

# How Employers Can Offer Valuable and Affordable Mental Health Benefits



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# The State of Workplace Mental Health



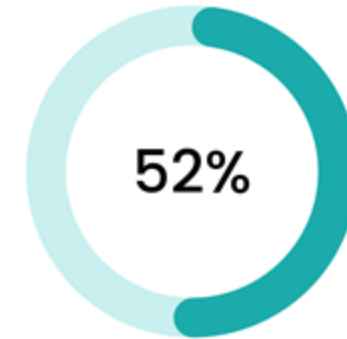
92% of employees experience mental health challenges that impact their work.



8 in 10 workers state that employer support for mental health is an important consideration when evaluating job opportunities.



68% of millennials and 81% of Gen Zs left their jobs for mental health-related reasons in the last year.



More than half (52%) of employees don't feel they get enough support from their employer for their mental wellbeing.

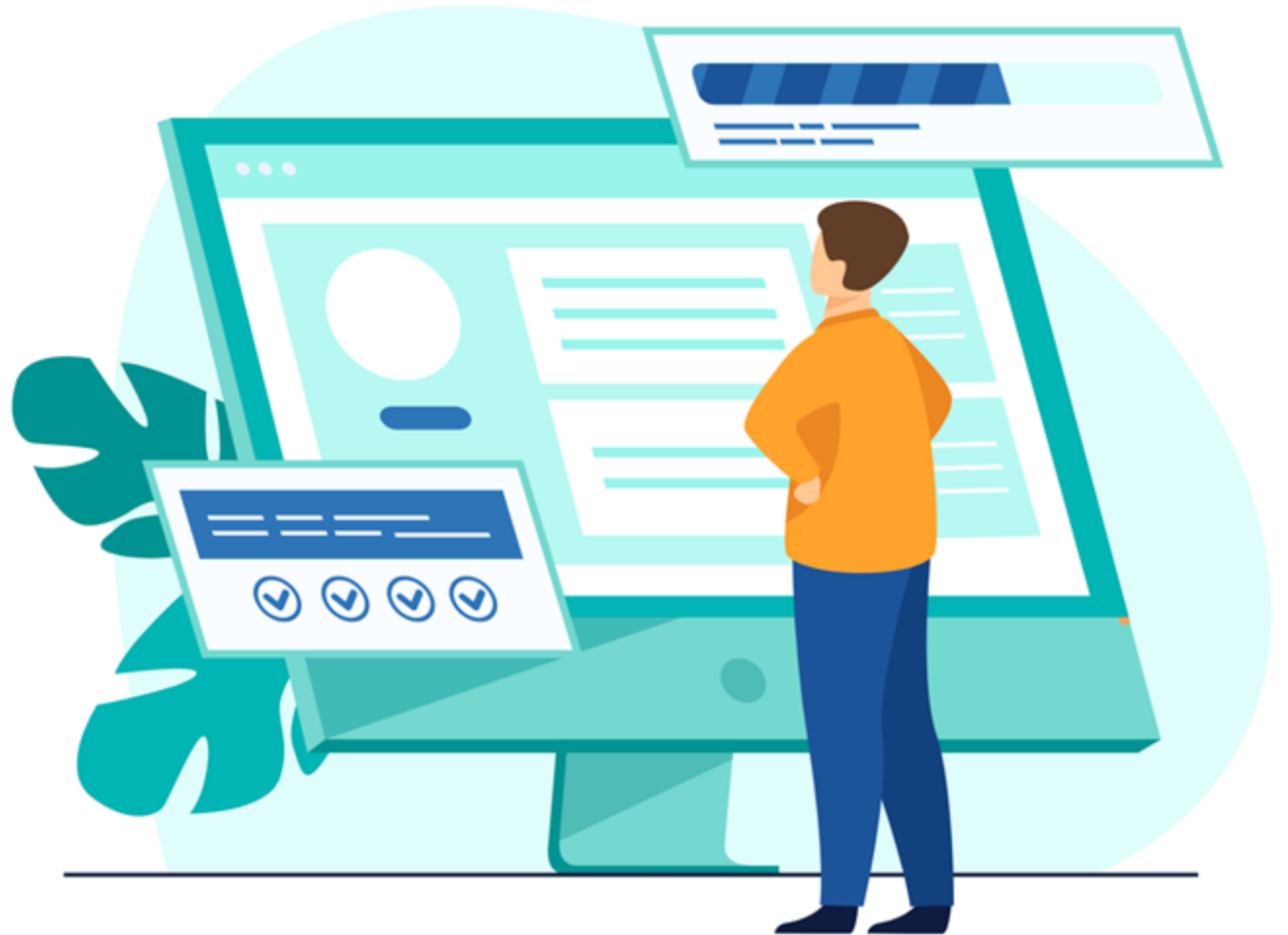


## Why & how health plans do a bad job of covering mental health benefits

- **Lack of therapists in-network:**
  - Therapists are disincentivized to take insurance.
  - Carriers have ghost networks, leaving very few active providers as options, let alone with availability.
- **Interference with Clinical Work**
  - For therapists, reporting to insurance and fitting their requirements can hinder care & put them at risk.

# Maximizing Your Current Offerings

- Provide educational resources on Out-Of-Network Benefits and HSA & FSA plans.
- Use employer wellness stipends if available with your carrier.
- Check out PEO resources and free EAPs with your carrier.
- Use free resources!
  - Trainings for Managers
  - YouTube Meditation Series from Trusted Accounts
  - Webinars from vendors.



# Meditation Apps

## Pros:

- Less expensive.
- Easy to implement.

## Cons:

- Band-aid fix.
- Lost of free resources out there.

# Chat Based Apps

## Pros:

- Less expensive.
- 24-hour support.

## Cons:

- Band-aid fix.
- Lost of free resources out there.
- Not as helpful for long-term care.

# Therapy Programs

## Pros:

- Effective for long-term and short-term care.
- Personalized care.
- In-person options.

## Cons:

- Many have headcount minimums & high premiums.
- Legacy EAPs have very low engagement ( ~3% average).

# Questions?