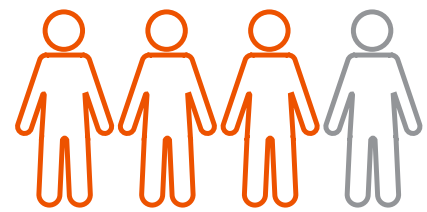
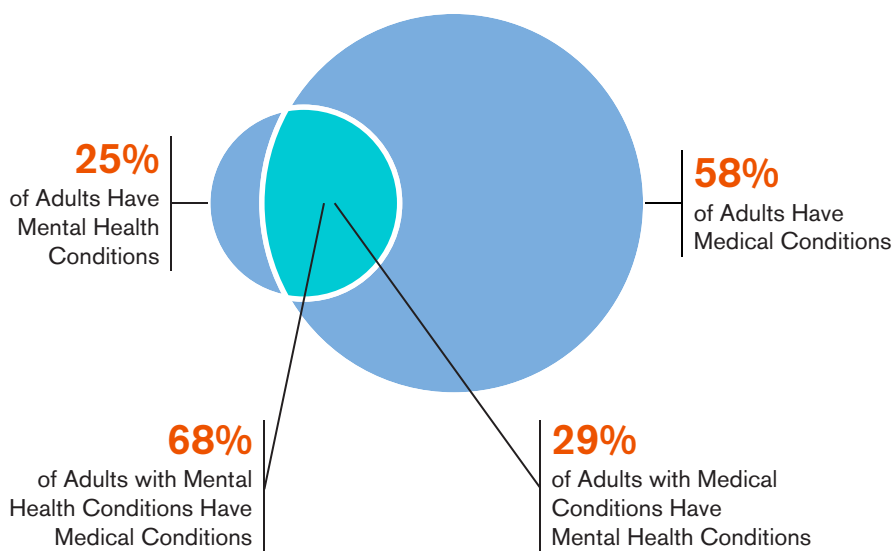


Make a Sound Investment in Supporting Mental Health

Demand for mental health/substance use disorder (MH/SUD) services is considerable and rising. Adequately addressing that need is important for improving participants' health *and* for managing your costs. A recent study found the most commonly desired workplace resources for mental health are a more open and accepting culture, training for employees and managers to learn how to navigate mental health issues and clear communication about benefits and resources available for support.

Mental health *and* medical conditions are complex and interrelated.

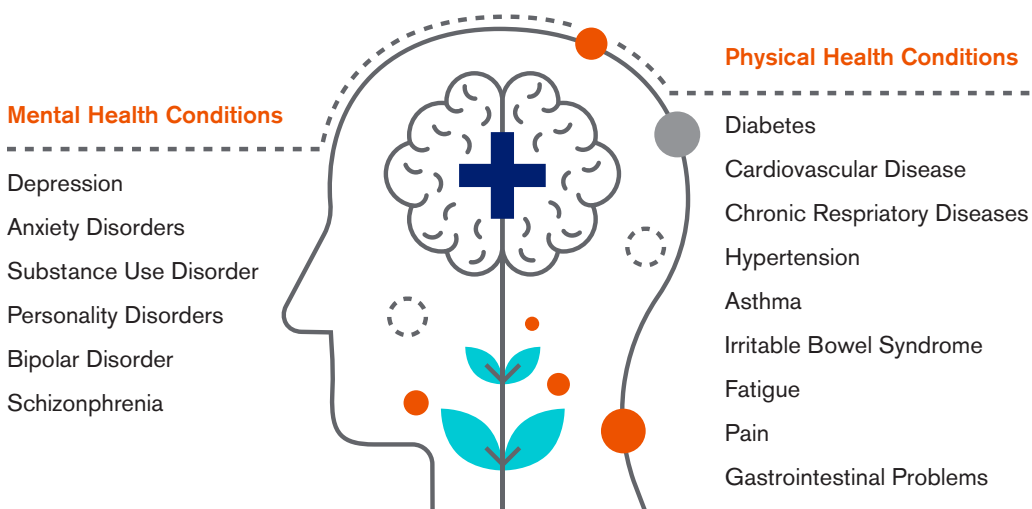


3 in 4

employees have struggled with an issue that affected their mental health.

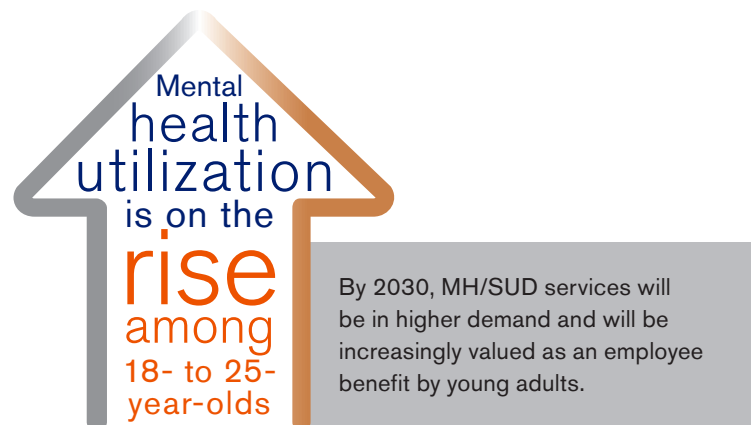
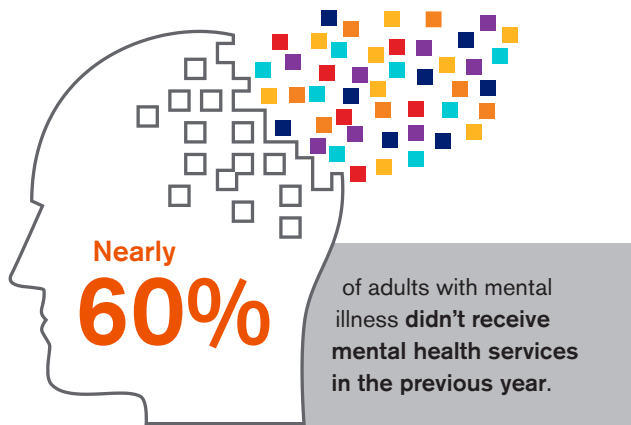
One in five American adults has a mental health condition = 40 million+

These conditions are often present simultaneously:



Mental health conditions related to physical conditions, such as depression related to fatigue, often go undiagnosed or untreated. This is also true of substance use disorders that deteriorate health and impede effective treatment.

Citations for the statistics featured and statements made in this handout are available upon request.



What's at stake when mental health conditions aren't managed?



Higher health care costs, increased utilization and poor medication adherence



Productivity



Lost earnings



Higher costs associated with premature death and disability

Addressing mental health may reduce risks related to medical conditions.

Here are some reasons why:

- Early detection and intervention are associated with positive outcomes.
- Drug overdose is the leading cause of accidental death in the U.S.
- Depression and stress account for the greatest difference between individuals who are low- vs. high-risk for increased overall health care costs.
- Substance dependence significantly increases the financial burden of already costly medical conditions.
- Depression is a risk factor for diabetes and many other chronic conditions.
- One-third of heart attack patients develop depression, which doubles the risk of poor outcomes.
- Medication adherence for individuals with chronic mental health conditions, diabetes or both reduces ER visits and hospitalizations.

The workforce and culture are evolving to increase awareness of and demand for benefits and practices that support mental health.

Segal Can Help

Segal can work with you to build an effective MH/SUD strategy that:

- Includes educational and training resources to help leaders of your organization prepare to manage individuals with MH/SUD conditions
- Designs benefit programs to maximize efficiency while containing costs, including targeting prevention of and early interventions for MH/SUD issues
- Incorporates a "total health" focus that coordinates vendors by including behavioral health in other health-related programs, such as wellness and work/life programs and in communications
- Follows best practices for communicating MH/SUD benefits to promote utilization
- Provides toolkits for dependents in college to help them understand how to get help with MH/SUD conditions
- Increases access to providers, including by implementing virtual counseling services
- Ensures legal compliance with the state and federal requirements applicable to the provision of mental health benefits, including the Mental Health Parity and Addiction Equity Act

Our approach encompasses plan design that targets prevention and early intervention.

To discuss how your plan can better manage its mental health benefits, contact [Elena Lynett](#) at 202.833.6486 or [Edward Kaplan](#) at 212.251.5212.