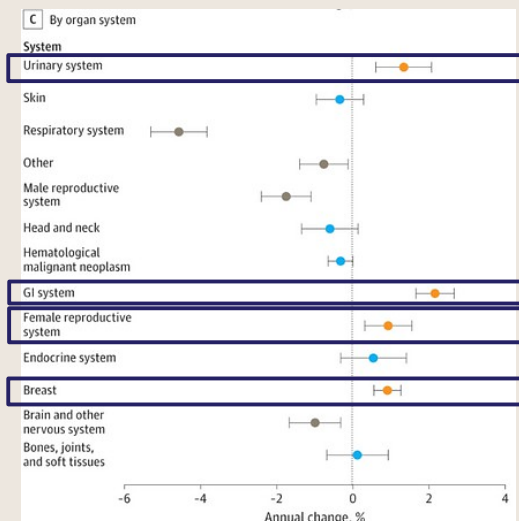


# Holistic Strategies to Optimize Employee Support and Engagement

## A Changing Cancer Landscape

- **Early-onset cancer is rising globally<sup>1</sup>**, particularly among Gen X and Millennials
- **17 of 34 cancer types show increasing incidence<sup>2</sup>**: breast, GI, urinary, and reproductive cancers
- **Causes are multifactorial<sup>3</sup>**: genetics, antibiotic use, obesity, sedentary lifestyle, and environmental exposures from early life



## Speakers



**Kelly Dieppa**

VP, Global Group Disability  
Claims and Clinical Operations



**Raghav Murali-Ganesh**

Co-Founder  
and CEO



## Cancer in the Workforce

- 40% of cancer diagnoses occur in people of working age (25–64)<sup>4</sup>
- 64% take leave or quit their jobs<sup>5</sup>, and 50% wish they could stay at work but weren't supported<sup>4</sup>

### Cancer survivors face challenges across:

- Mental health: 85% report anxiety or depression<sup>5</sup>
- Financial health: 70% of 35–44-year-olds have medical debt—even with insurance<sup>7</sup>
- Reproductive health fatigue, and cognitive impairment

## Productivity Impacts

- Cancer is a growing driver of LTD claims, occurring at younger ages and requiring longer recovery<sup>6</sup>
- Early-onset patients live longer, meaning longer work absences, but also greater for return-to-work (RTW) potential<sup>6</sup>
- Employers must address both duration and quality of RTW experiences<sup>7</sup>

# Why Work Matters for Recovery



- Work is therapeutic: it enhances mental health, provides structure, and improves quality of life<sup>9</sup>
- RTW can be challenging without support: workplace stigma, inflexible schedules, and lack of accommodations often create unnecessary barriers

## Actionable Employer Strategies

### Create a culture of care

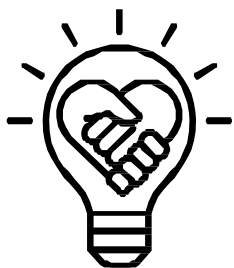
- Show genuine support to build trust and employee loyalty
- Prepare for increasing volumes of employees impacted by cancer

### Prioritize accommodation and flexibility

- Leverage ADA and FMLA policies for job protection and rehabilitation pathways

### Use benefits as a trust-building tool

- Only 60% of employees trust their employer, vs. 82% of employers who think they're trusted<sup>10</sup>
- Benefits that show real care, like a cancer coach for support, can close this empathy gap



## Implications for Carriers and Benefit Leaders

Employers can reduce attrition and support productivity by offering targeted, high-touch solutions

Disability carriers can play a role in scaling RTW-focused recovery models

Forward-thinking benefits design can drive both human and financial ROI

## HOLISTIC STRATEGIES TO OPTIMIZE EMPLOYEE SUPPORT AND ENGAGEMENT

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