funded approach.
- **Reference-based pricing (RBP) plans:** Take control of rising healthcare costs. As the market-leader in RBP, we deliver proven saving up to 30% – and real human support.

Contact information:

Dave Houston,
National Director of
Business Development,
307-286-9393

DHouston@Imagine360.com

Pricing information:

Imagine360 offers flexible options to meet the unique needs of each client. Pricing varies based on PEPM and guaranteed claims savings.

Experience and outcomes:

With nearly 20 years of experience, Imagine360 built one of the most sophisticated and proven RBP solutions in the market. Today, we help more the 1,000 clients across the country save 15–30% vs. traditional carrier plans, with a 90% retention rate and a 98%-member satisfaction score.

Certifications and quality assurances:

- 78 NPS score – among the best in healthcare
- 98%-member satisfaction score

Support services:

Imagine360 offers superior client and member experience, member education, and member advocacy.

Website for additional information:

www.imagine360.com

Independence Blue Cross

Diabetes Management Program

Contact information:

Geoff Schwarz,
National Benefits Consultant,
215-241-2174
geoffrey.schwarz@ibx.com

A brief overview of relevant products and services:

At Independence Blue Cross (IBX), we approach diabetes management with coordinated support that empowers and engages individuals with diabetes and controls expenses for employers. Our comprehensive Diabetes Management Program drives value through:

- Personalized, high-touch support and navigation
- Integrated whole-person care
- Innovative, technology-enabled monitoring and engagement
- Lower out-of-pocket costs for members
- Meaningful financial savings for clients.

Interdisciplinary case management and member support:

Our team of registered nurse health coaches, certified diabetes care and education specialists, registered dietitians, behavioral health case managers, pharmacists, and social workers offer a full range of care. Using disease-specific assessments, we develop tailored care plans that integrate clinical requirements and member preferences. The outcome? Goals that are realistic, measurable, and meaningful. Members engaged with a health coach have an average decrease of 1.07 to their A1c, reductions in urgent care and ER visits, and better adherence to preventive care.

Prevention, screenings, and care gap closure:

Using robust risk stratification tools and predictive analytics, we proactively identify members with care gaps, rising risk for complications, or unmet needs. Then, we trigger personalized digital messages to prompt engagement, reinforce essential health actions, and encourage self-management. To close the loop, our clinical care transformation team shares member-level data with providers, strengthening HEDIS performance, advancing equity, and ultimately, improving patient care.

Medication and supplies – lowering costs and improving access:

We offer no-cost access to supplies like syringes, needles, and certain glucose meters; a 90-day supply of maintenance medications at participating pharmacies; and reduced cost for insulin products designated as preferred formulary options. Plus, by working with Civica and other partners across the healthcare industry, we've launched lowest price insulin products.

Partnering with Teladoc Health to drive savings:

Since 2020, we've offered Teladoc Health's diabetes management program at no cost to eligible members. By providing members in the Teladoc program a cellular enabled blood glucose monitor and unlimited test strips and lancets, we enable effortless monitoring and data-driven personalized coaching and feedback. Members can choose to share their activity and data with their doctor, enabled better coordinated care. We've also expanded our offering from Teladoc to include diabetes prevention, hypertension, and weight management programs that support optimal cardiometabolic health. This partnership has yielded significant results, with enrolled IBX members having fewer ER visits, decreases in their A1c, and up to \$69 PMPM net savings.

Website for additional information:

[Take Control of Your Diabetes - IBX Insights](#)

Lark Technologies, Inc.

Contact information:

Shaili Shah,
Vice President Sales
Shaili.Shah@Lark.com

A brief overview of relevant products and services:

Lark Technologies offers two primary programs for diabetes:

- The **Diabetes Prevention Program** is a CDC-recognized program for individuals with prediabetes or those identified as at risk through Lark's screening. It delivers the CDC PreventT2 curriculum digitally, focusing on weight loss, nutrition, and physical activity. Participants receive a cellular-connected scale, 24/7 AI-powered coaching, live one-on-one and group coaching, connected devices, incentives, and interactive content.
- The **Diabetes Care Program** supports members with type 2 diabetes through connected devices, coaching, medication-adherence reminders, diabetes-specific nutrition guidance, daily education, and personalized coaching on weight, activity, stress, and sleep. It also prompts members to complete recommended tests such as A1c and kidney function and provides a connected scale, glucometer, test strips, and lancets for those who request devices. Live coaching is available by video or phone, with bi-weekly group sessions offered via webinar.

Pricing information:

Lark is willing to discuss pricing models and discounts, such as claims-based billing, bundling programs, or engaging in a long-term contract on a client-by-client basis.

Experience and outcomes:

Lark, founded in 2011, set out to deliver personalized, compassionate chronic-condition care at scale. After seven years of R&D, the company launched its conversational AI coaching platform for major chronic conditions, earning full CDC recognition for its AI-powered DPP in 2018 and expanding into broader cardiometabolic solutions. Lark has served over 2 million patients, built deep expertise in complex integrations and client support, and received multiple industry accolades. Its efficacy is supported by 22+ peer-reviewed publications

Lark serves 30 million contracted lives and 2000+ clients including PBMs, national and regional health plans, and large employers. For more information on Lark's health outcomes, please [download our whitepaper](#).

Certifications and quality assurances:

- Lark is certified as a qualified health educator through the Department of Health and Human Services.
- Lark's DPP has achieved Full Recognition from the CDC, the highest level of certification for DPP providers.
- Lark is in active conversations with NCQA regarding Wellness and Health Promotion Accreditation for all our programs.
- Lark's coaches must be certified as a lifestyle coach through a CDC-recognized organization and hold either a CDCES certification, or a DSME certification.
- All providers are credentialed to NCQA standards.
- Lark's DPP is consistent with guidelines from the CDC, ADA, AHA, HHS, CMS, ACS, ACC, and the DEAP. Lark conducts an annual audit of each program to ensure that the educational content meets current regulatory and clinical best practices.

Support services:

All support from account management and customer service is included in our standard fees. Our customer support representatives are available during normal business hours.

Website for additional information:

www.lark.com/diabetes

Navigate Wellbeing

A brief overview of relevant products and services:

Navigate is a comprehensive well-being platform that helps employers reduce chronic condition risk, improve health outcomes, and lower healthcare costs by connecting people to the right support, at the right time. Data-driven programming includes personalized activity recommendations based on readiness to change and claims and biometric risk; real-time biometric insights; and continuous strategic program improvement. Personalized activity recommendations include interactive courses, challenges, and behavior change support tailored to prediabetes and diabetes needs; navigation to relevant employer-sponsored benefits; and one-on-one virtual coaching.

- **Diabetes prevention coaching** is designed to reduce the risk of developing type 2 diabetes. It's adapted from the CDC's proven curriculum into a flexible format that's easier to complete. The multidisciplinary care team includes behavior change, diet, and mental well-being coaches to drive long-term results.
- **Condition management coaching** supports people with high-risk chronic conditions, including diabetes, through personalized care plans and coordinated clinical support. Each participant works with a clinically integrated care team that includes a clinical pharmacist coach, certified health coach, and their primary care provider to improve adherence and treatment plans.

Experience and outcomes:

With over 10 years in business, Navigate currently serves 379 clients and over 1 million participants across our programs. We deliver measurable health and business impact by reducing risk, improving outcomes, and lowering costs. Our clients see a 3:1 value on investment on average across key health indicators. For example, in 2024, 93% of Navigate participants improved at least one biometric measure. In condition management coaching, 36% of participants completely resolve high-risk factors. In diabetes prevention coaching, participants reduce their risk of developing type 2 diabetes by up to 58%.

Certifications and quality assurances:

Our platform is HIPAA-compliant, protected by strict data privacy safeguards, and undergoes an annual SOC-2 audit. In addition, our proprietary health risk assessment is NCQA-certified. Navigate Health Coaches hold certifications from the National Board for Health and Wellness Coaches, National Society of Health Coaches, and Mental Health First Aid, with a minimum 4-year bachelor's degree. They hold additional specialized degrees and certifications depending on specialty, including Pharm.D. Doctor of Pharmacy (clinical pharmacist coach), M.S. in Mental Health Counseling (mental well-being coaches), M.S. in Human Nutrition (dietitian health coaches), diabetes prevention program lifestyle coach, certified diabetes care and education specialist, and more.

Support and health equity:

Through proactive identification, personalized support, and barrier-reducing tools, Navigate supports diverse populations in making meaningful health improvements with access available in 150+ languages; a 'find help' social determinants of health search tool that connects people to free and low-cost resources; proactive outreach to participants with risk; on-demand and custom data equity insights; and strategic support from industry-specialized client success teams that design targeted programs to improve outcomes.

Pricing information:

Navigate's coaching programs are priced per enrolled individual.

Websites for additional information:

www.navigatewell.com

[Diabetes outcomes and insights](#)

Contact information:

Matt Percia, Strategic Advisor,
Business Development,
Navigate Wellbeing, 140 South
68th Street, Suite 2200,
West Des Moines, IA 50266
570-801-1752

mpercia@navigatewell.com

New Ocean Health Solutions

A brief overview of relevant products and services:

New Ocean Health Solutions offers a type 2 diabetes digital condition management program (mobile/web) that guides members through a daily self-care plan including activities such as blood glucose tracking, medication adherence, and foot check and supported by ongoing check-ins, goal setting, and periodic reassessments. These touchpoints customize the experience by adapting activities and education over time to reinforce sustained behavior change and healthy habits. The platform also syncs with continuous glucose monitors, glucometers, and hundreds of Bluetooth-enabled RPMs, apps, and devices. A recent addition includes WellSely, New Ocean's AI-enabled digital health agent, to deliver personalized, evidence-based guidance, monitor engagement, and tailor support based on participation patterns intended to help employees stay on track between provider visits, while supporting employers' goals for improved outcomes and reduced avoidable costs.

Contact information:

Marnie Hall, Chief Marketing and
Strategy Officer

267-242-2172

marnie.hall@newoceanhealth.com

- **Daily care plan examples:**

- Blood glucose tracker (targets and low/high guidance)
- Foot check (what to look for and care tips)
- Medication check-in (barriers and next steps); ability to update

- **Ongoing activity examples:**

- Alcohol check-in (monthly to quarterly cadence)
- Tobacco reduction/cessation check-ins and resources
- Goal selection/refresh (up to three goals)
- A1C education (what it means and suggested cadence)
- Nutritional and physical activity guidance

- **Education library:**

- 420 type 2 diabetes specific content which includes articles, tips, videos, and recipes

Pricing information:

Dependent upon organization size.

Experience and outcomes:

Our product has been used by several million participants in the past 8 years. Average engagement ranges from 30% without extrinsic incentives to 80% with them.

Certifications and quality assurances:

- NCQA certified
- HITRUST/r2
- WCAG compliant
- Evidence-based content
- Our clinical team reviews this product for new or updated standards and guidelines at least every 24 months, with additional review as needed. This process also includes review with our clinical advisory board. Videos are reviewed and updated quarterly.

Support services:

Onboarding assistance, digital coaching including health agent, technical and integration support, customer service, accessibility/language support.

Website for additional information:

www.newoceanhealth.com

Noom, Inc.

A brief overview of relevant products and services:

Noom was founded in 2008 and has offered an enterprise employer program since 2019. Noom's mission is to help everyone lead healthier lives through behavior change.

Contact information:

Jackie Johnson,
Enterprise Sales Executive,
One Palmer Square, Suite 441,
Princeton, NJ 08452
jackie.johnson@noom.com

Programs:

- **Noom Weight** offers long-term weight management, including maintenance support for individuals looking to sustain weight loss vs those looking to lose weight.
- **Noom Med** integrates clinical care with Noom's award-winning behavior change program to help patients with obesity optimize weight loss with their underlying biology and maintain that weight loss with lasting lifestyle changes that reduce long-term medication use.
- **Noom GLP-1 Companion** is an adjunct diet and exercise program for members taking a GLP-1 for weight loss, designed to minimize side effects and optimize sustainable weight loss.
- **Noom's Diabetes Program** enhances existing solutions to provide a tailored care track for members with type 2 diabetes. Informed by the core principles of the DSMES and support curriculum, our offering uses psychology to help members develop lasting habits to better manage their diabetes, including learning how to eat balanced meals, exercise safely, monitor blood sugar, reduce the risk of complications, and build healthy coping strategies. Key features of the program include:
 - Enhanced coaching from coaches with specialized training on how to support members with diabetes
 - Personalized content addressing common physical and emotional challenges of living with diabetes
 - Coach-moderated, diabetes-specific peer group offering support for members managing their condition
 - Blood glucose tracking and device integration enable out-of-range alerts and support
 - Macro and carb tracking to manage post-meal glucose spikes and understand food's impact on blood sugar.
- **Noom's Diabetes Prevention Program (DPP)** is a personalized, CDC-Fully Recognized digital course that helps participants build lasting healthy habits to reduce their risk of type 2 diabetes. It combines evidence-based prevention science with psychology-backed tools, an engaging curriculum, expert coaching, and peer support. Participants aim to achieve either $\geq 5\%$ weight loss or $\geq 4\%$ weight loss plus 150 minutes of moderate activity, which can reduce A1C by at least 0.2%.

Experience and outcomes:

In Noom's early-stage diabetes programs, over 50% of users achieved a clinically significant reduction ($\geq 0.5\%$) in HbA1c after 3 months, with users reducing by 1.03% on average. While Noom is well-known for its direct-to-consumer products, it provides behavior-change solutions to millions of lives via 200+ employers and hundreds of plan sponsors through health partnerships, service PBMs, health systems, etc.

Advancing health equity:

Noom's mission is to empower everyone, everywhere, to live a better, healthier life. Noom's programs address social determinants of health through curriculum and coaching by addressing how to choose healthy food items at any income level, how to incorporate joyful movement regardless of location or access to fitness facilities, how to set up and maintain social support, and Noom's DPP curriculum meets CDC requirements for plain language standards. Noom Weight is offered in English, Spanish, or German languages.

Pricing information:

Noom offers multiple pricing models. Please contact teams@noom.com to discuss.

Website for additional information:

www.noom.com

A brief overview of relevant products and services:

NovoCare® allows patients and health care professionals to check insurance coverage, find savings offers, access support with prior authorization submissions, and more.

Contact information:

NovoCare® Diabetes: 844-668-6463

Novo Nordisk Customer Care: 800-727-6500

Contact us: <https://www.novonordisk-us.com/contact-us.html>

NovoCare® Diabetes Education and Resources is a diabetes education site with information for people with type 1 or type 2 diabetes. Resources cover diabetes education and management, tips for staying on track, including dietary tips and social and emotional support, and access to a library of 200+ resources available in multiple languages.

novoMEDLINK™: Health care professionals can register with novoMEDLINK™ for access to a personalized, curated newsfeed of content and professional resources across Novo Nordisk therapy areas. With an account, health care professionals can discover professional news, order samples, get supply updates, browse patient support materials, and more – all in one digital hub.

Patient Education Center: The Patient Education Center enables health care professionals and eligible health care organizations – including health plans, health systems, employers, pharmacy benefit managers (PBMs), and medical group practices – to select educational materials and create customized web pages that can be shared with patients or members through a dedicated URL.

Websites for additional information:

- **NovoCare®**: <https://www.novocare.com/>
- **NovoCare® Diabetes Education and Resources**: <https://diabeteseducation.novocare.com/>
- **novoMEDLINK™**: <https://www.novomedlink.com/>
- **Patient Education Center**: <https://educationcenter.novomedlink.com/>

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Omada Health

A brief overview of relevant products and services:

With Omada, members access multi-condition virtual care that fits their real-life circumstances, delivered through compassionate human care teams supported by technology. Launched in 2011, Omada for Prevention and Weight Health focuses on prediabetes and weight management and is fully CDC-recognized as a DPP provider. Following USPSTF and CDC guidelines, the program helps members lose weight, maintain healthy habits, and increase physical activity to prevent diabetes and heart disease.

Contact information:

Sara Iantoni, Account Executive,
Enterprise Sales
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sara.sheridan@omadahealth.com

Diabetes prevention:

Omada is a CDC-approved provider for the National DPP, and has earned full recognition from the CDC's National Diabetes Prevention Recognition Program for their Prevention and Weight Health program. The program launched in 2011 and serves clinically eligible adults 18+ with prediabetes.

Key components include:

- Personalized nutrition and exercise guidance
- Peer support groups and topic-based communities
- Dedicated DPP-certified health coach who stays with members throughout their care journey
- Food and activity tracking tools
- Cellular-enabled scale at no cost to members
- The program follows U.S. Preventive Services Task Force and CDC guidelines.

Certifications and quality assurances:

- CDC Recognition for DPP provider status
- NCQA Population Health Program (PHP) accreditation for type 2 diabetes and combined type 2 diabetes and hypertension programs
- ADCES DEAP accreditation
- ADCES DSMES provider accreditation
- 30+ peer-reviewed publications supporting clinical effectiveness
- All coaches receive DPP Lifestyle Coach training and renew their certification annually through CDC-affiliated Diabetes Training and Technical Assistance Center (DTTAC).
- The first fully virtual healthcare provider to earn NCQA Population Health Program accreditation and achieved 3-year reaccreditation in April 2023.

Experience and outcomes:

Serves 2,000+ clients and 1.4M+ members, reaching ~26M covered lives. Prevention and Weight Health participants average 5.5% weight loss at 12 months, with 58% reaching normal A1C. In the diabetes program, 82% meet A1C goals at 6 months, with reductions up to 2.0 for those starting above 8%. Engagement stays strong (94% at 1 month; 75% at 6 months), reducing 5-year risks for diabetes (30%), stroke (16%), and heart conditions (13%).

Advancing health equity:

Omada drives equitable engagement through strong SDOH strategies, multi-language support, and deeply trained care teams. We address SDOH barriers through culturally sensitive coaching, SDOH-informed program tailoring, and personalized solutions.

Pricing information:

Omada pricing is designed with the success of members and customers in mind. Our cardiometabolic programs (prevention, hypertension, and diabetes) use the activity-based billing (ABB) model, working to ensure that members are actively using the program and managing their health.

Website for additional information:

www.omadahealth.com

Patient-Centered Outcomes Research Institute

A brief overview of your products and services:

The Patient-Centered Outcomes Research Institute (PCORI) is a nonprofit organization that funds health research designed to provide patients, caregivers and the broader healthcare community with the evidence-based information needed to make better-informed healthcare decisions. PCORI funds patient-centered comparative clinical effectiveness research (CER) and related projects that seek to better understand how a variety of diabetes care approaches work for different communities to reflect their needs and preferences. PCORI funds diabetes research that addresses questions important to individuals across the healthcare community, helping guide decisions about prevention, diagnosis and treatment. PCORI has awarded funds for over 2,400 research studies and projects. The studies below show the breadth of PCORI research that helps patients and care teams make informed, preference-based decisions.

Contact information:

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1– Comparing second-line diabetes medications for heart disease risk for individuals with type 2 diabetes:

People with type 2 diabetes are at higher risk for heart disease. This PCORI-funded patient-centered CER study is comparing four second-line diabetes medications to see how well they prevent heart-related outcomes like heart attack, stroke and death when metformin is no longer effective. Researchers are analyzing data from six U.S. health systems to explore differences by medication, treatment timing and patient characteristics.

2 – Daily blood sugar monitoring for adults with type 2 diabetes: does it help?

Many people with type 2 diabetes manage blood sugar through lifestyle and medication, and some check their blood sugar daily using finger-stick monitors. This routine can be time-consuming and costly and may offer limited benefits. This PCORI-funded patient-centered CER study looked at people with type 2 diabetes not taking insulin and compared those who did and didn't monitor daily. Results showed there were no differences in blood sugar levels or quality of life between groups, even with added text message support.

Experience and outcomes:

PCORI-funded diabetes research studies span the care continuum including treatment and screening, and consider different intervention types including systems, drugs, devices, diagnostic tests, medical procedures and surgery and behavioral interventions. Examples of some of these studies include:

- **Telehealth interventions:** PCORI studies show telehealth can match in-person care for managing type 2 diabetes in appropriate patients.
- **Online decision aids for youth with type 1 diabetes:** A PCORI study tested online decision aids for youth with type 1 diabetes choosing pumps or continuous glucose monitors and found no gains in device use, glycemic control, or decision quality.
- **Bariatric surgery comparisons:** A PCORI-funded CER study comparing two common types of bariatric surgery (gastric bypass and sleeve gastrectomy) has provided insights into which procedure may offer better outcomes for people with obesity and type 2 diabetes.

Websites for additional information:

Learn more about PCORI's funded studies and other research resources on diabetes:

- [Diabetes Topic Page](#)
- [The Effectiveness of Audio-Based Care for Diabetes, A Systematic Review](#)

View PCORI's funding announcements:

- [Cycle 2 2026 Broad Pragmatic Studies PFA includes a special areas of emphasis addressing diabetes prevention, care and treatment](#)
- [Other PFAs](#)

Pulse4Pulse, LLC

A brief overview of your products and services:

Pulse4Pulse, LLC offers a specialized on-site cardiovascular testing service tailored to businesses, providing a convenient way to assess employee health without leaving the workplace. The service includes a 20-minute, non-invasive test that delivers valuable insight into internal vascular health, with particular relevance for individuals at risk for, or living with, diabetes.

Contact information:

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MGC@Pulse4Pulse.com

Diabetes is closely linked to changes in arterial health and circulation, often progressing silently before symptoms appear. This assessment evaluates arterial elasticity and blood flow, key indicators that can be affected by elevated blood sugar levels and insulin resistance. Identifying these changes early can support proactive management and long-term health outcomes. Each test produces a comprehensive, live two-page report with clear findings. On-site clinical professionals are available to review results directly with employees, helping them understand how vascular health relates to diabetes risk and overall wellness. Pulse4Pulse's customizable programs allow organizations to support diabetes awareness, prevention, and employee well-being in a meaningful, accessible way.

Pricing information:

GPBCH discounted pricing starts at \$175 per test, Wellness Dollars accepted, and volume discounts are available. Please contact us for a detailed quote.

Experience and outcomes:

Approaching our 11th year in the clinical setting, Pulse4Pulse continues to expand its national reach, partnering with hospital groups and physicians to provide patients with valuable diagnostic testing.

In addition to clinical settings, significant impact on the wellness space is growing nationally. We collaborate with employers, unions, first responders, senior communities, school systems, and municipalities to promote proactive health initiatives centered on cost containment, improved employee productivity and performance.

Our technology has contributed to measurable improvements in patient health outcomes, including increased early detection rates and enhanced patient engagement. Pulse4Pulse technology is FDA cleared and meets the recommended standards of care for both the AHA and ADA.

Support services:

To ensure success of wellness initiatives, Pulse4Pulse provides clinicians for test reviews at events, event/corporate aggregated report provided post event and a convenient variety of wellness apps for employees.

Website for additional information:

www.Pulse4Pulse.com

Recovery Plus Health

A brief overview of relevant products and services:

Recovery Plus Health is a group medical practice that provides a comprehensive virtual Chronic Care Management (CCM) specializing in diabetes management and multi-chronic condition populations.

Contact information:

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Chief Growth Officer
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Services include:

- Weekly care management calls
- Remote patient monitoring
- Nutrition consultation and treatment by dietitians
- Collaboration with PCPs, endocrinologists, and cardiologists.
- Individual, small, and large group exercise by exercise physiologist
- Individualized care plans
- SDOH screening and community resource coordination and education

Pricing information:

Insurance-covered model under Medicare and most commercial plans.

Experience and outcomes:

Recovery Plus Health serves patients across multiple states through partnerships with primary care practices, endocrinology groups, cardiology practices, hospitals and health systems and insurance plans.

Diabetes-specific impact areas:

- Improved medication adherence
- Reduction in avoidable ER visits
- Reduction in readmissions
- Improved patient engagement
- Improved BP and glucose monitoring compliance
- Enhanced patient participation in preventive services
- Addressing SDOH

Certifications and quality assurances:

- HIPAA-compliant platform and documentation workflows
- CMS-compliant billing and documentation protocols
- Licensed registered nurses, LVNs, medical assistants, dietitians, and exercise physiologists
- Oversight by advanced practice providers (NP/PA)
- Referral / BAA

Support services:

Recovery Plus provides full implementation and operational support:

- Referral tracking dashboards
- Provider-specific outcomes reporting
- Monthly performance reports
- Patient enrollment and consent management
- Insurance verification
- Device shipping and technical support
- Ongoing patient engagement monitoring

We also provide customizable reporting dashboards tracking:

- Referral-to-enrollment conversion
- ER utilization, hospital admissions and readmissions
- Patient retention at 3-, 6-, and 9-month intervals, and more

Website for additional information:

www.recoveryplus.health

Signos, Inc.

A brief overview of relevant products and services:

Signos is the first FDA-cleared software medical device for obesity, metabolic dysfunction, and weight management. Its AI platform uses continuous glucose monitoring to help regulate metabolism and drive clinically supported outcomes. With Dexcom's OTC CGM, Signos delivers micro-behavior guidance that supports sustainable weight loss and chronic disease management at a fraction of GLP-1 costs, while providing continuous remote clinical visibility. It serves as a first-line strategy for payers, employers, and clinicians – either as an alternative or complement to GLP-1 therapy.

Contact information:

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Enterprise Healthcare Solutions,
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Products and services:

- **Signos glucose monitoring system (FDA-cleared):** CGM + Signos app + SignosAI for personalized metabolic guidance.
- **Clinical and coaching support:** Real-time access to registered dietitians and national coaching network, with custom in-app curriculum and clinician escalation.
- **Partner / provider portal:** Enterprise dashboards showing adoption, adherence, outcomes and ROI.
- **Device and integrations:** Works with best-in-class CGMs and integrates optional hardware (Apple Watch, Google and Apple Health, Oura Rings, etc).

Pricing information:

- **Model:** Per-user-per-month (PUPM) with a PUPM promise – Signos charges for engaged/active members. Pricing varies by therapy tier (continuous/highly acute vs. maintenance).
- **Representative ranges:** Example enterprise tier pricing is often shown around **\$110–\$145 PUPM**, depending on sensors, therapy mix and program design.

Experience and outcomes:

- Reported program outcomes include average **~5% weight loss at 3 months** for target cohorts, and meaningful additional weight loss over 180 days in several deployments.
- **Engagement metrics commonly reported:** Activation 94–98% for users who place a CGM; **70%+ meaningful engagement at month 6**.
- Signos has deployed with multiple employer clients and large pilots/trials and has delivered measurable population health outcomes and ROI reporting for enterprise customers.

Certifications and quality assurances:

- Signos markets the **first FDA-cleared glucose monitoring system for weight management**. The company emphasizes clinical governance, device accuracy and escalation processes for clinical events. Signos works with established partners and investors and integrates best-in-class CGM technology in its clinical workflows.

Support services:

- **Member support:** In-app guidance, RD and coaching access, and clinical support.
- **Employer support:** Partner onboarding, designated account teams, implementation services, and the partner/provider portal for ongoing outcomes monitoring.
- Signos offers flexible delivery (full service or shared model) to control cost and align with client preferences.

Websites for additional information:

- Consumer and corporate site: <https://signos.com>
- Enterprise info and business pages: <https://signos.com/business>

Teladoc Health

A brief overview of relevant products and services:

Teladoc Health's Cardiometabolic Health Program provides comprehensive support for your members. Instead of addressing a condition, we aim, in everything we do, to see our members and holistically support their health. Within a single program and experience, members have access to high-quality multi-condition support (including diabetes, hypertension and prediabetes) and weight management. Unlike competitors who focus narrowly on diabetes reversal or siloed chronic care, we provide a holistic approach that improves outcomes across the full cardiometabolic spectrum.

Contact information:

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New York, NY 10017
484-883-1454
Alysha.naples@teladochealth.com

Pricing information:

We offer a per-participant per-month (PPPM) pricing model for condition management. We offer multiple contracting paths, including through health plans like IBX, Anthem and UHC, direct contracts, and other partnerships.

Experience and outcomes:

Teladoc Health is the #1 most recognized virtual care brand and the industry's global leader. Our scale enables us to serve 1.17M+ active chronic condition management members across 2,000+ chronic care clients. We generate leading clinical outcomes that are proven across 66 clinical and peer-reviewed studies, including 2.1% average A1c reduction for members starting with uncontrolled A1c ($\geq 8\%$), 5.5% average weight loss without the use of GLP-1s, and 11.4mmHg average systolic blood pressure reduction for members starting in stage 2 hypertension after 12 months. Compared to other 'diabetes reversal' programs (which are not recognized by the ADA), we drive more members to reach remission A1c levels ($\leq 6.5\%$) – 58% vs. our competitor's 37%.

Certifications and quality assurances:

Teladoc Health achieved ISO 9001 certification for our U.S. Group Health operations – the first virtual care company in our category to hold this quality management standard in the U.S. Teladoc Health is accredited by NCQA for credentialing and recredentialing services and holds certifications aligned with clinical quality and security standards, e.g., HITRUST for data security. Our solution is accredited by both the ADA and Association of Diabetes Care and Education Specialists. Our expert coaching program with national board-certified health and wellness coach has approved program status for top-tier training, education and assessment standards. Our prediabetes management program holds full CDC recognition as a Diabetes Prevention Program.

Support services:

Our integrated program combines:

- A dedicated multi-disciplinary care team, including licensed clinicians, expert coaches, and registered dietitians
- Enhanced connected devices and deeper wearable integrations
- Lifestyle behavior change tools powered by rich data
- Integrated mental health support to empower members managing their conditions.

Together, these program elements drive better clinical results compared to isolated chronic care to help members with the conditions they have and prevent disease progression.

Website for additional information:

www.teladochealth.com/organizations/employers/chronic-care

A brief overview of relevant products and services:

The diabetes prevention program identifies members through data analytics that review claims and biometric screenings to detect three or more risk factors. Once identified, we pair each member with a certified health coach who creates a personalized action plan focused on sustainable lifestyle changes including nutrition, exercise, and stress management. Throughout the program, members receive ongoing support through regular phone consultations and our mobile health app. The program is tailored to prevent the onset of a diabetes diagnosis and has been particularly useful for those prescribed with GLP-1 medications, as it assists in managing side effects and integrating lifestyle modifications to sustain weight loss.

The diabetes chronic care program pairs members with a certified nurse case manager who creates a personalized care plan focused on diabetes self-management education, medication adherence, lifestyle modifications, and coordination with their healthcare team to prevent complications. Members are identified for the program through biometric screenings, physician referrals, and self-referrals, and are enrolled via a health coach assessment before the development of a personalized care plan. Members receive support through regular phone consultations and our mobile health app. Our goal is to help members achieve better glycemic control, reduce the risk of diabetes-related complications, and improve their overall quality of life through comprehensive chronic care support.

Telligen's diabetes experience:

Our diabetes programs have demonstrated success in managing care for diabetic patients, with one client group seeing a 15.5% reduction in weight, a 10% improvement in baseline A1C levels, and a 36% increase in population actively engaged with coaching. Within our chronic care management program, we see a 3:1 ROI across the board.

Certifications and quality assurances:

- HITRUST
- NCQA population health
- URAC disease management
- Tugboat Evergreen certified.

Pricing information:

Telligen's diabetes prevention program is modeled on a case rate basis. Our diabetes chronic care program is available on a per member per month basis. Final pricing will be dependent on member population, dependent factor, program design, and other coverage variables.

Support services:

Telligen offers Connect, a mobile app and integrated web portal, as a vital component of our diabetes prevention/management services. Through Connect, members can maintain direct communication with their care managers between appointments, track symptoms, and access personalized educational resources related to their diabetes treatment journey. The platform seamlessly integrates with our Qualtrics suite, allowing our care team to monitor patient-reported data and intervene promptly when concerning trends are identified.

Included in our diabetes prevention program is the member success kit, which includes:

- eMeals membership for meal planning
- Aaptiv membership for exercise guidance and gym network access.

Websites for additional information:

[Diabetes Prevention Program](#)

[Diabetes Chronic Care Management](#)

Transcarent

Contact information:

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A brief overview of relevant products and services:

Transcarent Weight Health and Diabetes Support provides personalized, evidence-based care for individuals with diabetes, prediabetes, and related cardiometabolic conditions. Through integrated partnerships with 9amHealth and Prescriptive Health, we deliver coordinated clinical care designed to improve glycemic control, reduce complications, and support long-term metabolic health. Our approach recognizes the strong connection between diabetes, obesity, hypertension, and dyslipidemia, addressing these conditions together to achieve sustainable outcomes.

Pricing information:

Per-participant per-month (PPPM) pricing.

Experience and outcomes:

- Serving 21+ million members, 1,700+ employer and health plan clients
- Mission-driven focus on making high-quality, affordable care easy to access
- 14.5% average weight loss over 8 months
- Up to 70% reduction in bariatric surgery complications vs. national benchmark
- 2.8% average A1c reduction among members with A1c > 9%
- 17.7 mmHG average blood pressure reduction among members with 140/90+ BP readings.

Certifications and quality assurances:

- ADA education recognition program
- CDC-recognized diabetes prevention program
- AHA innovators network
- LegitScript certification.

Employer support:

Designed by employers – built for predictable spend:

- Employer-defined cost share and guardrails
- Transparent medication and program pricing
- Responsible access to care while preserving provider choice.

Website for additional information:

www.transcarent.com

Tria Health

A brief overview of relevant products and services:

Tria Health delivers a whole-person diabetes management program through its pharmacist first care model. Members begin with a full medication and lifestyle review with a Tria pharmacist who identifies health literacy gaps, drug therapy problems, and care opportunities. Based on individual needs, members may receive remote monitoring, pharmacogenomics (PGx), or personalized weight-loss support through Choose to Lose. This approach improves outcomes for high-risk, high-cost patients who often manage multiple chronic conditions.

Contact information:

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Kansas City, MO 64108
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dschneider@triahealth.com

Pricing information:

Tria Health uses a per-participant per-month pricing model. The program includes a flat \$1 per-employee per-month administrative fee and a \$95 per-participant fee for those enrolled. This pricing also includes remote patient monitoring for participants who need glucose meters or blood pressure cuffs. On average, Tria Health delivers a 3.7 to 1 return on investment and offers a 1 to 1 financial guarantee.

Experience and outcomes:

Tria Health has over 350 clients managing approximately 1 million lives. Tria Health recommends a minimum of 500 employees to ensure the best results. On average, Tria Health identifies approximately 20% of members and engages between 15–20% of those members into the program.

Based on Tria Health's 2024 book of business, Tria Health:

- Saves \$2,579 per engaged member
- Reduces A1C by 1.9 for those with uncontrolled diabetes
- 88% of weight management participants lose weight
- 48% enter the program on metabolic medications, 42% discontinue at least one, and they stop an average of 1.9 medications, saving about \$1,048 per medication.

Tria offers a free 6-month pharmacy claims analysis to estimate savings before implementation.

Certifications and quality assurances:

All Tria Health pharmacists hold Doctor of Pharmacy degrees and are board certified in areas such as ambulatory care, pharmacotherapy, psychiatry, and infectious disease. All pharmacists are Certified Diabetes Care and Education Specialists. Tria also provides a 1:1 financial guarantee during the first year, contingent on agreed incentives, HR support, and a defined communication plan. Tria Health also has health coaches and dietitians to augment weight management support.

Support services:

Members receive one-on-one pharmacist consultations, plus remote monitoring through cellular diabetes devices, blood pressure cuffs, and scales. Readings go directly to Tria Health and prompt pharmacist outreach if out of range. The Tria Health app provides access to readings, care plans, and medication lists.

To see how our members feel about Tria Health, please check out our Google reviews [here](#).

Websites for additional information:

- <https://www.triahealth.com/>
- <https://www.triahealth.com/knowledge-center>
- <https://validationinstitute.com/validated-provider/tria-health/>
- <https://youtu.be/9cl-uQcO2NM>

Trividia Health, Inc.

A brief overview of relevant products and services:

Trividia Health is a global diabetes-care company with 40+ years of experience, known for developing and supplying affordable, high-quality glucose monitoring and wellness products under the TRUE brand. As a key partner to major pharmacies and distributors, Trividia focuses on helping people with diabetes live healthier lives without sacrificing affordability. The TRUE portfolio includes TRUE METRIX® glucose meters, TRUEdraw® lancing devices, TRUEplus® lancets, pen needles, single-use insulin syringes, ketone tests, fast-acting glucose products, and A1C testing solutions.

Contact information:

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TRUE METRIX® is affordable and accessible:

TRUE METRIX® is the brand that many national retailers trust to put their name on, providing a cost-effective option for patients with diabetes; and is available over the counter for self-pay budget conscious consumers. TRUE METRIX® is Preferred with National Coverage; Commercial Insurance, Medicare Advantage and Medicaid formularies; CVS Caremark, Express Scripts®, Aetna®, Centene, Elevance Health (Anthem), Humana, Cigna Healthcare®, Molina Healthcare, Highmark, UPMC, and Pennsylvania Medicaid.

Experience and outcomes:

For over 40 years, Trividia Health has remained focused on our commitment to advancing diabetes care. **TRUE METRIX® Test Strips are made in the United States**, with manufacturing facilities in Fort Lauderdale, Florida. Trividia Health is the largest US manufacturer of store-branded products for people with diabetes.

The TRUE METRIX® Portfolio has national coverage with over 250 million contracted lives with pharmacy benefit managers, managed care plans including multiple managed Medicaid plans and fee-for-service Medicaid programs. With distribution reach in over 55,000+ retail chain pharmacies, independent pharmacies, long-term care facilities, and home medical supply providers.

Certifications and quality assurances:

- ISO 13485 certified
- MDSAP certified
- FDA inspected/registered
- Good manufacturing practices (cGMP) certification
- SMETA 4 pillar certified
- ISO 14001 certified.

Support services:

Extensive education, training, and support:

- Field sales specialists
- US-based customer care experts
- Management software
- Training resources
- TRUE Ways to Save™ co-pay savings program
- Meet Lance™ patient education program
- Product solutions.

Website for additional information:

www.TrividiaHealth.com

Twin Health

A brief overview of relevant products and services:

Twin Health helps people change the course of their health with care that continuously learns and adapts to the individual. The Digital Twin Care Platform connects health data from labs, connected devices, daily routines, and member interactions to create one evolving picture of each person's health. An AI Digital Twin helps identify how factors like food, movement, sleep, stress, and medications are affecting the individual, while a dedicated Care Team uses that understanding to guide care.

Instead of treating weight, blood sugar, blood pressure, medications, and other cardiometabolic risks as separate problems, Twin helps Care Teams understand how they are connected and what each person needs next. This N-of-1 approach supports people across the cardiometabolic spectrum, from prevention and prediabetes to weight concerns, type 2 diabetes, and more complex care needs. Twin is designed to support meaningful, lasting outcomes for members while helping employers and health plans reduce long-term healthcare costs.

Experience and outcomes:

Twin focuses on improving underlying cardiometabolic health rather than adding more symptom management. Published evidence shows meaningful improvements in type 2 diabetes, weight, and medication use. In a Cleveland Clinic randomized trial (*NEJM Catalyst*, 2025), participants using Twin achieved: 71% lowered A1C below the diabetes range, 27 lbs average weight loss, and 85% eliminated GLP-1 medication while sustaining outcomes

Pricing information:

Our Performance-Based Earned Fee Model is designed to promote accountability and mutual alignment with our partners. We do not use traditional per employee per month (PEPM) fees, opting instead for a model where our fees are tied to real, measurable outcomes. This aligns our success directly with the health improvements, satisfaction, and cost savings experienced by our partners and members, demonstrating our investment in their success. Twin aligns its business model with measurable health outcomes. Rather than focusing only on enrollment or engagement, Twin offers outcomes-based contracting approaches that can place fees at risk against agreed-upon clinical and financial results. Specific pricing and contracting models are tailored to the needs of each organization.

Experience and outcomes:

Twin partners with employers, health plans, and other organizations to support diverse member populations across industries and geographies. The program is designed to serve people across a broad range of cardiometabolic needs through one platform and one coordinated care model. Twin's clinical outcomes have been evaluated through peer-reviewed research and real-world analyses, including studies examining improvements in blood sugar, weight, medication use, healthcare utilization, and cost. Current clinical, economic, and member outcomes are available at <https://usa.twinhealth.com/ourapproach>.

Advancing health equity:

Twin is designed to build care around the individual, including their routines, preferences, culture, access to resources, and everyday life. Care Teams work to understand what is realistic for each member and provide guidance that can fit their circumstances, including food preferences, activity, sleep, stress, and other factors that influence health. The goal is not to give every member the same plan. It is to give each person care that reflects who they are, what they need, and what can realistically work in their life.

Website for additional information:

<https://usa.twinhealth.com/>

Contact information:

Ryan Whiteleather,
RVP Employer Growth

ryan.whiteleather@twinhealth.com

United Concordia Dental

A brief overview of relevant products and services:

Diabetes and your oral health:

Diabetes can impact the state of your mouth. In turn, the health of your mouth can make it more difficult to control your blood sugar. That's why it's especially important for those with diabetes to keep their mouth, teeth, and gums as healthy as possible.

- Diabetes can reduce saliva production and cause dry mouth. High blood sugar from diabetes can increase oral bacteria and contribute to the buildup of gum disease-causing plaque.
- Since diabetes makes it harder for the body to fight infection, gum disease may be more severe and harder to treat and maintain.
- If gum disease turns into severe periodontitis, it may impact the body's ability to control blood sugar, making diabetes more difficult to control.

Dental exams can make a difference:

The good news is that keeping your mouth healthy can make it easier to manage your diabetes. In order to identify, treat, and/or stop the progression of gum disease, it's important to see your dentist on a regular basis.

- Schedule regular dental visits — depending on your condition, your dentist may recommend more frequent cleanings and exams.
- Tell your dentist about any health conditions, medications, and symptoms.
- Offer to connect your dental and medical professionals to better coordinate your care.
- Talk to your dentist about whether or not you have gum disease and the recommended treatment.
- Review your dental insurance coverage — while insurance may not cover everything your dentist recommends, it's helpful to know what's covered in advance.
- Follow your dentist's recommendations for proper at-home oral hygiene.

Website for additional information:

UnitedConcordia.com/Diabetes

Contact information:

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Project Coordinator

Corporate Administrator,

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Vida Health

Contact information:

Miguel Rosa SVP, Sales

617-721-8862

miguel.rosa@vida.com

A brief overview of relevant products and services:

Care for each Vida member is tailored based on their severity and specific set of conditions. Vida works to baseline each member during the initial onboarding process, using external data, intake surveys, and live provider assessments. Each condition has its own unique set of goals and interventions to drive outcomes. The core program includes a 20-week intensive phase followed by a 7-month maintenance phase.

Vida supports members as they continue on their health journey after completing the intensive phase of their program. The intensive phase includes high-touch member-provider collaboration during the first three to six months. As the member explores, learns, practices, and applies new behaviors in everyday life, they move into the maintenance phase. Stronger at self-management, members meet with their providers less frequently, relying more on digital tools, interactive content, digital peer groups, and trackers — all available within the Vida app. Members continue to access their coach, dietitian, or provider as needed. Vida is available to step up care, deploy the right care team provider interventions, and reinforce behaviors when need is identified, whether through claims or screenings or initiated by the member.

Pricing information:

Vida invoices in a per-participant per-month (PPPM) model. Meaning, you are only billed for those members who engage with our program on a monthly basis. The PPPM ranges from \$65–\$135, depending on how you decide to deploy Vida. The base PPPM fee includes access to the full scope of Vida service and resources, including 1:1 consults, unlimited asynchronous interactions with health experts (e.g., health coaches, dietitians, and pharmacists trained in motivational interviewing), coach-moderated groups, social groups, remote monitoring, device tracking, all features of the Vida app, and devices for users that meet clinical criteria. It also includes screening for all participants for depression and anxiety, digital CBT content, and referrals to EAP/mental services available to members. Vida also offers a 100% fee-at-risk model.

Experience and outcomes:

Today Vida serves over 4M lives and has over 400+ clients. Vida's published results show an average of greater than 1.3 point reduction in A1C, and overall, 7% weight loss at 1 year, all while significantly improving the mental health of the member. Vida's validated claims analysis shows 88% of members with prediabetes did not advance to a diagnosis of diabetes (compared to 76% to matched controls). Beyond clinical measures, Vida's results show 15% reduction in hospitalizations in the first 6 months — all based on a rigorous, case control and difference-in-difference assessment.

Certifications and quality assurances:

Vida Health is HIPAA compliant and SOC 2 certified, maintaining rigorous administrative, physical, and technical safeguards to protect member PHI and uphold the highest standards of data security and privacy.

Support services:

- **Member support:** Email and phone support for individual enrollees.
- **Enterprise support:** Dedicated implementation and account teams
- **Digital tools:** In-app support, coaching touchpoints, device integrations.
- **Clinical escalation:** Access to physicians, nurse practitioners, and clinical specialists as part of some programs.

Websites for additional information:

- Primary corporate site: <https://www.vida.com/>
- Product overview: <https://www.vida.com/vida-app/>
- Programs and outcomes: <https://www.vida.com/our-programs/>

Virta Health

A brief overview of relevant products and services:

Virta is a virtual clinic that reverses metabolic disease by targeting metabolic dysfunction through personalized nutrition, provider-led care, and continuous monitoring. The program supports all metabolic needs, with or without GLP-1s, and guarantees results by placing all fees at risk. For diabetes, Virta achieves reversal – returning weight and A1C below diagnostic thresholds – while reducing or eliminating medications. Reversal is possible through:

- Individualized nutrition therapy that optimizes carbohydrates, protein, and healthy fats to each member's unique metabolism and whole-person needs – including budget, clinical profile, food and cultural preferences, readiness for change and more.
 - Advanced telehealth model by a physician-led care team
 - Behavior change technology via the Virta app
- Virta provides a single virtual front door for members across the metabolic spectrum:
 - Sustainable weight loss: For members with obesity, overweight, or prediabetes (BMI ≥ 25 , or A1c 5.7 to 6.4)
 - Diabetes reversal: For members with type 2 diabetes (A1c ≥ 6.5)
 - Diabetes management solution: For members with type 2 or type 1 diabetes.

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Pricing information:

Virta's pricing model is 100% value based ensuring that employers and health plans only pay for active monthly participants. As such, our pricing model is based on a PPM (i.e., per engaged participant per month) basis. Customers have the option to pay for Virta's services directly through invoicing, but more often choose to pay through a claim. Additionally, we are so confident in our ability to drive positive change that our performance guarantee (PG) structure offers 100% of year one fees at risk based on clinical and economic outcomes. We are happy to share more details on our pricing model during client discussions.

Experience and outcomes:

Since launching our clinical trial in 2014 and entering the self-insured market in 2016, Virta has focused on metabolic disease reversal through nutrition and continuous remote care. We now partner with 700+ organizations and serve millions nationwide, with outcomes validated in 20+ peer-reviewed studies and cited by the ADA. Virta's diabetes reversal delivers sustained outcomes including:

- 3.0 A1C reduction (baseline A1c $\geq 9\%$)
- 13% weight loss without medications at 1 year
- 59% Rx reduction at one year
- \$601 per-participant per-month savings.

Certifications and quality assurances:

All providers and coaches receive extensive training on Virta's nutrition approach, medication deprescription, and coaching techniques. We are happy to provide more detail on our provider certifications and overall quality assurances practices during client discussions.

Support services:

Our solutions span the metabolic health spectrum, available to members with type 1 diabetes, type 2 diabetes (T2D), prediabetes, clinically obesity and/or overweight. We are happy to discuss the resources and support model available to Virta members in more detail during client discussions.

Websites for additional information:

- [Virta Health Website](#)
- [Validation Institute Report](#)
- [Peterson Health Technology Institute Report](#)
- [Virta Health 2025 Annual Report](#)

WebMD Health

A brief overview of relevant products and services:

WebMD's whole-person coaching program delivers an integrated, scalable solution to support individuals at every stage of the diabetes journey, from risk reduction and weight management to clinical condition support. By aligning three core coaching offerings — **Lifestyle Coaching**, **Positively Me** and **Condition Management Coaching** — we provide a unified experience that addresses prevention, intervention and ongoing disease management.

It starts with **Lifestyle Coaching**, which offers personalized, one-on-one support to help individuals adopt healthier habits across nutrition, physical activity, stress and weight management. This is the foundation for diabetes prevention. Our diverse team of coaches — including dietitians, nurses and behavioral experts — works with individuals across all risk levels, tailoring strategies to build long-term, sustainable change. This early engagement is critical in slowing or preventing the progression toward chronic conditions like type 2 diabetes.

For individuals who are overweight, obese, or at risk for diabetes, the **Positively Me** program offers a 12-month coaching track based on Diabetes Prevention Program principles. It blends high-frequency coaching in the early phases with long-term maintenance support and works with or without anti-obesity medications like GLP-1s. By combining behavior change with medication adherence strategies, this program strengthens outcomes and helps participants create lasting health improvements tied directly to weight-related diabetes risk factors.

Condition Management Coaching is for those already diagnosed with diabetes. Participants work with registered nurses or certified diabetes educators to manage medications, monitor glucose, and follow their care plans with providers. This isn't limited to high-risk cases; we intentionally support individuals across the risk spectrum to prevent avoidable complications and hospital visits. Coaching remains behaviorally driven but adds a clinical layer to keep individuals stable, informed and empowered to manage their condition day to day.

Together, these three programs offer a fully integrated diabetes solution — from proactive prevention to advanced self-management. Whether someone is at risk, in the early stages of weight intervention, or living with diabetes, they experience consistent, coordinated coaching that drives measurable outcomes at every stage of the journey.

Pricing information:

WebMD's financial model may vary depending upon the products or services selected. For example, WebMD platform fees are based on a per-eligible per-month pricing model. Coaching services are based on a per-participant per-year pricing model. Some WebMD services are based on annual fees or on a per-unit rate.

Certifications and quality assurances:

WebMD is accredited by the National Committee for Quality Assurance (NCQA) and by URAC. Our accreditations and certifications include:

- NCQA Population Health Program Accreditation for asthma, CAD, CHF, COPD and diabetes.
- NCQA Wellness and Health Promotion Accreditation.
- ACE Continuing Education Provider
 - WebMD Health coaches are trained on the most up-to-date, clinically approved, health information to promote behavior change and create a positive impact.
- URAC Health Website Accreditation.

Website for additional information:

webmdhealthservices.com

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Welldoc

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A brief overview of relevant products and services:

Welldoc's cardiometabolic platform supports multiple conditions – including diabetes, hypertension, heart failure, prediabetes, CKD, diabetes in pregnancy, sleep apnea, weight management, and mental well-being – through digital tools and optional live virtual coaching. AI-driven guidance helps people self-manage while staying connected to their care team, with a single hub for all metabolic needs. The platform integrates with 400+ devices (CGMs, glucose meters, scales, BP cuffs, activity trackers) to deliver personalized, real-time support. Welldoc demonstrates strong clinical rigor with 12 FDA 510(k) clearances, 55+ patents, and 100+ publications.

Experience and outcomes:

Welldoc was founded in 2005 and been in business for 20 years with 350 employees. We cover 12+ million lives spanning across health plans, health systems, employers, and channel partnerships. Our largest clients include CVS Health, Eli Lilly, MDLIVE, HealthFirst and Paramount. Proven clinical results include A1c reduction, cost savings, weight loss, and blood pressure reduction.

Advancing health equity:

Welldoc has incorporated cultural competency, social determinants of health and root cause factors into our holistic approach across product development, engagement and advancing our AI as described below.

- **Product development:** Welldoc uses the latest technology for body scanning and food scanning. The Welldoc food database is large and diverse, representing a diverse multicultural variety of cuisines/foods. The education curriculum and coaching are based on publicly available, evidence-based clinical standards that focus on supporting a broad, diverse population. Language/communication in the app is written to a 4–6th grade level. The app is available in a neutral US Spanish, with cultural changes made for the target audience. We have an extensive human factor approach integrated into our product testing to ensure that our app is tested across a diverse population of individuals living with chronic conditions.
- **Engagement:** Welldoc prides itself on partnering with our clients to develop an engagement approach that supports a client's diverse population. Engagement is based on segmenting the population in a way that ensures that individuals are receiving the right information at the right time in their journey. We can work with you to ensure that race, age, geography, and social determinants of health are incorporated into our engagement and communication strategies. Welldoc also supports Spanish language engagement and communications and customer care. Welldoc has a market research and survey approach to continue understanding and obtaining feedback from the users of our product. This feedback is considered as we enhance our product offerings and capabilities.
- **Advanced AI:** Welldoc continues to optimize our AI by integrating social determinants of health. This is an integral part in understanding how different segments of populations and ensuring our AI-driven coaching continues to be personalized and supportive of an individual's journey. One example that showcases this is our partnership with the New York City Health and Hospital System. We are successfully integrating our solution, completely in Spanish, into their health ecosystem, which supports an extremely diverse population.

Pricing information:

Welldoc will be about 1/6 the cost of other providers with our digital-only support because we use AI rather than human coaches. Our fee structure is based on a per-utilizer per-month (PUPM) or per-eligible member per-month (PMPM). Welldoc is part of the United Healthcare Store.

Website for additional information:

www.welldoc.com/

YMCA of Delaware

A brief overview of relevant products and services:

The YMCA's [Diabetes Prevention Program](#) helps adults at risk for type 2 diabetes take control of their health through small, manageable lifestyle changes. Guided by a trained lifestyle coach, participants learn how to eat healthier, increase physical activity, and lose weight – all in a supportive group setting. This proven, year-long program can cut the risk of developing type 2 diabetes by more than half. Financial assistance is available to ensure all Delawareans have access to this life-changing program.

- Covered by Medicare, Medicaid and some private insurers. Grants are available
- CDC-recognized status
- We have served over 4000 individuals since its inception with an average weight loss of over 5%
- 4 months of YMCA membership included
- Offered in-person, virtually and in Spanish.

Websites for additional information:

- www.ymcade.org
- [YMCA of Delaware Health and Fitness Exercise Classes](#)

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Glossary

A1c: A blood test showing average blood sugar over the past 2–3 months; used to diagnose and monitor diabetes.

Access to health care: A social determinant of health affecting early detection, screenings, education, and diabetes management.

Albumin-to-creatinine ratio (uACR): A urine test that measures how much protein (albumin) is leaking into the urine. Elevated levels signal early kidney damage, often caused by diabetes.

American Diabetes Association (ADA): Leading organization in diabetes research, education, and advocacy, serving over 40 million Americans living with diabetes.

Americans with Disabilities Act (ADA): Federal law protecting employees with diabetes and requiring reasonable accommodations.

Alpha-glucosidase inhibitors: Medications that slow carbohydrate digestion to help control blood sugar; may cause stomach discomfort, e.g. acarbose, miglitol.

Anti-diabetic agents: Medications used to treat diabetes, including insulin and oral drugs.

Blood glucose (blood sugar): The sugar in the bloodstream used for energy; too high or too low can cause health problems.

Blood glucose meter (fingerstick meter): A handheld device that measures blood sugar using a drop of blood.

CGM Alerts: Notifications from a continuous glucose monitor that warn the user when blood sugar is too high or too low. Alerts help prevent emergencies and support safe workplace performance.

Chronic obstructive pulmonary disease (COPD): A lung condition often treated with steroids, which can raise blood sugar.

Connected CGM + pump systems: Integrated devices that automatically adjust insulin delivery based on CGM readings.

Continuous glucose monitor (CGM): A wearable device that tracks blood sugar all day and night and alerts users to highs and lows.

Diabetes burnout: Emotional exhaustion from the daily demands of diabetes management.

Diabetes Self-Management Education and Support (DSMES): A structured program teaching skills for effective diabetes management.

Diabetes: A condition where blood sugar is too high due to insufficient insulin or insulin resistance.

Diabetic emergency: Sudden high or low blood sugar causing confusion, shakiness, irritability, or distress.

Diabetic ketoacidosis (DKA): A life-threatening emergency caused by very low insulin levels; requires immediate care.

DPP-4 inhibitors: Medications that help the body release more insulin after meals; low risk of low blood sugar.

Economic stability: A social determinant affecting access to healthy food, medications, and care.

Education and health literacy: A determinant influencing the ability to understand health information and follow treatment plans.

Employee assistance program (EAP): Workplace mental health support that can help employees manage diabetes-related stress.

Estimated glomerular filtration rate (eGFR): A blood test that shows how well the kidneys are filtering waste. Lower numbers indicate reduced kidney function and higher risk for chronic kidney disease.

Family and Medical Leave Act (FMLA): Federal law providing protected leave for serious health conditions, including gestational diabetes.

Federally Qualified Health Center (FQHC): Community-based clinics that provide comprehensive primary care regardless of ability to pay. Many offer diabetes education, screenings, and chronic disease management.

Food insecurity: Limited or uncertain access to nutritious food. It increases diabetes risk and makes blood sugar management more difficult.

Fruity-smelling breath: A warning sign of DKA.

Gestational diabetes: Diabetes that develops during pregnancy and usually resolves after delivery.

Glinides: Medications that help insulin release around mealtimes; low blood sugar risk.

GLP-1 injectables: Medications that help control appetite and blood sugar; may cause nausea.

Glucose challenge test (GCT): Initial screening test for gestational diabetes.

Glucose: A type of sugar that provides energy for the body's cells.

Health equity: The commitment to ensuring all employees have fair access to care, resources, and opportunities to achieve good health, regardless of background or ZIP code.

Health literacy: The ability to understand and use health information; lower literacy is linked to higher A1c.

Healthy eating: A diabetes prevention and management strategy emphasizing fiber, lean proteins, and healthy fats.

High blood sugar (hyperglycemia): Elevated blood glucose that can cause dehydration, fatigue, and long-term complications.

Hyperosmolar hyperglycemic state (HHS): A life-threatening emergency involving extremely high blood sugar and severe dehydration.

Hypoglycemia (low blood sugar): A dangerous drop in blood sugar causing shakiness, sweating, confusion, or irritability.

Insulin pump: A device that delivers insulin continuously and at mealtimes.

Insulin resistance: When the body's cells don't respond properly to insulin, causing high blood sugar.

Insulin sensitivity: How effectively the body responds to insulin. Higher sensitivity means the body uses insulin well; lower sensitivity (insulin resistance) increases diabetes risk.

Insulin therapy: Treatment using insulin to manage type 1 or type 2 diabetes.

Insulin: A hormone that moves glucose into cells; may be taken via injections, pumps, or pens.

Ketones: Chemicals produced when the body breaks down fat; high levels can indicate DKA.

Metformin: A first-line diabetes medication that lowers blood sugar and improves insulin use.

National Diabetes Prevention Program (NDPP): A year-long lifestyle program proven to reduce type 2 diabetes risk.

Neighborhood and built environment: A determinant affecting access to healthy food, safe exercise spaces, and healthcare.

Neuropathy: Nerve damage caused by diabetes, often affecting hands and feet.

Obesity: A common comorbidity that increases diabetes risk and complications.

Oral glucose tolerance test (OGTT): A diagnostic test for gestational or type 2 diabetes.

Polycystic ovary syndrome (PCOS): A hormone disorder that increases insulin resistance and diabetes risk.

Prediabetes: A condition where blood sugar is elevated but not high enough for diabetes; increases risk of type 2 diabetes.

Preeclampsia: A pregnancy complication involving high blood pressure; more common with gestational diabetes.

Pregnant Workers Fairness Act (PWFA): Federal law requiring accommodations for pregnancy-related conditions, including gestational diabetes.

Presenteeism: Reduced productivity at work due to symptoms such as fatigue or cognitive changes.

Reasonable Accommodations: Workplace adjustments that help employees manage diabetes safely and effectively—such as breaks for glucose checks, access to food or water, or schedule flexibility.

Retinopathy: Eye damage caused by long-term high blood sugar.

Rural diabetes risk: Higher diabetes prevalence and fewer healthcare resources in rural communities.

Safety-sensitive roles: Jobs where unstable blood sugar may pose safety risks (e.g., drivers, machinery operators).

SGLT2 inhibitors: Medications that help the body remove sugar through urine; may increase dehydration risk, e.g. dapagliflozin, empagliflozin, canagliflozin.

Smart insulin pen: A connected device that tracks insulin doses and timing.

Social and community context: A determinant involving support systems, cultural norms, and discrimination.

Social determinants of health (SDOH): Conditions in which people live, work, learn, and age that influence diabetes risk and management.

Steroid-induced hyperglycemia: High blood sugar caused by steroid medications such as prednisone.

Stress management: A prevention and management strategy that reduces blood sugar fluctuations.

Sulfonylureas: Medications that increase insulin release; can cause low blood sugar, e.g. glimepiride, glipizide, glyburide.

Tele-endocrinology: Remote access to diabetes specialists through virtual visits, improving care for employees in rural or underserved areas.

Telehealth access: Access to virtual medical care and remote monitoring services, which can improve diabetes management for employees in rural areas.

Thiazolidinediones (TZDs): Medications that help the body use insulin better. May cause swelling or weight gain; monitor stamina in physically demanding roles.

Tirzepatide: A medication that helps control appetite and blood sugar; often causes weight loss e.g. Mounjaro, Zepbound.

Transportation barriers: Challenges accessing reliable transportation for medical appointments, screenings, or pharmacy visits – common in rural areas.

Type 1 diabetes: An autoimmune condition where the body stops producing insulin.

Type 2 diabetes: A chronic condition where the body doesn't use insulin effectively.

Umbrella Hub Organization (UHO): A CDC-recognized entity that supports smaller organizations in delivering the National Diabetes Prevention Program by providing billing, infrastructure, and administrative support.

Wearables: Digital devices such as smartwatches or activity trackers that monitor steps, heart rate, sleep, or other health metrics.

Workplace accommodations (ADA/PWFA): Adjustments that support safe diabetes management, such as breaks, food access, or private spaces.



The Greater Philadelphia Business Coalition on Health (GPBCH) seeks to increase the value of health benefit spending for the region's employers. We do this by improving workforce and community health, increasing healthcare quality and safety, and reducing healthcare costs. The Coalition represents employer interests in working with health plans, healthcare providers, benefits consultants, suppliers and other system stakeholders to address population health priorities and to ensure that when healthcare is needed it is accessible, affordable, equitable, high-quality, and safe.

