

# Are your employee benefits out of date?

## A COMPREHENSIVE WELLBEING PROGRAM PLAYS A VITAL ROLE IN LOWERING YOUR HEALTHCARE COSTS

### Just the Facts

Depression (#1) and anxiety (#5) are among the top 5 costliest health conditions for employers.<sup>1</sup>

Work-related stress is the leading workplace health problem above physical inactivity and obesity.<sup>2</sup>

37% of employed adults say they experience chronic work stress.<sup>3</sup>

Less than 50% of employees believe their employers provide them with sufficient resources to deal with stress and provide the resources necessary for employees to meet their mental health needs.<sup>3</sup>

Despair deaths (drug/alcohol overdose and suicide) are tied with stroke as the 5th leading cause of death. And those numbers are rising.<sup>4</sup>

Mental Well-being Matters in the Workplace.<sup>5</sup>

### What We Do

We're in the Business of Happy – Happy employees are good for business. We know that people who are more fulfilled in their life and work contribute more and cost less to their employers. They are healthier, absent less and more productive at work.

We offer better outcomes, higher utilization, lower cost and increased return on investment. We do this by taking a comprehensive approach that brings together the services typically provided separately by your training and development department, EAP provider and outpatient mental health benefits.

Synergy Wellbeing is designed around the principals of Positive Psychology which “focuses on the strengths that enable individuals and communities to thrive. It is founded on the belief that people want to lead meaningful and fulfilling lives, to cultivate what is best within themselves, and to enhance their experiences of love, work, and play.”

1 Journal of Occupational and Environmental Medicine, April 2009  
2 [www.cdc.gov/chronicdisease/resources/publications/aag/workplace-health.htm](http://www.cdc.gov/chronicdisease/resources/publications/aag/workplace-health.htm)  
3 2017 Work And Well-Being Survey, American Psychological Association  
4 CDC.Wonder.gov 5 Forbes Jul 8, 2016

## Key Differentiators of Synergy Wellbeing



### Concierge Service for employees

- Care Navigator – What is important to you?  
The simple question that starts your wellbeing journey.
- Personal one on one assistance in matching employee with needed wellbeing and mental health care.

### Convenient, affordable access

- Timely first appointment, usually within a week.
- Evening and weekend appointments available to minimize lost work time.
- For self-funded companies, we can offer no deductible/copay for outpatient counseling without raising costs to the company.

### Transparency

- Cost/utilization alignment. You only pay for what your employees use resulting in lower per use cost than most EAPs and outpatient mental health providers.
- A higher rate of employees utilizing the services which results in greater savings on other employee-related costs.

### Customized confidential outcomes and satisfaction survey

- Connects client with a clinician and therapeutic approach that can best meet their needs.
- Provides data to inform future connection to resources.
- Data outcomes used to improve productivity and overall health care cost for your company.

### Internal awareness, promotion and training tailored to company's need

- Focus on wellbeing to ensure relevance for all employees.
- Mental health first aid and other management training on impact of wellbeing on the workplace, how to remove the stigma of mental health and support wellbeing via company influencers.
- One-on-one management consultation to assist in addressing specific employee concerns.
- Participation in company wellness programs to integrate wellbeing in a meaningful way