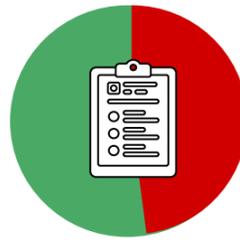


Over 40% of members rated employee mental health as **below average**.



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**.



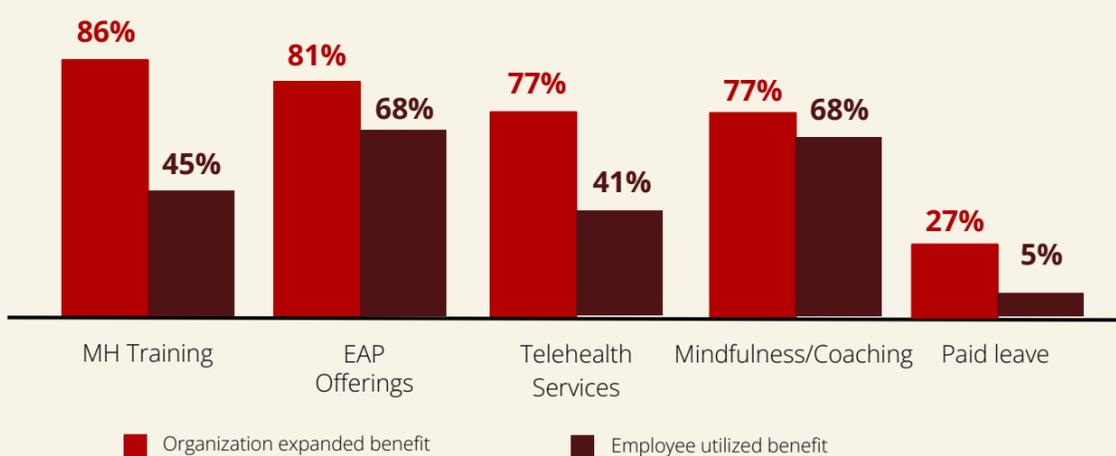
Health & safety concerns and **caregiving responsibilities** are primary drivers of mental health issues.



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.



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