

# Mental Health Solutions For The Workplace

**Increase employee morale, wellbeing, and  
productivity**



**healthPERX**   
BENEFITS REIMAGINED

**Disclosures:** This Is NOT Insurance. These Benefits Are Not Insurance Coverage And Do Not Meet The Minimum Creditable Coverage Requirements Under The Affordable Care Act.

# Vendor Profile



HealthPERX represents the largest non-insurance benefit networks in the country and specializes in the virtual healthcare space, including mental health. 70+ Benefits from 30+ Vendors



Backed by **28MM** lives in purchasing power, we provide unbeatable pricing and value



Established in **2008**



Privately held in Portland, OR with representation in all **50** states



Industry leading utilization and engagement, employees use our products at a higher rates than traditional resources



# Why Are We Here Today?



Each year, one in five adults in the U.S. will experience mental illness. Yet only one in three who need help will get it. As a result, many people will either miss work or will get less done on the job. The World Health Organization (WHO) estimates that depression and anxiety cost the global economy \$1 trillion per year in lost productivity. But WHO also found that for every \$1 spent on treating common mental health concerns, there is a return of \$4 in improved health and productivity.\* Why do so many go untreated?

- **Stigma** – Employees don't want to be judged by their peers or loved ones and have concerns about how it might impact their career.
- **Hurry up & wait** – It is not uncommon to wait weeks, or even months, to be seen. This varies by location and provider but in most markets we are seeing **4-6+** weeks for new patients.
- **In the system** – Many employees do not want to be documented for the use of mental health services. They fear career and licensing implications
- **Cost** – Coverage can vary from employees to employee, and some are uninsured all together. Mental health is costly to either the employee or the employer, and often both



# The Four Elements Of Mental Health (Our Version At Least)

We believe that the solution to mental health is not a singular magic bullet or secret sauce, but a robust network of force multipliers working in tandem to meet the needs of the end-user, regardless of what stage of need employees are in or where they are when they need help. Our program addresses the first two elements of care so we want to work in tandem with what is already in through public and insurance resources(when applicable)

Proactive

Reactive



**24/7** resource to handle every day mental health needs such as depression, PTSD, grief, anxiety, family issues, etc...

Access to therapy, psychiatry, and psychology appointments to facilitate ongoing care and manage medications when necessary

Suicide hotline

In/outpatient facilities

# The HealthPERX Solution - Overview



healthPERX offers a suite of mental health solutions for employers to select from to custom configure a program designed to fit their needs. Different packages can be offered to different segments of employees.



By leveraging a stack of virtual mental health resources, employees can receive the appropriate level of care when and where they need it. Consults and sessions are always **\$0** so they are affordable for the employee and they are done from the comfort of their home. No stigma, 100% confidential.

- ..... **24/7** Counseling for short term mental health needs
- ..... Scheduled **\$0** therapy, psychiatry, and psychology sessions as often as needed
- ..... Self-guided mental health resources and advice from experts





# The HealthPERX Difference – We Deliver Results



People use our mental health benefits at a much higher rate than traditional services

- YTD **2022**, our mental health book of business is averaging **113%** (if there are 100 people on the platform, 113 consults will be facilitated over a year)
- Less than **20%** of the general population seeks mental health assistance on an annual basis\*\*



## Why do we see higher results?

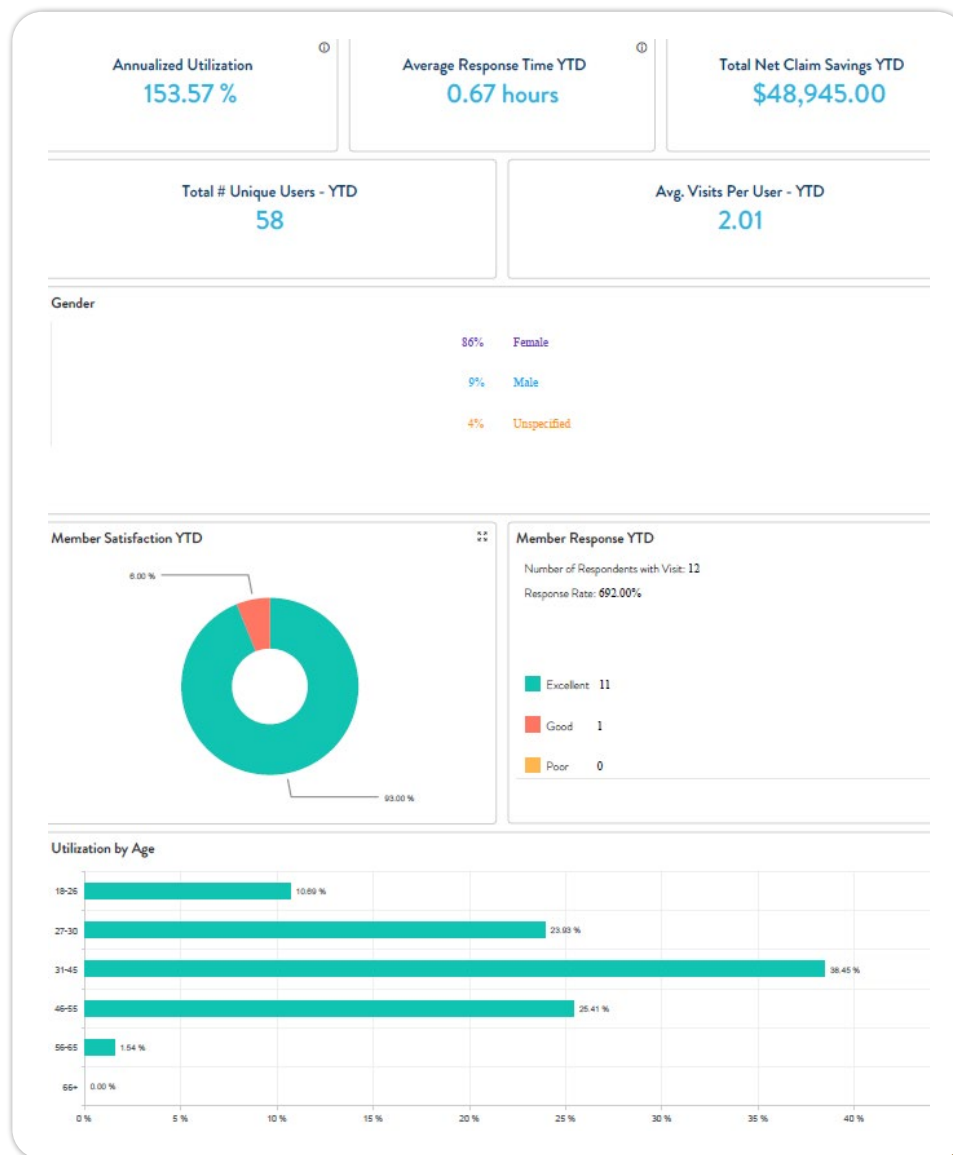
- All of our mental health services are **100%** private and confidential
- All of our mental health services cost the user **\$0**
- All of our mental health services are virtual so no stigma and no travel or waiting rooms
- All of our mental health services are available to spouse and dependents\*
- All of our mental health services are available in hours or days, not weeks or months
  - Dependents are eligible between ages **18-26**
  - <https://www.cdc.gov/nchs/products/databriefs/db380.htm#:~:text=Key%20findings,-Data%20from%20the&text=In%202019%2C%2019.2%25%20of%20adults,from%20a%20mental%20health%20professional.>

# The HealthPERX Difference – Program Details



Our pricing model is easy to budget for – we charge a flat per employee per month access fee. All visits are free and as available as often as needed for employees and their families.

In-depth data analytics – visibility into the number of consults, wait times to be seen, savings generated, prescriptions written, veteran feedback, and more. All deidentified to ensure privacy.



# The HealthPERX Solution – \$0 Counseling

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## Short Term



Support is only a phone call away with **24/7** access to counselors for relationship issues, parenting issues, major illness, substance abuse, stress and anxiety, and much more.



Think of this as the urgent care of mental health, it is designed for short term care when an employee needs to speak to someone quickly about a current issue they are experiencing.



Counselors have a master's degree and at least five years of experience.



The frequency of these sessions is based on the clinical need/assessment of the member, and they can be scheduled using the same provider.



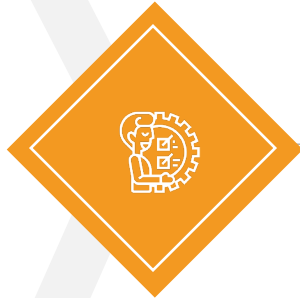
# The HealthPERX Solution – \$0 Mental Health

## Ongoing Care



Establish an ongoing relationship with a licensed provider through video or phone sessions at no cost

- ▶ Therapy, Psychiatry, and Psychology is available



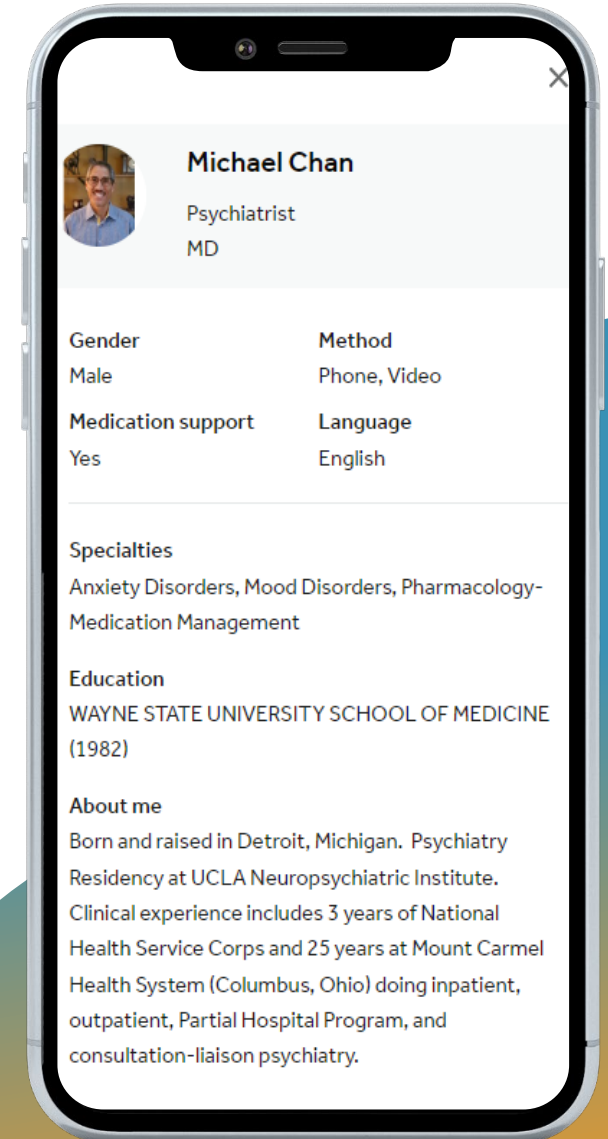
Credentialed providers have the ability to write and manage prescriptions

- ▶ Prescriptions are sent to the employee's local pharmacy, when medically necessary

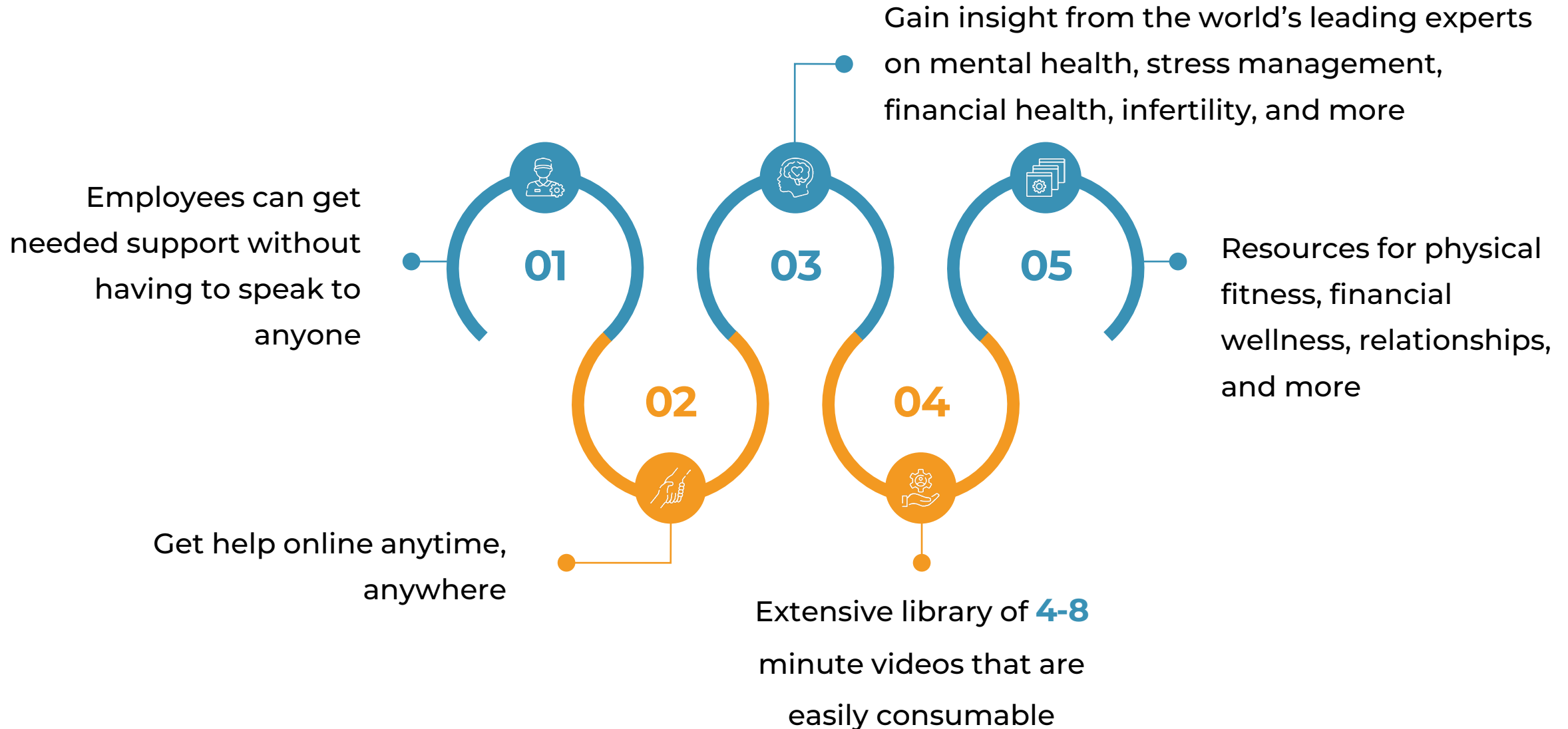


Employees can view available providers & select the one that fits their needs the best

- ▶ They can change providers anytime they want



# The HealthPERX Solution – Self Guided Support



# We Covered A Lot Didn't We? Here's A Recap



healthPERX offers a suite of mental health support mechanisms that act as force multipliers and are designed to drive employee mental wellbeing, productivity, and morale.



All of our mental health services are at no cost to employees, completely confidential and stigma free, can be done from the comfort of home, and are available to an employee's family.



Our providers are available in minutes to hours, not weeks to months. Employees get the help when the need it.



We provide these products at a price point well below what is obtainable by direct contracts due to our purchasing power and mitigation of utilization with existing book of business





# FAQ's/Common Questions



## How does this work for employees with insurance?

- ▶ Employees with insurance will access healthPERX mental health resources outside of insurance, no copays required. No utilization or information about visits are transmitted to insurance.



## How does this work for employees without insurance?

- ▶ No insurance is required to use these benefits. Even for employees without insurance, no payment from employees are required to access these benefits.
- ▶ Family Coverage is provided to all immediate family members over the age of 18, with or without insurance



## Do you offer any coverage or reimbursement for in-person visits?

- ▶ Not at this time. Our services are currently virtual only.



## Can your providers prescribe medication?

- ▶ Absolutely, that task is reserved for Psychiatrists only though. Psychiatrists can prescribe medication when they deem it medically appropriate.