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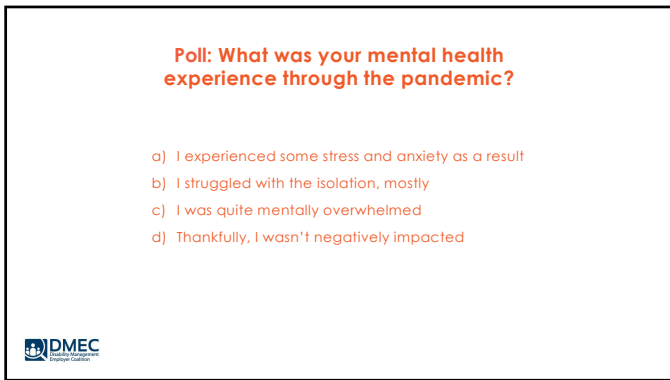
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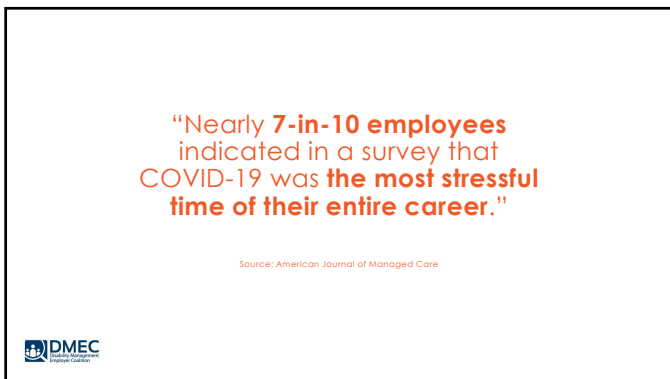
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**62%** Said that this elevated stress has caused them to lose at least 1 hour of per day of productivity

Source: Mental Health Commission of Canada Nanos Survey



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Costing **\$23B** in the U.S.A. alone

Source: Mental Health Commission of Canada Nanos Survey



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**Common Concerns**

- Work Hours ('always on')
- Return to office / WFH
- Childcare
- Political Climate
- Post COVID 'New Normal'



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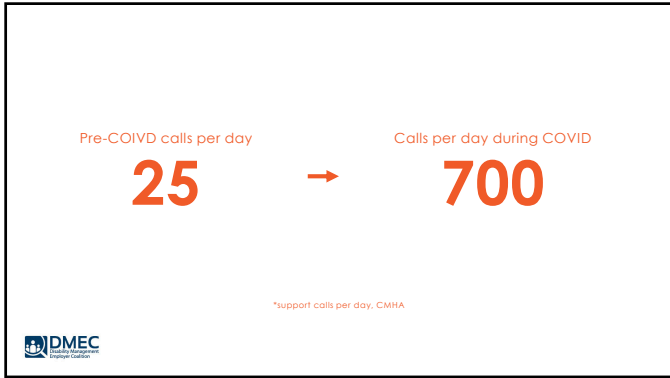
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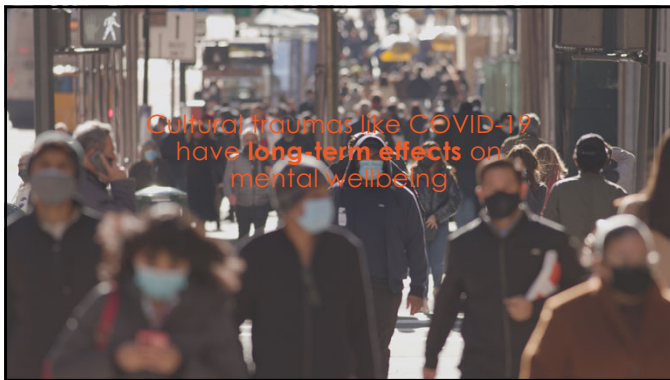
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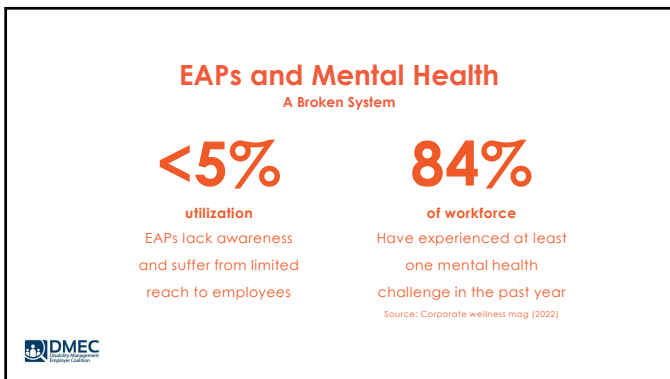
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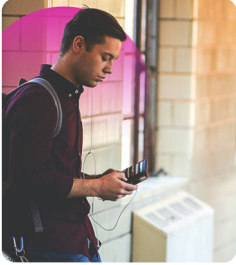
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**Short on talent and awareness**

42% of employees who call EAP are rejected  
Source: Unmind

Almost half of employees don't know if their employer even offers and EAP  
Source: Unum



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**Employers struggling as costs rise**

**>25%**  
of employers have noted an increase in mental health related sick leave

**90%**  
of businesses do not offer mental health days to employees

Source: HR Reporter



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**Employee wellbeing a primary concern**

Only **38%** of HR professionals believe they effectively supported employee mental health in 2022

**72%** of HR professionals cite mental health as the greatest external challenge for organizations last year



Source: HR Reporter



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**Poll: What are the primary challenges you're seeing from your clients effectively managing mental health programs?**

- a) They have persistent challenges with engagement
- b) They struggle with managing different technologies
- c) Lack of buy-in at the leadership level
- d) Other (raise your hand)



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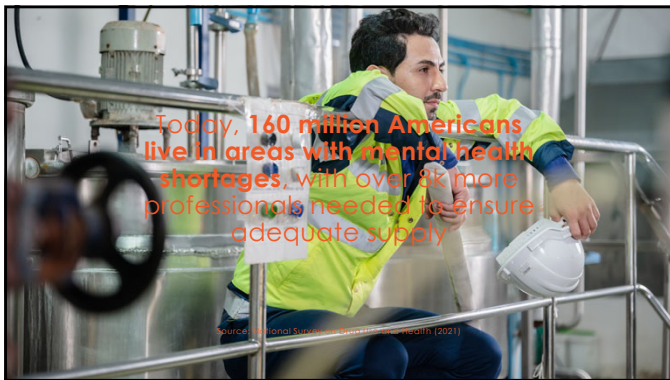
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Today, 160 million Americans live in areas with mental health shortages, with over 8k more professionals needed to ensure adequate supply

Source: National Survey on Drug Use and Health (2021)

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In 2018, more than half of the counties in the U.S.A. did not have a practicing psychiatrist

Source: National Survey on Drug Use and Health (2021)

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**How technology is helping**

- Anytime, anywhere access
- Integrated resources
- Tools to reach, engage, and scale
- Personalization and automation
- Better data and reporting
- Turnkey leadership

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**How technology is helping**


Behavioral Data  
Departmental Data  
Business Intelligence  
#leadingindicators

**Old world:**  
**TRADITIONAL MENTAL HEALTH**

- Workshops
- MI first aid
- Train the trainer
- Counseling
- Anti-stigma
- Checkbox

**New world:**  
**TECH-AIDED MENTAL HEALTH**

- Personalized learning
- Skill development
- Automation
- Platform intelligence
- Behavioral health
- Channeled
- Micro-practices
- Psychological safety
- Fit for duty
- Continuous
- Resilience
- Real-time
- Data analytics
- Prevention



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**The ROI of Investing in Proactive Mental Health**

Deloitte published a study in 2019 on **short-term disability, long-term disability and presenteeism.**

1-3 year ROI: **\$1.62**      3+ year ROI: **\$2.08**



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**The ROI of Investing in Proactive Mental Health**

Employer-sponsored mental health programs are associated with...

- Large clinical improvements in depression and anxiety
- Fewer missed days of work
- Higher employee retention
- Positive ROI across all salary levels



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**Addressing mental health *before* illness is the future**



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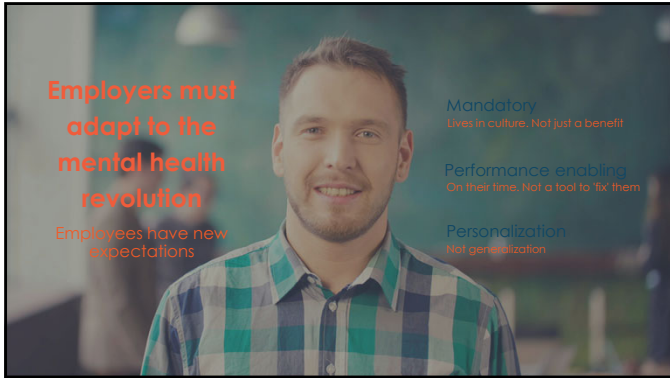
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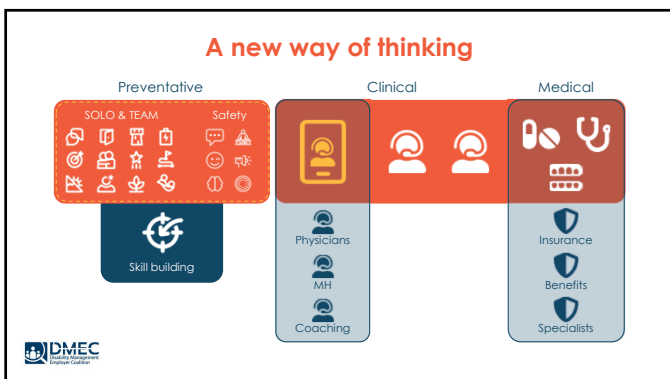
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## Thank you! Questions?



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