

Case study

From insights to impact: Better obesity benefits in the GLP-1 era

How MilliporeSigma aligned employee needs and data insights to build a future-ready obesity benefits strategy.

The client

WHO: MilliporeSigma

INDUSTRY: Life Sciences

QUICK FACTS:

- Founded 358 years ago in Germany
- 13,600 eligible lives (employees, spouses, and covered dependents (18+) enrolled in the medical plan)
- Employee-centric culture drives benefits approach

CHALLENGES:

High rates of obesity, hypertension, musculoskeletal issues, and prediabetes across the MilliporeSigma employee and dependent population were driving up claims cost and GLP-1 utilization.

2024 Company statistics:

Percent of population with weight-related risk factors:

48% Obesity

23% Hypertension

21% Musculoskeletal issues

14% Prediabetes

GLP-1 utilization and spend:

2× GLP-1 prescriptions doubled

142% GLP-1 spend increased

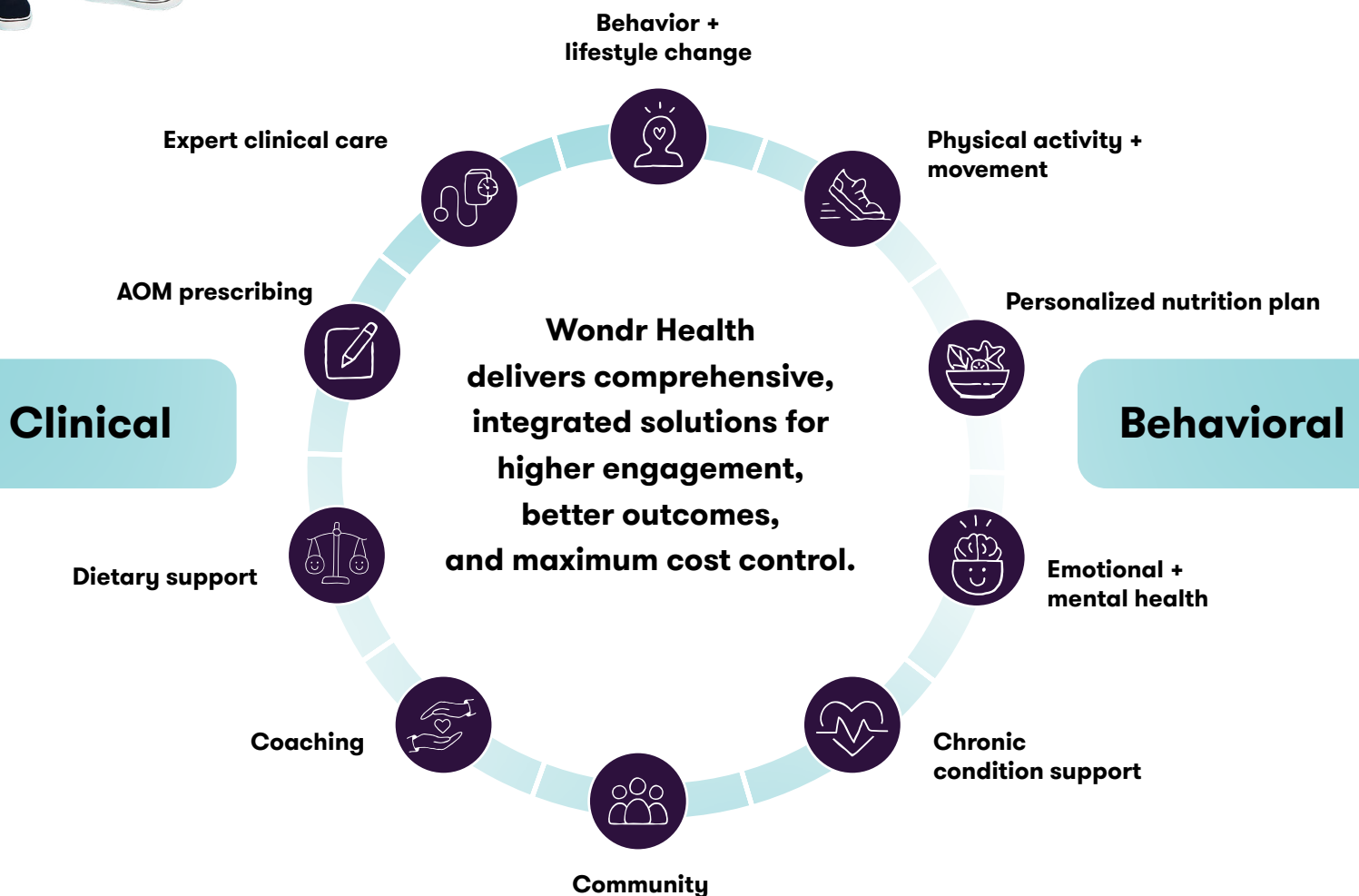




The solution

MilliporeSigma uses data-driven insights to prioritize high-cost areas and guide decisions about benefit design and investment. MilliporeSigma identified weight-related conditions and GLP-1 utilization as a top cost driver but lacked a dedicated solution to manage it. Existing programs were embedded within the PBM, limiting employee visibility and engagement.

In January 2025, MilliporeSigma implemented Wondr Advanced, a comprehensive, behavior-based weight and GLP-1 management solution as a standalone benefit to increase awareness, make it easy for employees to access high-quality weight care, and improve control over in-year and future costs through appropriate GLP-1 use, personalized medication management, and meaningful improvements in population health outcomes.



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What stood out about Wondr Advanced was its strong emphasis on nutrition and dietary support as a core part of its behavioral foundation. Paired with real-time chat support, group coaching, a visible and credible clinical team, and personalized pathways for behavior-based and medication-assisted weight loss, Wondr Advanced offers comprehensive capabilities and greater flexibility than digital, self-guided solutions.

– Stacie Frost, Global Head of Country Rewards, Head of Total Rewards, North America, People Recognition, Rewards & Relations, Group Human Resources, MilliporeSigma

Results

Engaging the right people at the right time through personalized pathways

Adoption and retention exceeded industry benchmarks, indicating strong alignment with employee need for a proven behavioral foundation, with or without medication.

1,336 employees enrolled in year one

40% of enrolled participants were eligible for a weight loss medication

61% of eligible employees chose the behavioral program, with no medication

13% of eligible employees chose medication-assisted weight loss and were prescribed a medication through Wondr Advanced

26% of eligible employees were already prescribed a medication and chose the behavioral program

Better outcomes reduce downstream risk

Weight loss outperformed industry benchmarks, with employees reporting greater control over their weight and increased confidence.

6% average weight loss for employees who chose the behavioral program, with no medication

14% average weight loss for employees who chose medication-assisted weight loss and were prescribed a medication through Wondr Advanced

12% average weight loss for employees who were prescribed a medication and chose the behavioral program

Clinical impact beyond the scale

Employees had a 13.4% reduction in one or more risk factors and reduced their risk of developing multiple chronic conditions linked to excess weight.

14.1% Obesity

13.5% Hypertension

12.3% Musculoskeletal

12.7% Prediabetes

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It's a terrific benefit. I have a lot of experience with other weight programs...there is a lot of solid advice in Wondr Advanced that works in the real world.

– MilliporeSigma employee

Future-proofing MilliporeSigma's obesity benefits

MilliporeSigma is committed to a long-term investment in weight management, including maintaining coverage for GLP-1 medications and offering a proven weight management program like Wondr Advanced. Discontinuing coverage would likely reverse health gains, and the organization's approach is to invest in long-term outcomes rather than short-term savings.

A proven leader in the benefits space for nearly 20 years

Wondr Health is the trusted leader in digital weight and GLP-1 management solutions for employers and health plans.

In a market where 7 out of 10 working-age adults with overweight or obesity lack access to effective weight care, we help organizations close the gap between wellness and disease management through preventive intervention.

Built on a science-backed behavioral foundation, our solutions target metabolic health factors early to prevent manageable risk from becoming uncontrolled spend. We combine lifestyle support, expert obesity care, and a GLP-1 governance layer to deliver turnkey and configurable solutions that integrate with existing programs or operate as a standalone solution. With built-in clinical oversight and flexible funding models, employers and health plans who offer Wondr Health solutions are improving access to personalized weight care while reducing the impact and cost of chronic conditions.

Source: 2025 program results for Wondr Health and MilliporeSigma.

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