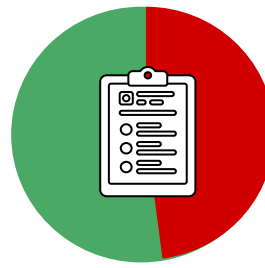


Over 40% of members rated employee mental health as **below average**.



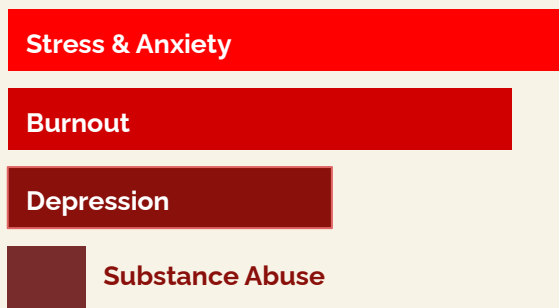
Members **track mental health** most often with **utilization data** from EAP and other supports, e.g. coaching, telehealth.

Just over half had **surveyed their workforce** over the previous 3 months.



**Caregivers, BIPOC employees and single parents** are considered to be the **most at risk** for mental health issues.

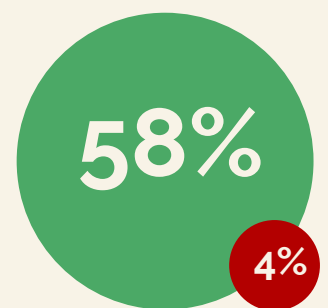
**Stress & anxiety** is the top mental health issue for employees, followed closely by **burnout**.



**Health & safety concerns** and **caregiving responsibilities** are primary drivers of mental health issues.



**Working from home** was far more likely to be considered to have a **positive** vs. negative impact on employee mental health.



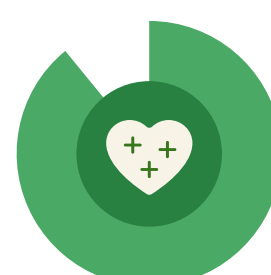
While the majority of members are **increasing their investment in mental health**, most are looking towards **outside resources** to provide support.



65% increased MH budget



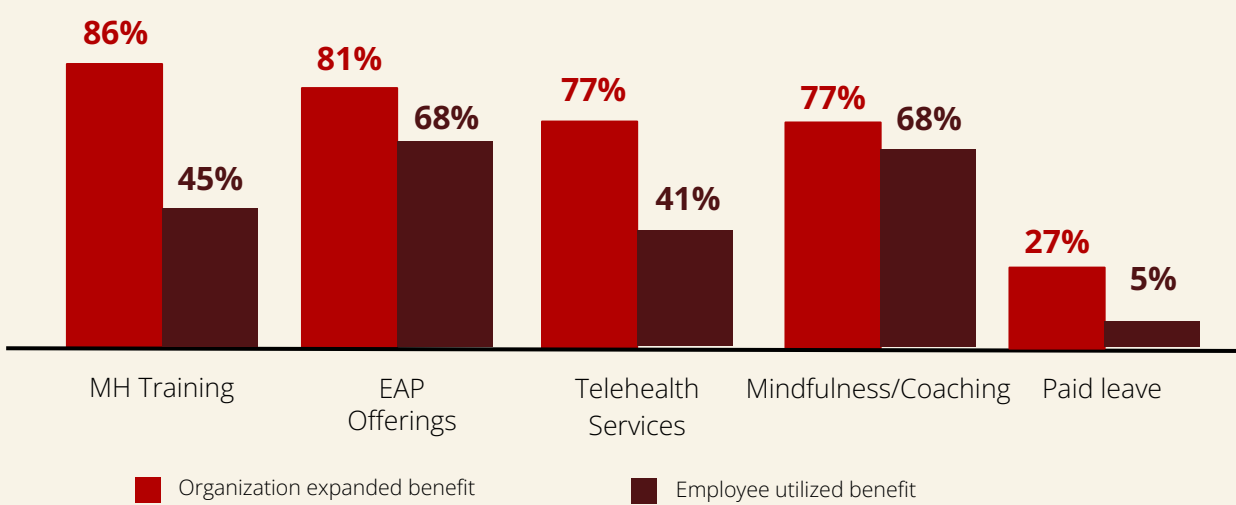
78% increased focus on MH



91% expanded programs & benefits



30% added staffing



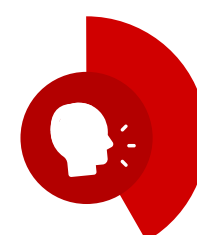
Most members expanded **multiple MH supports** but few expanded **paid leave**.

**Women and caregivers** utilized MH supports the most, especially **EAP offerings and mindfulness & coaching**.

**Leadership** is perceived to have an overwhelmingly **positive impact** on mental health efforts but leaders are still **reluctant to discuss their own mental health**.



82% observed an increase in leadership support for MH



Only 39% noted leaders talking about their own MH