



# Metabolic Syndrome Resource Guide

# Metabolic Syndrome Resource Guide

## A Guide for Macy's, Inc. Associates

This resource guide is designed to:

- educate and provide awareness;
- encourage compliance with recommended screenings;
- support individuals to live healthier lifestyles;

**Please Note:** This is an informational resource only, and is not to be used or relied on for any diagnostic or treatment purposes. This material is intended to be basic patient education. You should consult with your health care provider before making any healthcare decisions or for receiving diagnosis of, or guidance about, a specific medical condition.



**Designed to enhance the lives of Macy's, Inc. associates and their families.  
Live Healthy provides inspiration, incentives, and tools to create healthier lifestyles.**

**Table of Contents**

What is Metabolic Syndrome? ..... 4

Risk Factors and Symptoms ..... 4

    Five common metabolic syndrome risk factors ..... 4

Why Metabolic Syndrome Matters..... 5

Treatment: Delaying, Preventing and Reversing Metabolic Syndrome ..... 6

Resources Available through the Macy’s, Inc. Cigna Medical Plan..... 7

    Preventive Screenings..... 7

    Using Cost and Quality Tools to Select a Provider ..... 7

    Know Your Numbers ..... 7

    24-Hour Health Information Line..... 7

    Disease Management..... 7

    Quit Today Tobacco Cessation ..... 8

    Express Scripts, Inc. (ESI)..... 8

    Employee Assistance Program (EAP) ..... 2

## What is Metabolic Syndrome?

Metabolic Syndrome is the name for a group of risk factors that have been clinically proven to raise your risk for heart disease and other health problems, such as diabetes and stroke.

## Risk Factors and Symptoms

Risk factors are traits, conditions or habits that increase your chance of developing a disease. Metabolic syndrome is closely linked to being overweight and/or obesity, lack of physical activity and insulin resistance. Other factors include ethnicity and family history as well as older age.

Metabolic syndrome can only be determined with lab work. There are no clear symptoms that indicate whether an individual has metabolic syndrome. You will need to contact your health care provider and receive regular physical exams and preventive blood work to help assist with this process.

## Five common metabolic syndrome risk factors

You must have three (3) or more of these five (5) risk factors, occurring together, to be diagnosed with metabolic syndrome:

	Men	Women
<b>Central obesity</b>	Waist > 40 inches	Waist > 35 inches
<b>Fasting triglycerides</b>	> 150 mg/dL	> 150 mg/dL
<b>Low HDL-C</b>	< 40 mg/dL	< 50 mg/dL
<b>Blood pressure</b>	> 130/85	> 130/85
<b>Fasting glucose</b>	> 110 mg/dL	> 110 mg/dL

1. **Central obesity** - A large waist circumference also known as abdominal obesity or having a “pear shape.” A measurement of greater than 40 inches in males or greater than 35 inches in females is considered at risk for metabolic syndrome. Excess fat in the stomach area is a greater risk factor for heart disease than excess fat in other parts of the body, such as on the hips.
2. **Fasting Triglycerides** - A high triglyceride level of 150 or greater (or you are taking medicine to treat high triglycerides). Triglycerides are a type of fat found in the blood. High triglycerides cause plaque buildup within your arteries. When plaque hardens and narrows the arteries, the amount of blood and oxygen reaching the heart is reduced, which may result in chest pain or heart attack. This metric can be impacted if the person being screened does not fast.
3. **Low HDL Cholesterol** – A low HDL level (or you are on medicine to treat low HDL cholesterol). A measurement of less than 50 for women and less than 40 for men raises your risk. HDL is known as ‘good’ cholesterol as it helps remove cholesterol from your arteries. A low HDL level raises your risk of heart disease.
4. **Blood Pressure** - High blood pressure (or you are taking medicine to treat high blood pressure). Prehypertension is defined as readings that fall between 120/80 - 139/89. You are considered at risk for metabolic syndrome if multiple readings show a blood pressure of 130/85 or greater. Blood pressure is the force of blood pushing against the walls of your arteries as your heart pumps blood. If your blood pressure rises and stays high over time, it can damage your heart and lead to plaque build-up.

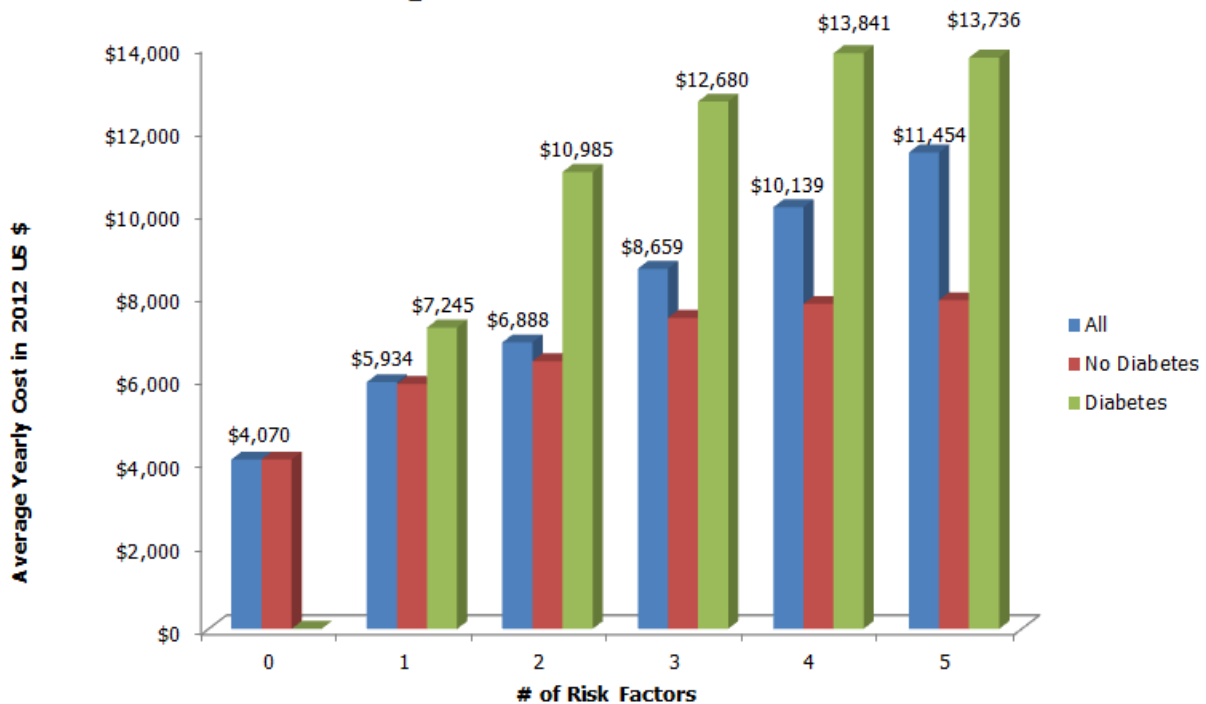
- Blood Glucose** – High fasting blood sugar (or you are on medicine to treat high blood sugar). A measurement of 100 or greater is considered a risk factor and may be an early indicator of diabetes.

Other risk factors, besides those described above, also increase your risk for heart disease. For example, a high LDL cholesterol level and smoking are major risk factors for heart disease, but they aren't part of metabolic syndrome. Having even one risk factor raises your risk for heart disease. You should try to control every risk factor you can to reduce your risk.

## Why Metabolic Syndrome Matters

Currently, 34 % of American adults have metabolic syndrome. A person diagnosed with metabolic syndrome has two times the risk for heart attack or stroke, and five times the risk for developing diabetes. Individuals with metabolic syndrome average two times as much per member per year in medical costs than an individual without metabolic syndrome. Additionally, health care costs go up 25% with each added risk.

### Marginal Risk Factor Costs - 2012



<b>All</b>	\$4,070	\$5,934	\$6,888	\$8,659	\$10,139	\$11,454
<b>No Diabetes</b>	\$4,070	\$5,889	\$6,436	\$7,480	\$7,813	\$7,904
<b>Diabetes</b>	\$0	\$7,245	\$10,985	\$12,680	\$13,841	\$13,736
<b>Marginal % Cost Increase</b>		46%	16%	26%	17%	13%

Source: Boudreau, D.M., et. al., "Health Care Utilization and Costs by Metabolic Syndrome Risk Factors." Metabolic Syndrome and Related Disorders. 7 (2009) pg. 10.

## **Treatment: Delaying, Preventing and Reversing Metabolic Syndrome**

Metabolic syndrome can be prevented and delayed! It can be achieved mainly with long term sustainable lifestyle changes such as:

**Physical Activity**– Incorporate at least 150 minutes (2 hours and 30 minutes) of vigorous physical activity into your weekly routine. Physical activity keeps the heart and lungs healthy. Adopt a schedule of 30 minutes of moderate exercise a day working your way up to the recommended amount.

**Healthy Diet** – Follow a heart healthy and nutritious diet by adopting a diet rich in whole grains, fruits, vegetables, lean meats and fish, and low-fat or fat-free dairy products. Avoid processed foods, which often contain partially hydrogenated vegetable oils, and are high in salt and added sugar. Following The Dietary Approaches to Stop Hypertension (DASH) has been found to offer health benefits for people with metabolic syndrome.

**Losing Weight** – Work with your doctor to create a long term, sustainable weight loss program to reach a BMI level of 25 or less, which is considered a healthy range. Losing as little as 5 -10 percent of one's body weight can reduce insulin levels, blood pressure and decrease one's risk of diabetes. For a 200lb person this means 10-20 pounds a year, which is about a half a pound a week!

**Quit Smoking** – Smoking raises the risk of heart disease and heart attack as well as increases insulin resistance while worsening the health consequences of metabolic syndrome.

**Medication** – When changes in lifestyle alone do not control the risk factors, your doctor may need to prescribe medications to control the conditions related to metabolic syndrome. Adherence to these medications is important in preventing the long term effects of metabolic syndrome.

**Preventive Screenings** – Preventive Screenings are covered at 100% under all Company-sponsored health plans. Preventive physicals and lab work are essential to detect metabolic syndrome and it's a good idea to check in with your primary care physician each year and to receive these screenings. Keep the lines of communication open and make sure to tell your health care provider about everything that's affected your health since your last visit.

In addition to the prevention and deferment of metabolic syndrome, in some cases treatment can also reverse the disease, aiding to a healthier way of life.



## **Resources Available through the Macy's, Inc. Cigna Medical Plan Preventive Screenings**

Preventive screenings are a key factor to early detection of any cancer or illness. When visiting your doctor to receive your preventive screenings, you are taking steps that could lead to prevention and early detection of health issues. Associates and spouses enrolled in a My Choice Plan medical option can each earn a \$50 preventive care incentive for completing an approved preventive screening.

Additionally, these annual preventive screenings are covered at 100% if you are enrolled in a Company-sponsored medical option and visit an in-network doctor. For more information on the preventive services that are covered at 100%, please contact Cigna at the number listed on your ID card. For more information on preventive care and available screenings, visit the Helpful Tools page of My Benefits on My IN-SITE.

## **Using Cost and Quality Tools to Select a Provider**



Visit [www.myCigna.com](http://www.myCigna.com) to shop around and compare the costs for doctor, facility or procedure charges in advance to get a true estimate of your payment responsibility based on the medical plan you are enrolled in. When looking for these providers look for the quality designation that is only given to providers that have met specific clinical performance and efficiency standards.

## **Know Your Numbers**

When you *know your numbers* – such as height, weight, blood pressure, cholesterol, body mass index, waist circumference and glucose (blood sugar) levels, you are taking a big step toward understanding and improving your overall health. Plus, you may identify health issues, such as high blood pressure, early. You and your covered spouse are eligible to participate if you enrolled in a Company-sponsored Cigna medical option. Complete both a wellness screening and an online health assessment by the program deadlines and you will earn a \$300 incentive deposited into your Cigna Choice Fund HSA.

For more information visit the Know Your Numbers page under Live Healthy page of My Benefits on My IN-SITE.

## **24-Hour Health Information Line**

Cigna participants can access support 24/7 when you need answers to your health care questions or help understanding treatment options. The 24-Hour Health Information Line number is listed on the back of your medical ID card; your call is always confidential and no-cost to you.

## **Disease Management**

If you suffer from certain uncontrolled conditions such as diabetes, cardiovascular disease, metabolic syndrome, or you have health risks identified through Know Your Numbers and/or pharmacy and medical claims, a Cigna Nurse Advisor can help; nurses may reach out to you directly. Associates and covered spouses enrolled in a Macy's, Inc. Cigna medical plan can actively engage in disease management coaching sessions that address specific health risks and goals to be eligible for a \$100\* incentive. In order to receive the incentive, participants must complete program goals, including a preventive screening.

*\*Only one incentive per enrolled participant per plan year*

## **Omada**

Omada is an innovative, 16-week program based on clinically-proven science and designed to help individuals lose weight. The program focuses on guiding participants toward reaching modest weight loss and activity goals through nutrition and behavioral changes, which has been shown to help reduce behavioral risk factors for developing Type 2 diabetes and cardiovascular disease. Program eligibility requires a self-reported BMI over 24 and one of the following cardiovascular risk factors:

- Elevated blood glucose
- Blood pressure
- Abdominal obesity
- Triglycerides
- HDL
- Tobacco use

For successfully completing the Omada pre-diabetes and pre-heart disease program, eligible associates and spouses enrolled in a My Choice Plan medical option can each earn a \$300 incentive that will be deposited into your Cigna Choice Fund Health Savings Account (HSA) (or in your Health Reimbursement Account (HRA) for associates who are not eligible for an HSA).

## **Quit Today Tobacco Cessation**

Tobacco use puts both you at a greater risk for metabolic syndrome, diabetes, high blood pressure, heart disease, kidney disease and many other health problems.

If you are enrolled in a Macy's, Inc. medical option and would like to learn more about the confidential and no-cost to you Tobacco Cessation program and how to develop a quit plan that is right for you, contact:

- Cigna Participants: 1-800-558-8361; and say 'lifestyle coaching' or visit [www.mycigna.com](http://www.mycigna.com) and enter your user ID and password
- For all other plan participants contact Cigna: 1-866-417-7848 or visit [www.cignabehavioral.com](http://www.cignabehavioral.com) (password:macys)

## **Express Scripts, Inc. (ESI)**

Express Scripts is the prescription drug administrator for the *My Choice Plans* and the HMSA medical options. Plus, if you're enrolled in a *My Choice Plan* medical option, you have access to great pharmacy benefits such as no-cost and deductible waived medications!

The annual deductible applies when you need to get most prescriptions, but for brand-name diabetes medications and supplies (including injectables), the deductible is waived and you just pay the 20% coinsurance. If you take a preventive, maintenance and/or diabetic prescription medication that is used to manage health care conditions such as high blood pressure, cholesterol and diabetes, review the prescription drug listings (available on the Helpful Tools page of My IN-SITE) and talk to your doctor about switching to one of the no-cost or deductible-waived medications to save your money!

To access this cost-saving benefit from your *My Choice Plan* medical option, simply fill a 90-day supply prescription at a Walgreens or Duane Reade, or through Express Scripts convenient home-delivery service!

1-877-603-8396; [www.express-scripts.com](http://www.express-scripts.com)



## **Employee Assistance Program (EAP)**

The Cigna Employee Assistance Program (EAP) provides confidential 24/7 support for those everyday challenges, more serious problems and everything in between at no-cost to you. This program is available to associates (and their household in members) who average a 20-hour work week.

Through the EAP, you can access help and resources for situations such as: chronic condition support; securing credit and financial counseling; managing marital issues; depression; parenting and/or work-related stress; and coping with the loss of a loved one. You may receive this assistance over the telephone, or make arrangements to meet face-to-face with a licensed clinician in your area, and receive up to five counseling session at no-cost. To access the EAP: 1-800-558-8361 or visit [www.cignabehavioral.com](http://www.cignabehavioral.com). Under the 'I want to' section, click 'log on to access your benefits,' then, enter 'macys' for the Employer ID.

Sources: Mayo clinic, American Heart Association, National Heart, Lung and Blood Institute