



KAISER PERMANENTE

Weight Management Programs and GLP-1 Requirements for PSHB

Kaiser Permanente is fully committed to improving the overall health of our Postal Service Health Benefits (PSHB) members. Our core mission is to provide comprehensive care through our integrated care delivery system. As such, we offer an extensive array of wellness programs and workforce health support to our members.

Kaiser Permanente PSHB members can participate in a variety of programs aimed at empowering them to take charge of their health and implement desired lifestyle changes. Most of these programs are available at no additional cost, as they are seamlessly integrated into our care delivery model and form a core part of our offerings.



Weight Management

At Kaiser Permanente, healthy weight management is an integral part of our holistic healthcare approach. Our 360-degree care model begins with prevention, extends through diagnosis and treatment, and ensures ongoing maintenance, ultimately returning to preventive support. PSHB members will benefit from exceptional care, with access to a network of specialists who provide expert advice, in-person and virtual resources and classes, and connections to other professionals such as dietitians and coaches.

We use a variety of screening tools to assess obesity and related conditions across all age groups. Our physicians are ready to collaborate to delve deeper into any underlying causes of obesity and address mental health concerns tied to weight management. Additionally, we emphasize educating our clinical teams on eliminating stigma around obesity, raising awareness of implicit bias, and training them to offer holistic support for our members' weight management goals.

Our preventive strategies aim to equip our members with tools for healthy living, assisting in the transformation of habits and lifestyles to prevent and address severe illnesses, including common comorbidities like heart disease, diabetes, and hypertension. Kaiser Permanente provides resources for healthy weight, nutrition, and exercise to foster healthy lifestyle behaviors and promote overall well-being, including:

- Wellness Coaching by Phone – Receive the extra motivation needed to achieve your exercise, nutrition, and weight management goals with the Wellness Coaching by Phone program.
- Healthy Lifestyle Programs – Access a personalized, goal-oriented health action plan online.
- Fitness Programs – Maintain an active and fit lifestyle with a range of studios, gyms, fitness equipment, and on-demand exercise classes offered at preferred rates.
- Online Resources – Explore the Kaiser Permanente Food for Health recipe blog and the healthy activity, healthy eating, and healthy weight topic centers on kp.org, available at any time.
- In-Person and Virtual Classes – Participate in single- or multi-session classes held virtually or at a Kaiser Permanente medical facility. Topics include healthy weight, nutrition, diabetes prevention, and movement. Availability varies by region.

Intensive nutrition and behavioral weight-loss counseling therapy

Kaiser Permanente's unique integrated model of care and coverage enables us to provide whole-person care that meets the unique needs of each patient, without coverage limitations or strict eligibility criteria. Our approach to weight management with our patients includes lifestyle modification programs when clinically appropriate. All Kaiser Permanente lifestyle programs align with the U.S. Preventive Services Task Force recommendations for program duration, including providing the required 26 or more contact hours over 3 to 12 months, to support members in their weight management journey. Additionally, our physicians work with patients to determine the appropriate length of program participation to meet their unique needs.

We offer several aspects of an Intensive Behavioral Treatment program to our adolescent and pediatric members, including medical nutritional therapy by registered dietitians, behavioral therapy by a pediatric psychologist, and supervised physical activity by a pediatric physical therapist. Members are offered individual or group-based training.

Family-centered programs

Family-centered programs include The Healthy Eating, Active Living (HEAL) program offered by Kaiser Permanente to help children and teens aged 3-17 years old and their families make lasting healthy lifestyle choices to help maintain a healthy weight. HEAL offers 6–12-month programs on healthy lifestyle changes, healthy cooking courses, and recommended physical activity. The HEAL program is available to any patient with a BMI>85%.

Our Adolescent Lifestyle Medicine program is recognized as an intensive, longitudinal intervention designed to support sustainable health behavior change in youth. The program spans six months or more, with monthly physician visits that include a 60-minute initial consultation followed by 30-minute follow-ups throughout the course of the program.

Our Teen Mindfulness virtual workshop is another valuable offer for members between the ages of 12 and 17 years old. This workshop consists of 6 weekly sessions where members can expect to learn about mind/body connection, emotions, and thoughts, and build on their

strengths. This workshop is open to all our interested pediatric members, and there are no specific BMI criteria for participating in the workshops.

Visit kp.org/classes for more information, or see Section 5(h), *Wellness and Other Special Features*, of your PSHB Plan brochure for nutritional and behavioral lifestyle support details.



Weight Management Medication

Kaiser Permanente PSHB members have access to medications that can aid in their weight loss journey. Kaiser Permanente offers both GLP-1 drugs and oral anti-obesity medications at 50% coinsurance of the Plan allowance.

Kaiser Permanente has established prior authorization guidelines for GLP-1 drugs prescribed for weight loss. These guidelines may vary by market, so members are encouraged to discuss their options with their healthcare provider.

Requirements may include:

- Enrolling in a lifestyle intervention and guided intensive behavioral programs
- A baseline BMI of 27 or greater with a weight-related comorbidity
- Documenting intolerance or failure to lose and maintain at least 5% body weight after a 3-month trial of other weight management medications

Members are encouraged to engage with their healthcare providers to understand these requirements comprehensively and to determine the best approach for their weight loss goals.

Once a member has begun GLP-1 treatments, they have monthly (every four weeks) in-office exams, which include weight monitoring. Members must attest to being on a reduced-calorie diet and increased physical activity. Those approved are placed on GLP-1 drugs for a minimum of three months to a maximum of six months initially, based on tolerance. After three months, members are reassessed, and based on their progression, will remain on their current dose for another three months. Individuals can remain on GLP-1 medications as long as they continue to meet the criteria. Otherwise, our physicians will discuss other weight loss alternatives.

For more information, please contact Member Services and refer to the market's Postal Plan brochure. This is a summary of the features of the Kaiser Permanente health plan. Before making a final decision, please read the Plan's Postal brochure (Northern California RI 73-921; Fresno California RI 73-919; Southern California RI 73-923; Colorado RI 73-918; Georgia RI 73-926; Hawaii RI 73-920; Maryland, Virginia, Washington D.C. RI 73-927; Oregon, Southwest Washington RI 73-922; Washington Core RI 73-924; Washington Options Federal RI 73-925). All benefits are subject to the definitions, limitations, and exclusions set forth in the Postal Plan brochure.