

2024
**SUPPLEMENTAL
HEALTH, DI & LTC
CONFERENCE**

The Winning
Trifecta

**Making the Connection Between
Supplemental Health Benefits and
Mental Health**





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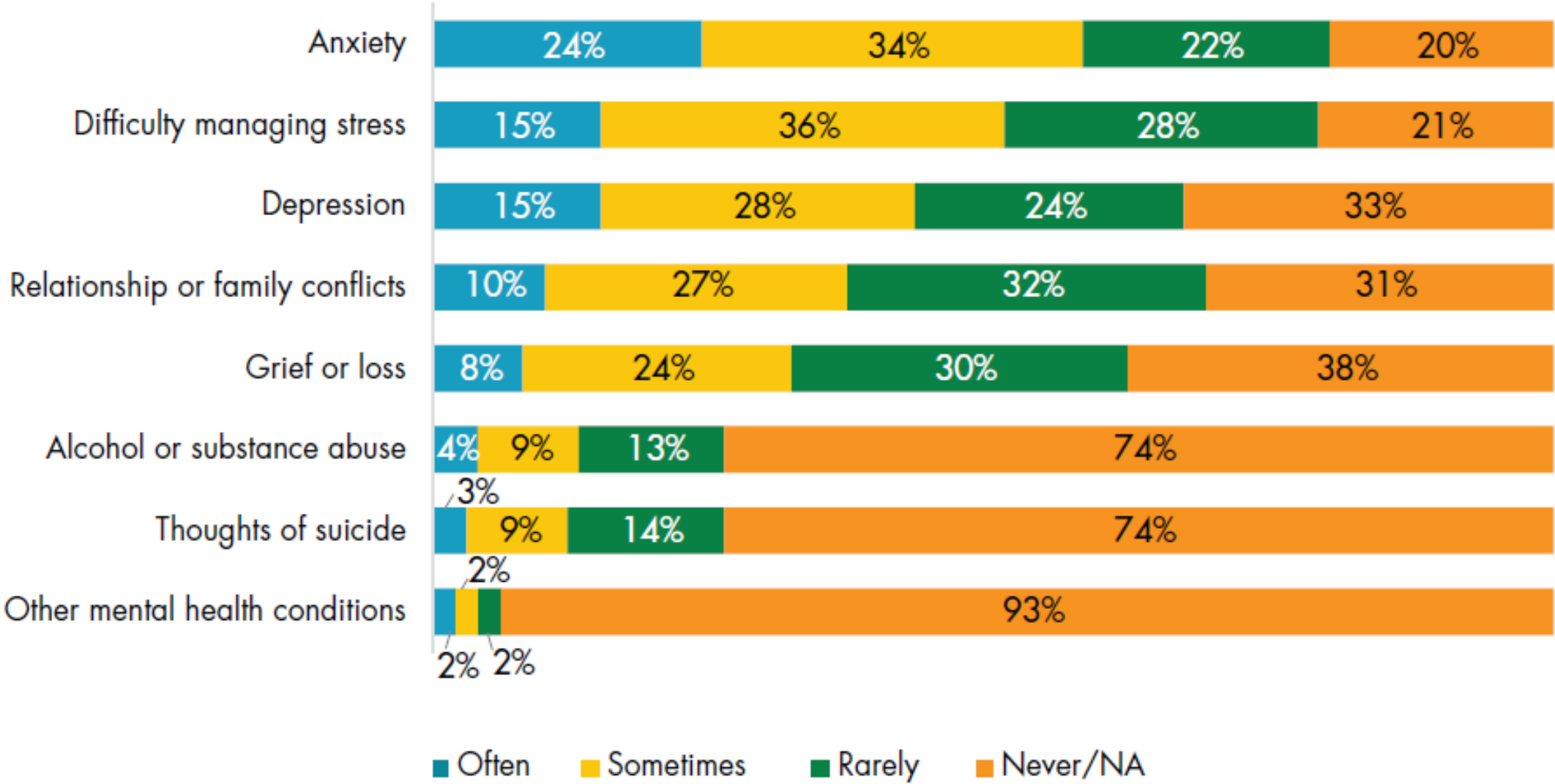
Let's Think About the Impact of Mental Health and Wellbeing

1. How many people have a diagnosable mental health condition in a given year?
 - a) 1 in 2 (50%)
 - b) 1 in 4 (25%)
 - c) 1 in 5 (20%)
 - d) 1 in 10 (10%)

2. What is the percentage of people who have had symptoms of depression or anxiety since 2019/post-Covid?
 - a) 14%
 - b) 28%
 - c) 59%
 - d) 76%

LIMRA 2024 BEAT Study: Benefits and Employee Attitude Tracker

- 75% of workers say they have experienced at least one mental health challenge either “sometimes” or “often” during the past year.
- 37% of those workers are struggling with mental health issues “often.”



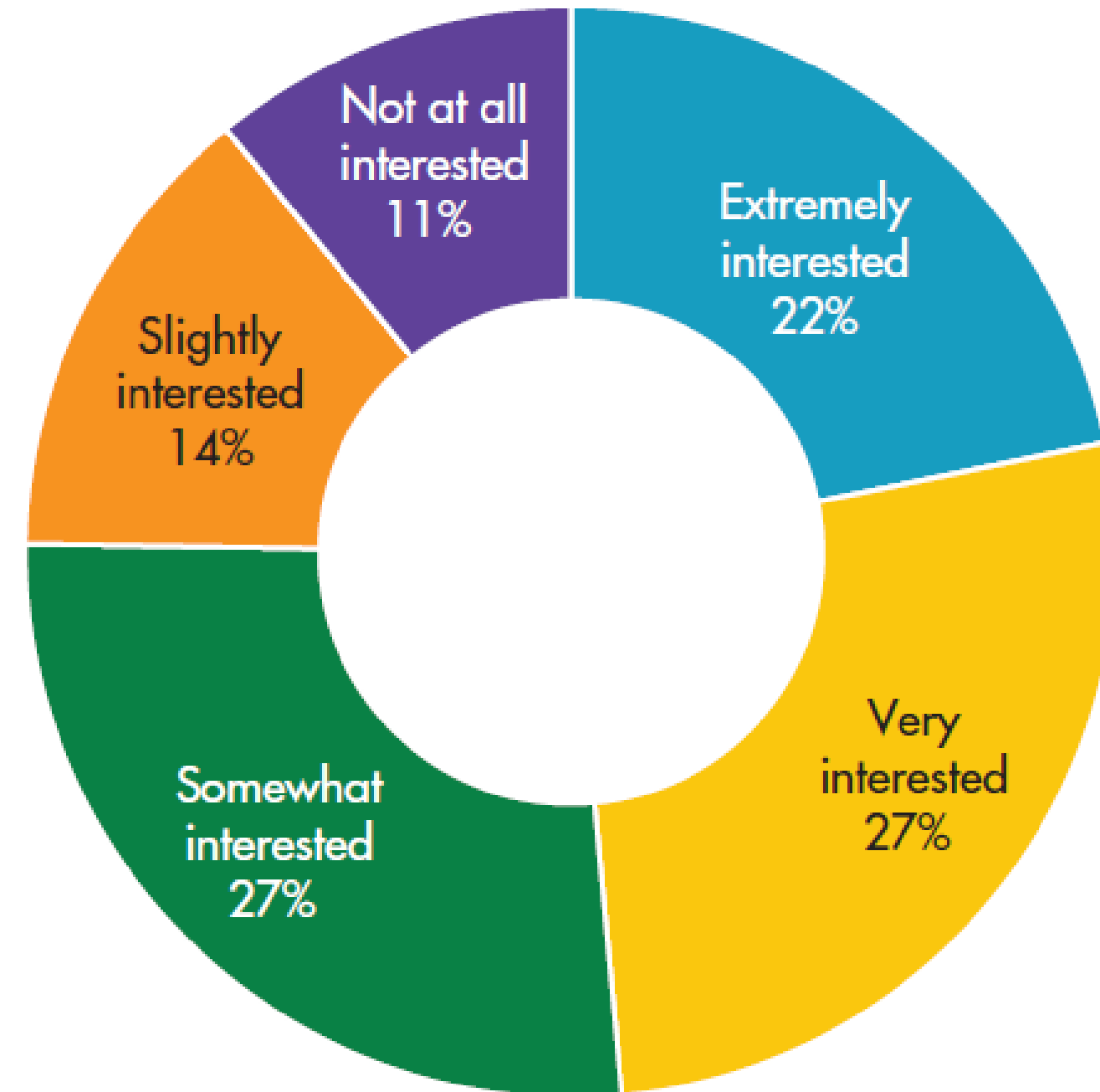
Based on all employees. May not add to 100 percent due to rounding.

Source: 2024 BEAT Study: Benefits and Employee Attitude Tracker, LIMRA.



Employees Are Looking to Their Employers for Help

Almost 50% of employees are very or extremely interested in having their employers provide mental health benefits or resources



Based on all employees.

Why Addressing Behavioral Health in the Workplace Matters

19.1%

of American adults (48 million) experienced anxiety disorders in 2019²

18.5% of adults

experience a depressive illness in a given year⁴

Mental Capital

is more valuable and more vulnerable to the effects of depression in today's service and knowledge-driven societies⁶



The incremental economic burden of adults with major depressive disorder was \$326 billion in 2018, 38% higher than in 2010.¹

1 in 4

Americans experience a diagnosable mental disorder in a given year³

9.5 Million

co-occurring substance use disorder⁵

Depression

interferes with a person's ability to complete physical job tasks about 20% of the time and reduces cognitive performance about 35% of the time⁷

¹ "Major Depressive Disorders Have an Enormous Economic Impact." Scientific American, May 5, 2021. <https://www.scientificamerican.com/article/major-depressive-disorders-have-an-enormous-economic-impact/>

² U.S. Substance Abuse and Mental Health Services Administration, 2019 Results from the National Survey on Drug Use and Health <https://www.samhsa.gov/data/sites/default/files/reports/rpt29393/2019NSDUHFRPDFWHTML/2019NSDUHFR1PDFW090120.pdf>

³ John Hopkins Medicine, Mental Health Disorder Statistics, <https://www.hopkinsmedicine.org/health/wellness-and-prevention/mental-health-disorder-statistics>

⁴ Centers for Disease Control and Prevention, "Symptoms of Depression Among Adults: United States, 2019." NCHS Data Brief No. 379, September 2020. <https://www.cdc.gov/nchs/products/databriefs/db379.htm>

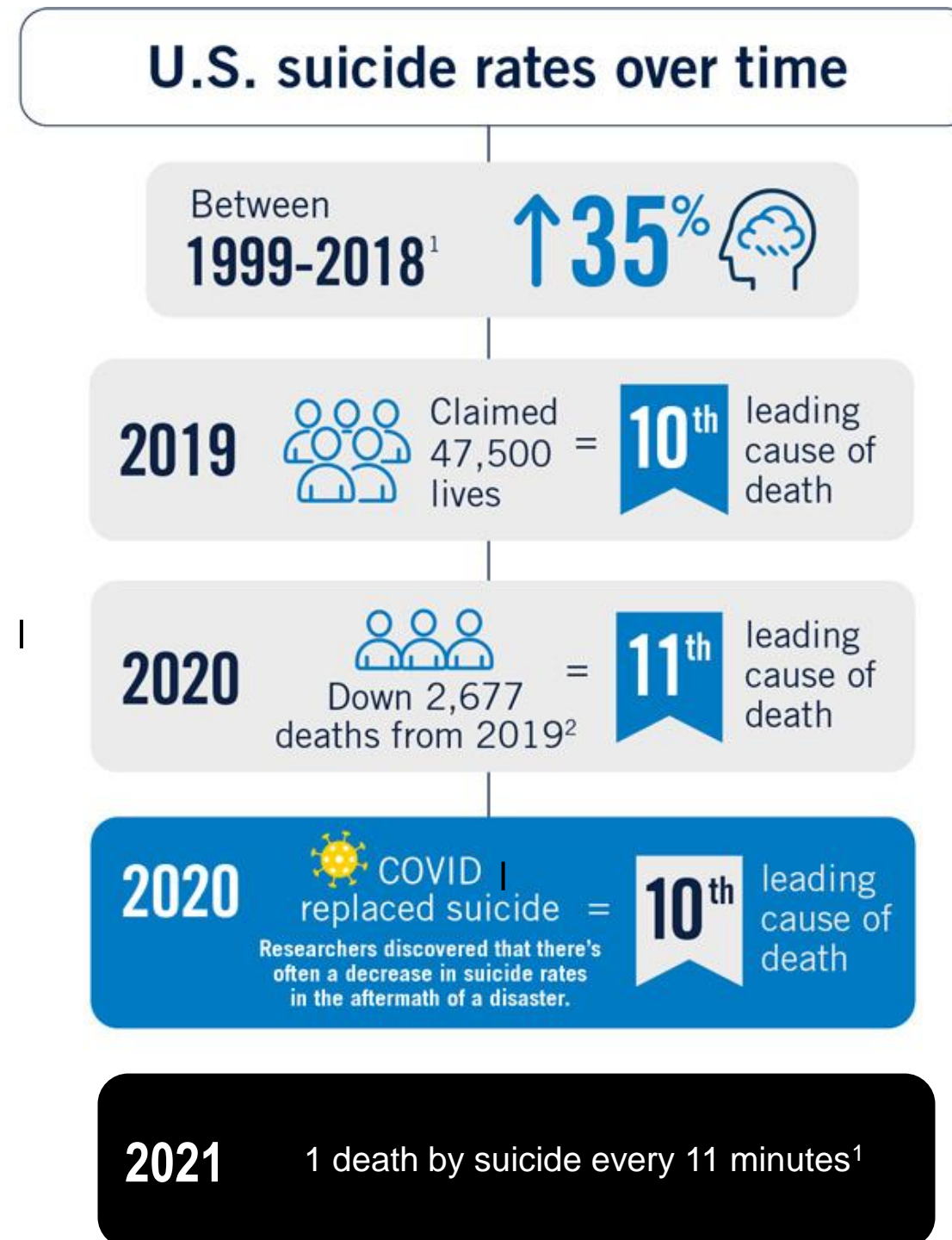
⁵ U.S. Substance Abuse and Mental Health Services Administration, 2019 Results from the National Survey on Drug Use and Health

⁶ Cuijpers, P. Beekman, A.T.F., & Reynolds, C.F. (2012). Preventing Depression: A global priority. Journal of the American Medical Association, 307(10), 1033-1034. Compensation

⁷ CDC Mental Health in the Workplace. <https://www.cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health/index.html> (April 2019) Retrieved 1/6/22.

The COVID-19 Mental Health Impact...

- Recent data from the CDC shows suicide remains one of the leading causes of death in the United States with preliminary data showing a 2.6% increase from 2021 to 2022¹
- 2020 had the largest increase in overdose deaths ever reported in a calendar year (92,000)²
- **\$69 billion in combined medical and work loss costs associated with suicide and nonfatal self-directed harm³**
- **Among adults aged 18 years and older, for each suicide there are about 30 adults who reported making a suicide attempt**
- **81% of workers state they will be looking for employers that support mental health⁴**



¹Centers for Disease Control and Prevention, Suicide Data and Statistics, August 2023, [Suicide Data and Statistics | Suicide | CDC](#).

²Han, Beth, et al. "Intentional drug overdose deaths in the United States." *American Journal of Psychiatry* 179.2 (2022): 163-165.

³Centers for Disease Control and Prevention. Web-Based Injury Statistics Query and Reporting System (WISQARS). Atlanta, GA: National Center for Injury Prevention and Control. Available online: <http://www.cdc.gov/injury/wisqars/index.html>.

⁴American Psychological Association. "Workers appreciate and seek mental health support in the workplace." (2022).

⁵<https://healthfeedback.org/what-has-been-the-effect-of-the-pandemic-on-the-suicide-rate-of-the-u-s-population/> (6/21/2021)

⁶<https://www.marketwatch.com/story/we-shouldnt-be-complacent-suicide-deaths-fell-during-the-2020-pandemic-but-why-11617887838> (4/11/2021)

⁷<https://econtent.hogrefe.com/doi/10.1027/0227-5910/a000753> (10/16/2020)

Why Addressing Mental Health in the Workplace Matters

The economic burden associated with mental disorders is estimated at about **\$5 trillion¹**

33% of workers reported experiencing symptoms of depression²

Nearly **1 in 4** adults 18 and older, and **1 in 3** among adults aged 18 to 25, had a mental illness in the past year³

Mental Capital is more valuable and more vulnerable to the effects of depression in today's service and knowledge-driven societies⁵

27% of workers experienced symptoms of anxiety and with longer symptom duration than prior years²

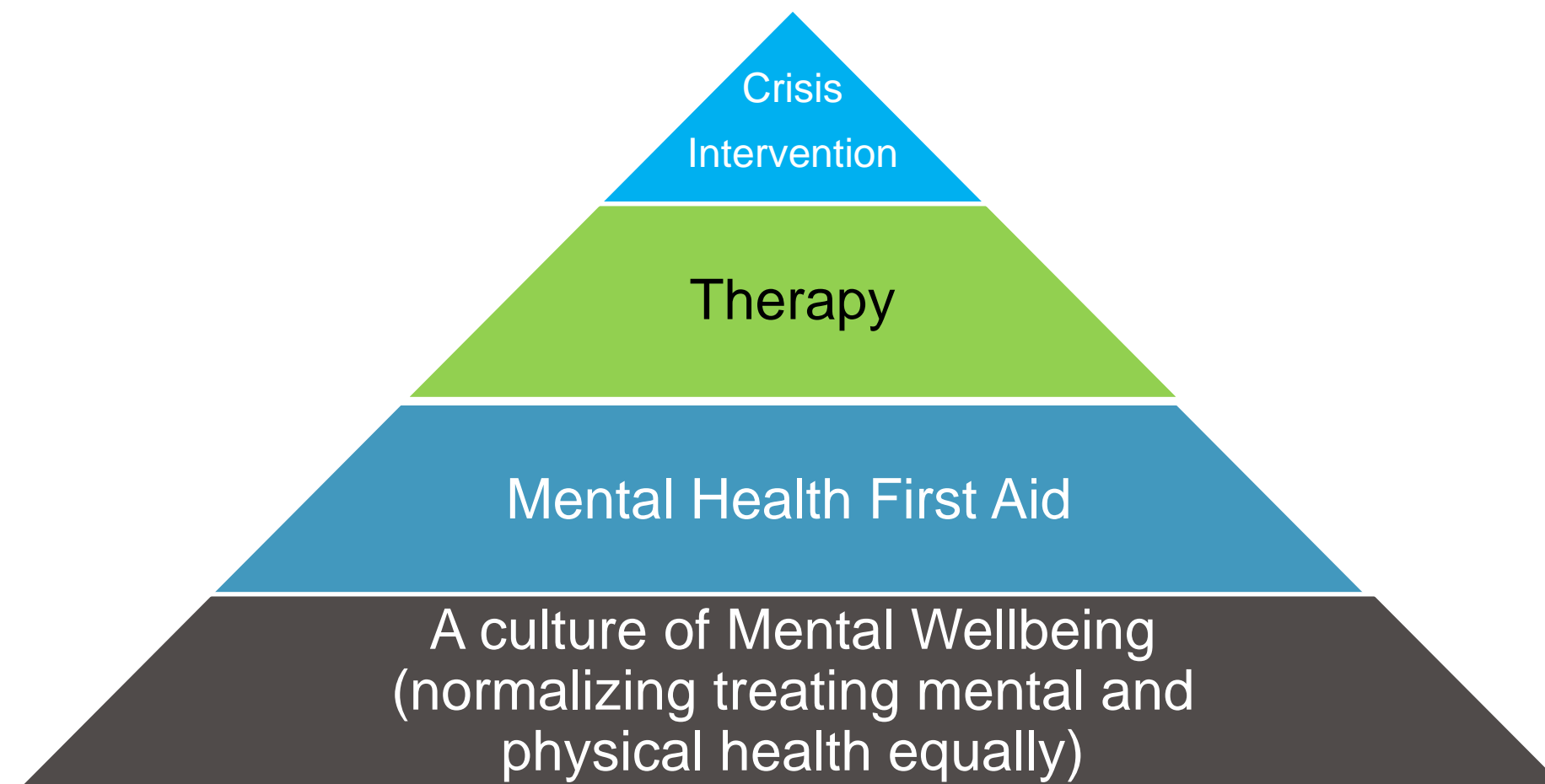
26% of young adults aged 18 to 25 and **16%** of adults aged 26 and older were diagnosed with a substance use disorder⁴

Depression interferes with a person's ability to complete physical job tasks about 20% of the time and reduces cognitive performance about 35% of the time⁶

¹ Harvard Edu, Quantifying the Global Cost of Mental Disorders – Center for Health Decision Science. December 2022 ² Mind Share Partners'. 2023 Mental Health at Work Report. In Partnership with qualtrics. Released 10/10/2023. ³ SAMHSA Announces National Survey on Drug Use and Health (NSDUH) Results Detailing Mental Illness and Substance Use Levels in 2021 -- <https://www.hhs.gov/about/news/2023/01/04/samhsa-announces-national-survey-drug-use-health-results-detailing-mental-illness-substance-use-levels-2021.html> ⁴ <https://www.samhsa.gov/data/sites/default/files/2022-12/2021NSDUHFFRHighlights092722.pdf> ⁵ Cuijipers, P. Beekman, A.T.F., & Reynolds, C.F. (2012). Preventing Depression: A global priority. Journal of the American Medical Association, 307(10), 1033-1034. Compensation. ⁶ CDC Mental Health in the Workplace. <https://www.cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health/index.html> (April 2019) Retrieved 1/6/22.

The Mental Well-Being and Needs Continuum:

The Goals — Raise awareness, reduce stigma, and improve access to care at all levels



We have to stop just being satisfied with pulling them out of the river, we must go upstream and figure out why they are falling in. —Desmond Tutu

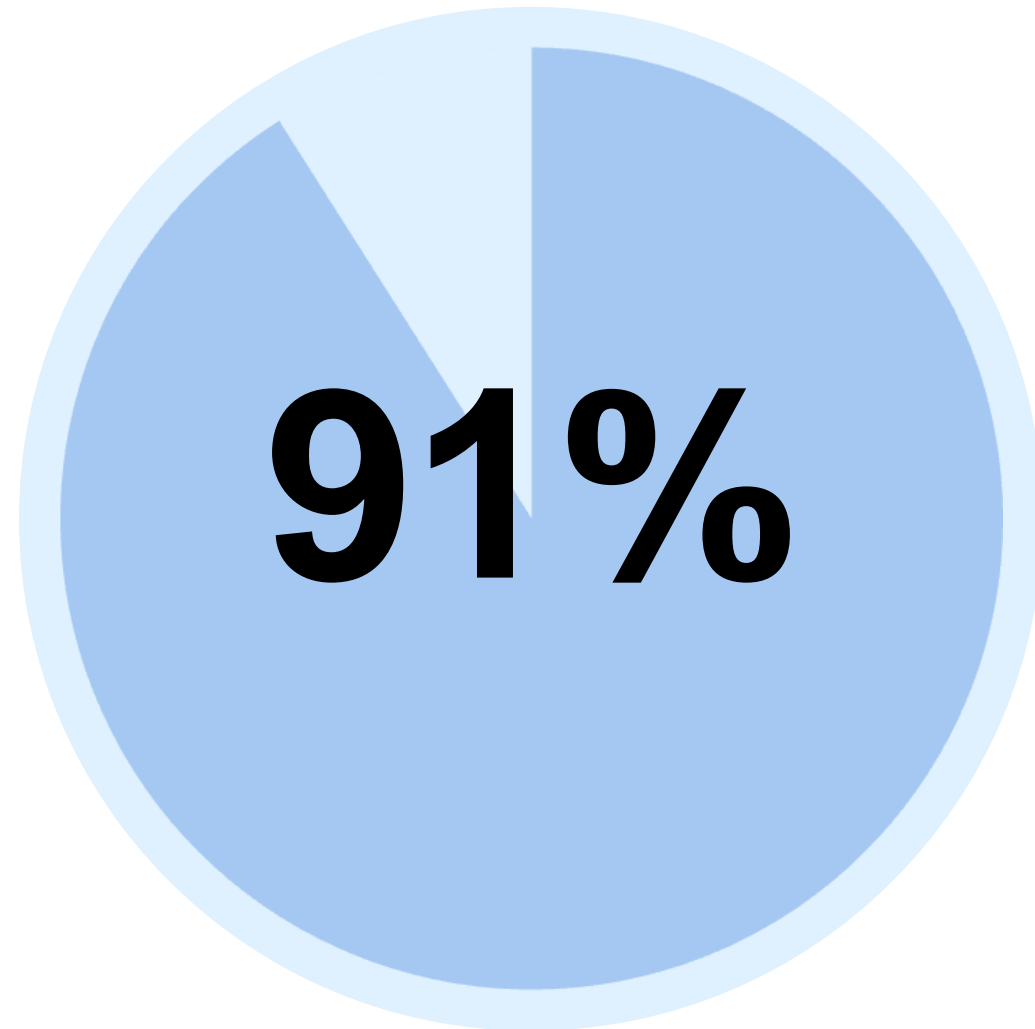
Five Essentials for Workplace Mental Health and Well-Being

Today, more and more workers are worried about making ends meet, dealing with chronic stress, and struggling to balance the demands of work and personal lives. The toll on their mental health is growing.

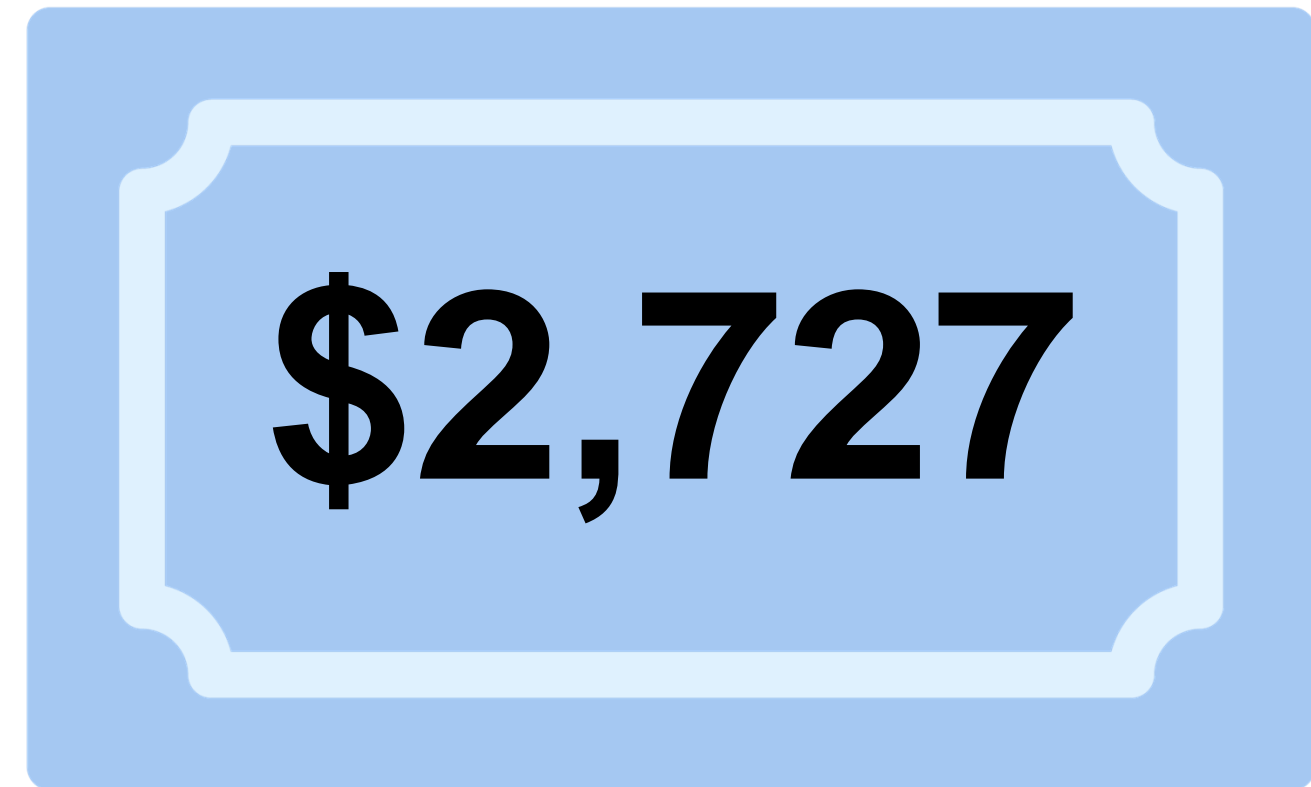
— Vivek H. Murthy, M.D., MBA,
and 19th Surgeon General of the United States



The Financial Stress Issue



of working parents (or partner/spouse) had to make at least 1 major change to their work, life, or finances to afford childcare in 2023



annual average savings per employee with access to childcare benefits

How Does Your Company View this Need?

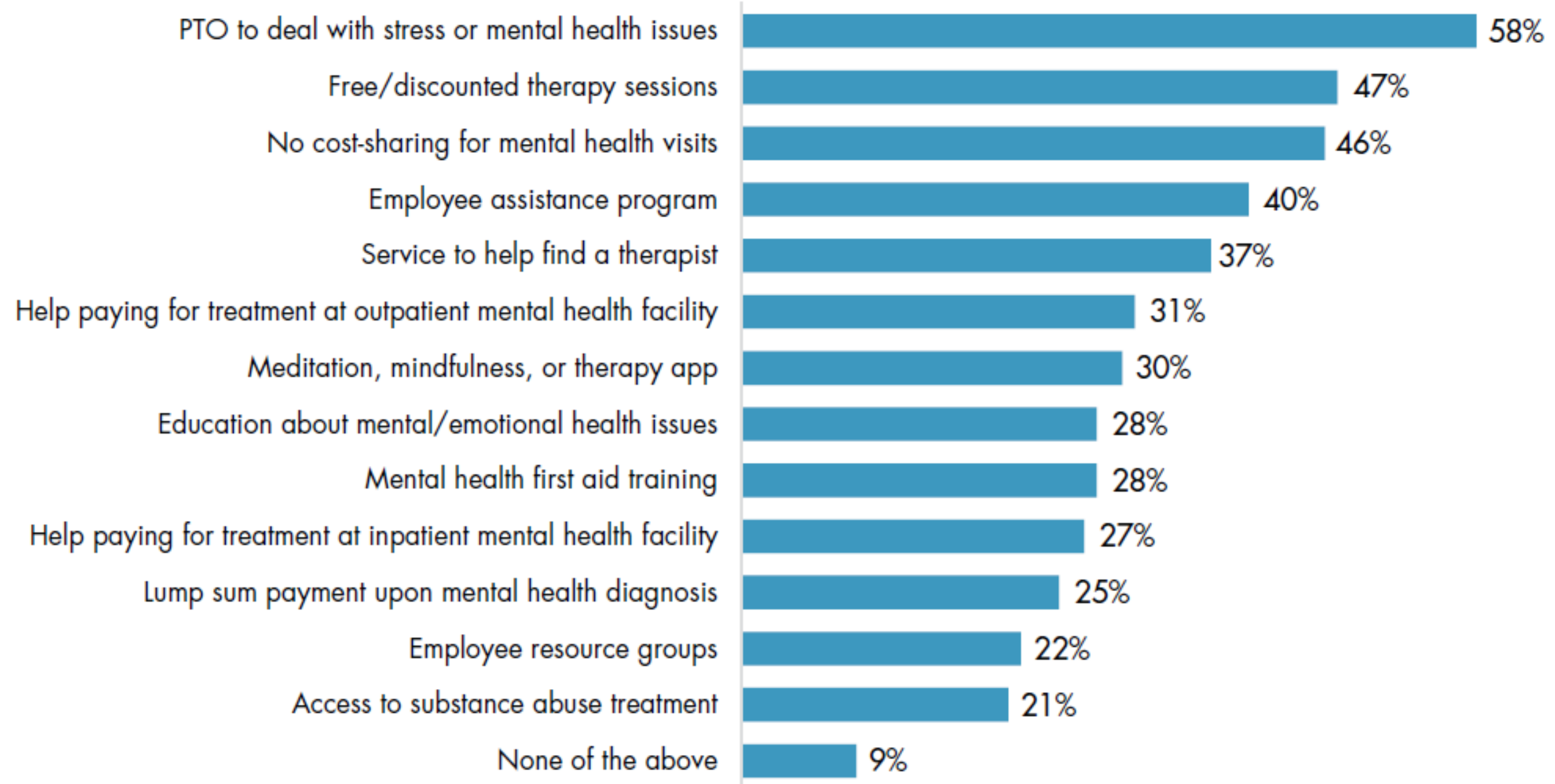
1. What are you doing at your companies to address the need for mental health and wellbeing support for your clients?
 - a) Launched new products/riders/benefits/services with features to support mental health
 - b) Working on new products/riders/benefits/services with features to support mental health
 - c) Assessing options to support mental health
 - d) Adjusting current products within current variability
 - e) Not a focus at this time

2. Is your company looking at new products/benefits or services?
 - a) Products/benefits
 - b) Services
 - c) Products/benefits and services

Are We Meeting the Need?

- **Expansion** of Hospital Indemnity and Accident
- **Inclusion** of mental health conditions on Critical Illness
- **Embedding** point solutions for mental health into the VB product discussion/sale

What Do Employees Want?



Based on all employees.

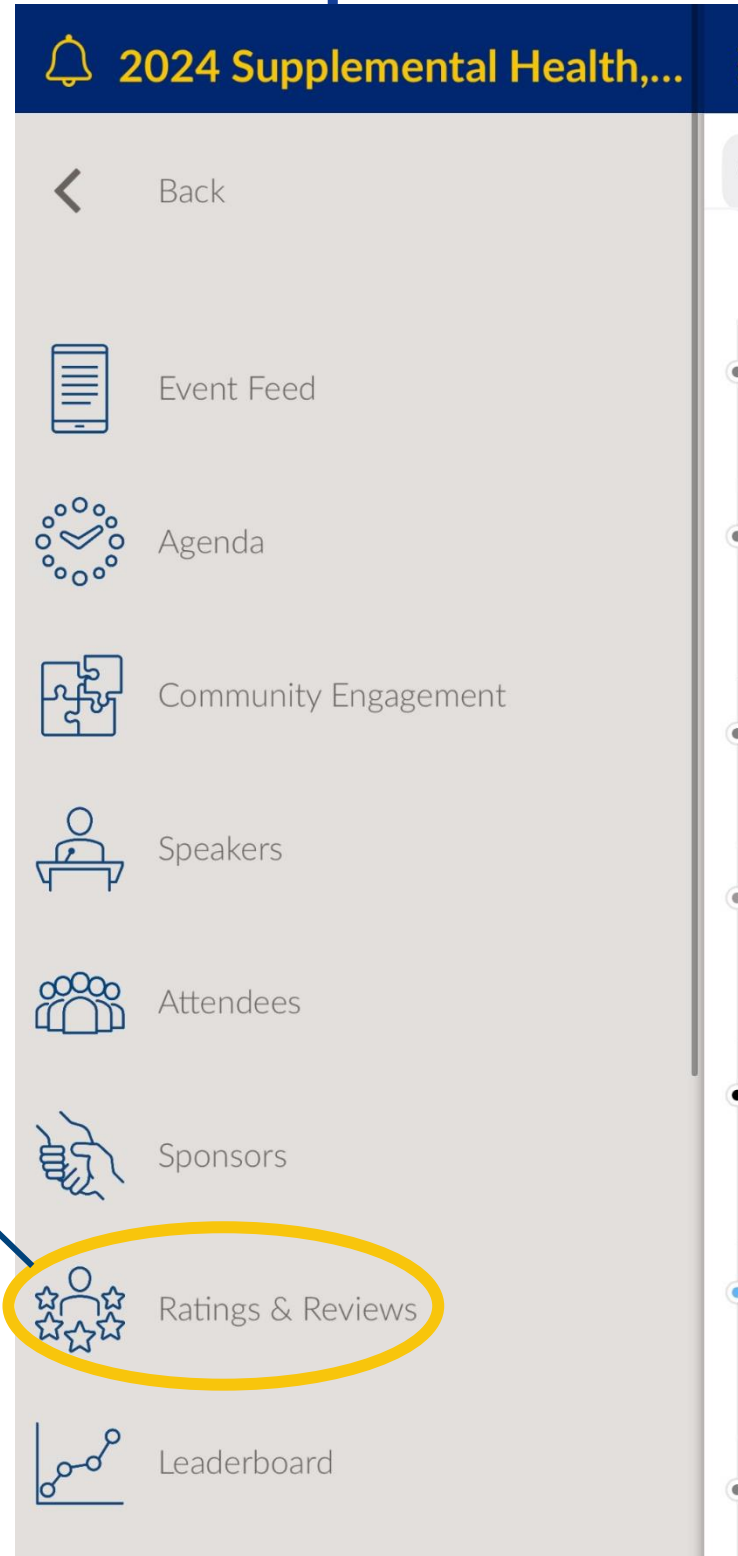
What Can Employers Do To Help?

Focus on mental health year-round to promote mental wellbeing

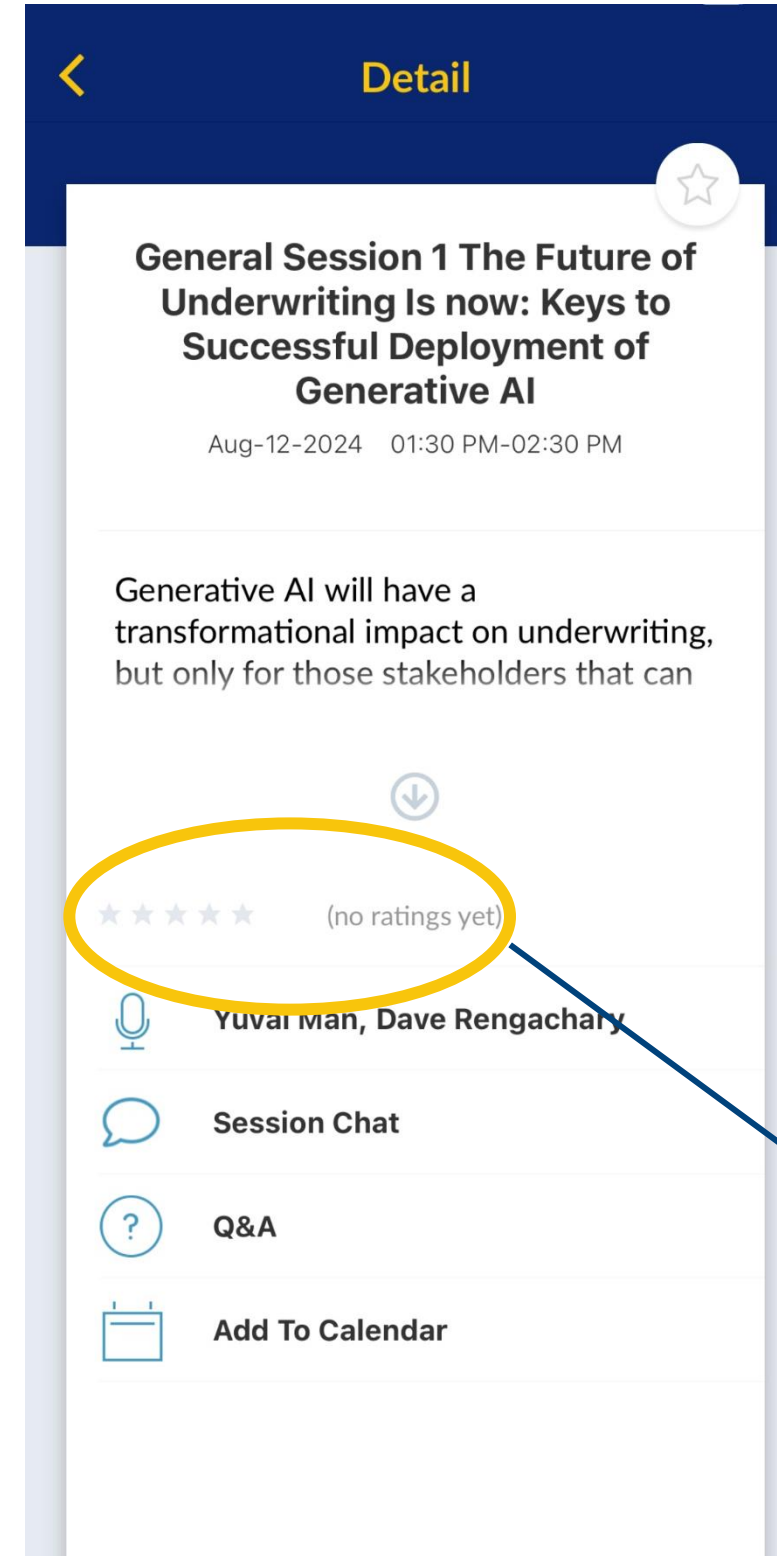


We Want to Hear From You. Leave a Rating & Review.

Module Option



Agenda Option



Thank You

