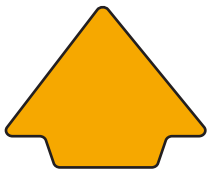


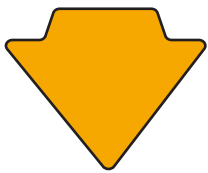
This groundbreaking initiative was designed to empower employers in prioritizing mental health and substance dependence within their organizations. This data project was completed thanks to a key grant from the Anthem Blue Cross and Blue Shield Foundation to the Wellness Council of Indiana (WCI). Over the course of 18 months, the WCI collaborated exclusively with 14 forward-thinking employers and its data partner, Complete Wellness Solutions, to elevate workplace well-being through tailored programming.

POSITIVE SHIFTS AMONG PARTICIPATING EMPLOYERS



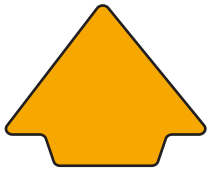
3.4%

increase in substance dependence treatment rates



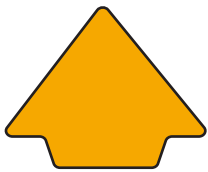
6.2%

decrease in ER visits



2.8 POINT

increase in WHO-5 mental well-being scores



2.2%

increase in EAP utilization



COUNSELING'S IMPACT ON TURNOVER

Average Turnover Rate

18.8%

without counseling

Substance Dependence

9.1%

reduction in turnover

Depression

5.4%

reduction in turnover

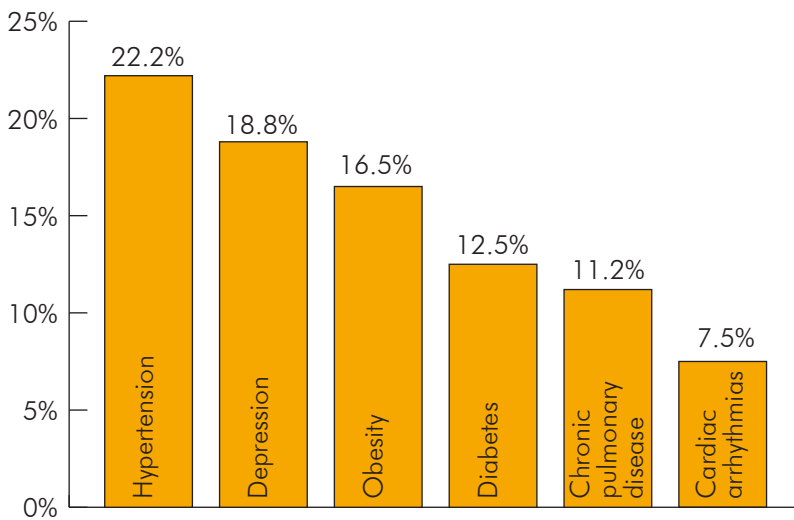
Other Mental Health Conditions

5.1%

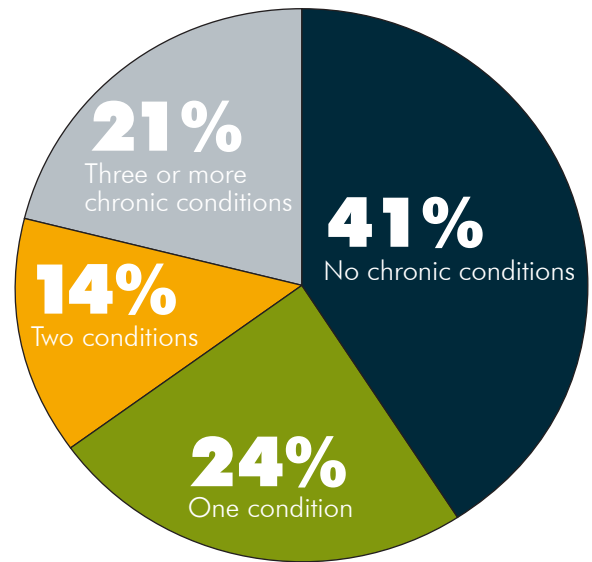
reduction in turnover

Health claims data (medical, pharmacy and eligibility) was analyzed from 14 participating employers, encompassing 12,625 total individuals. Data was provided by six insurance carriers and two pharmacy benefits managers and was standardized and aggregated for analysis.

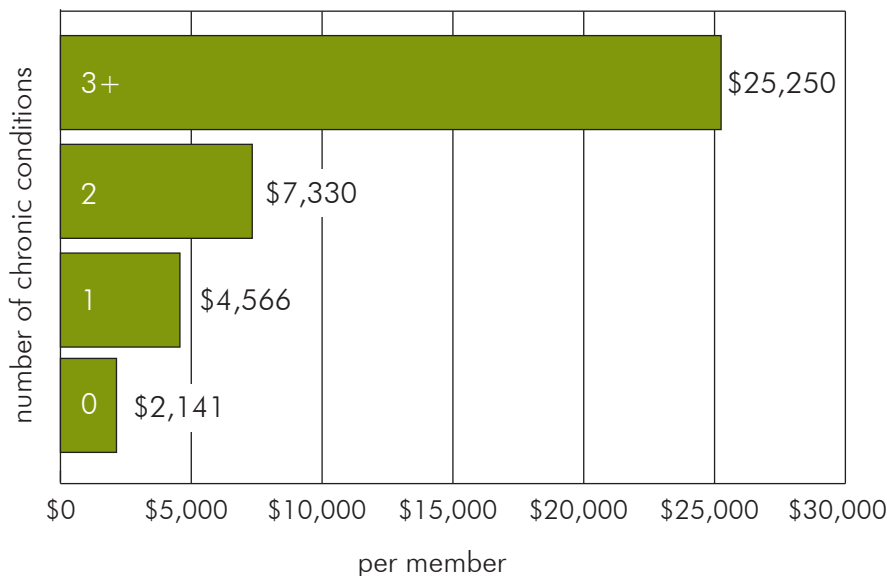
MOST COMMON CHRONIC CONDITIONS AMONG MEMBERS



CHRONIC CONDITION COUNT FREQUENCY



EXPENDITURE BY NUMBER OF CHRONIC CONDITIONS



COMORBIDITIES

52.9%

of individuals diagnosed with a substance dependence condition also were diagnosed with depression. This is a 2.5x higher diagnosis rate compared to the general population.

30.1%

of individuals diagnosed with depression also were diagnosed with obesity.

28.5%

of individuals diagnosed with depression also were diagnosed with hypertension.