



OPEN DOOR.

Mental Health Employee Assistance Program

a program
of the

karla smith  foundation

supporting families affected by mental illness and suicide

what is

MENTAL ILLNESS

in the workplace?



John was the top manager 5 years in a row. He is a self starter and very motivating to his co-workers. John hasn't missed a day of work in 12 years, until lately.

He has called in sick 7 days over the last 6 weeks.

When he is at work, he seems pre-occupied.

He has missed 3 of his last 5 deadlines.

Yesterday he became very upset over the littlest detail.

Everyone is wondering what is happening with John.

John found out 6 weeks ago that his college age son has a substance abuse problem and has blown through his tuition money to support his habit.

He has taken him to 3 doctors, but is getting nowhere.

John's wife is having difficulty accepting their son's problem, which has placed a strain on their marriage and other children.

Now John can't sleep and is finding it very hard to get out of bed each morning.

John wants his life back. His family is falling apart, but he doesn't know how to ask for help or where to turn.

Karla Smith Foundation can open the door.

DID YOU KNOW?

People with untreated mental illness cost YOU more. They use non-psychiatric inpatient and outpatient services 3 times more than those who are PROPERLY treated.

Why? Because 50% of visits to doctors result from patient symptoms unexplained by a physical illness but often associated with depression or an anxiety disorder – such as fatigue, sleep disorders, chronic pain, chest pain, dizziness, abdominal discomfort, etc. - that often lead to unnecessary and expensive testing.



THE HIDDEN COST

To the bottom line.

According to the Surgeon General, one in five adults (20%) will experience a diagnosable mental illness in any given year.

About 15% of those will also experience addiction to illegal substances, prescription drugs or alcohol.

Among those of working age, it is estimated that the prevalence of mental illness and/or substance abuse in any given year approaches 25%.

Mental illness and substance abuse cost employers an estimated \$80 to \$100 billion in indirect costs annually.

More workers are absent from work because of stress and anxiety than because of physical illness or injury.

Mental illness short-term disability claims are growing by 10% annually and can account for 30% or more of the corporate disability experience for the typical employer.

Less than one-third of adults with a diagnosable mental disorder receive treatment in any given year. How does this affect your bottom line?

Nearly 86% of employees who were treated for depression with antidepressants and appropriate therapeutic interventions reported that their work performance improved.

COST #1.

Individuals who are depressed but not receiving care for the condition consume two to four times the healthcare resources of other enrollees.

COST #2.

Researchers found that absence, disability, and absence-related lost productivity cost employers more than four times the cost of employee medical treatment, even when Workers' Compensation medical costs were added in.

COST #3.

Medical illnesses and mental illnesses are strongly linked. Many individuals with chronic medical conditions, such as diabetes, heart disease, asthma, cancer, or low back pain, are at increased risk of mental illness and substance abuse, particularly depression. Individuals with depression are about twice as likely to develop coronary artery disease, twice as likely to have a stroke, and more than four times as likely to die within six months from a myocardial infarction.

COST #4.

According to the World Health Organization, depression was the fourth leading contributor to the global burden of disease in 2000, and by the year 2020, depression is projected to be the second leading cause of disability worldwide in the age category 15-44 years for both sexes combined.

WHAT IS YOUR COST?

loss of productivity

In the United States, mental illness is considered responsible for an estimated 59% of the economic costs deriving from injury or illness-related loss of productivity, followed by alcohol abuse at 34%.

- Do you know your numbers?
- How much of your workforce was affected by mental illness this year?
- How many of your employees sought treatment for depression, addiction, or other?
- How many of your employees are supporting a family member with mental illness?

WE CAN HELP

Open doors to better
productivity &
a CULTURE that values the
overall health of employees.

{ the goal. }

We will help improve the health of
your employees, increase their
productivity and ultimately, increase
your bottom line.
It's a win win for all!

{ how. }

Increase the health of your employees - **educate management, employees and human resources about mental illness.**

Education is the key – we have to understand the illness before we can battle it.

Education will be presented by qualified presenters during an Open Door Employee presentation. The presentation will include:

- Presenter Testimony: The employee's ability to "relate" to the KSF presenter helps your employee feel "safe" asking us for help.
- What does mental illness look like? How does it affect me in the workplace and at home?
- How can Karla Smith Foundation help?

**WE
MEAN
BUSINESS.**

Smart Health = Healthy ROI.

{ how. }

Reduce your healthcare costs - we provide mental health screenings to accurately connect employees to support services.

We know how and where to get help . . .

Through individualized and confidential linkage and referral services for employees or their families who suffer with a mental health condition or addiction.

Why not rely on your insurance companies listings of professionals? Because it's personal.

People with mental illness or addiction want to talk with those who can empathize and have personal relationships with qualified clinicians and programs who can help.



**WE
MEAN
BUSINESS.**

Mental Health = Healthy ROI.

WE MEAN BUSINESS.

Family Health = Healthy ROI.

{ how. }

Offer an ongoing environment for support - assist employees who are caregivers for family members with mental illness and addiction issues.

We know Family Support better than anyone.

We provide support groups within St. Louis and Illinois. These groups provide ongoing education and encouragement to persons supporting a loved one with mental illness by utilizing 9 endorsed KSF strategies published by Hazelden Press. Employees seeking assistance through Open Door will be encouraged to participate in an existing KSF support group or attend ongoing educational seminars.



YOUR CURRENT COSTS:

Day 1

Employee visits their Primary Care Physician: \$300 Office Visit
Physician prescribes medication: \$225 for prescription

6 weeks

Return visit to Primary Care Physician: \$300 Office Visit
Physician tries another medication: \$225 for prescription

12 weeks

Return visit to Primary Care Physician: \$300 Office Visit
Physician refers to Mental Health Professional

16 weeks

Mental Health Assessment: \$400 Office Visit

20 weeks

Mental Treatment Plan: Varies per individual.
In patient care could cost up to \$30,000 for 30 day plan.

**WE CHANGE ALL THIS BY OPENING
THE RIGHT DOORS FROM THE START**

OUR MODEL

HOW IT WORKS

1

OPEN DOOR ORIENTATION EVENT

This meeting is open to all employees as an introduction to the services that Karla Smith Foundation can provide them. It lasts 45 minutes and can easily be facilitated during a lunch break, after hours, or any other time you prefer.

Fee: \$15 per employee who attends. Minimum Guarantee: \$240.

2

INDIVIDUAL ASSESSMENTS & REFERRALS

Individual employees have the opportunity to set up confidential appointments with Karla Smith Foundation Trained Professionals who can link them to resources and provide family support services.

Fee: \$50 or the Co-Pay Amount of the insurance, which ever is less.

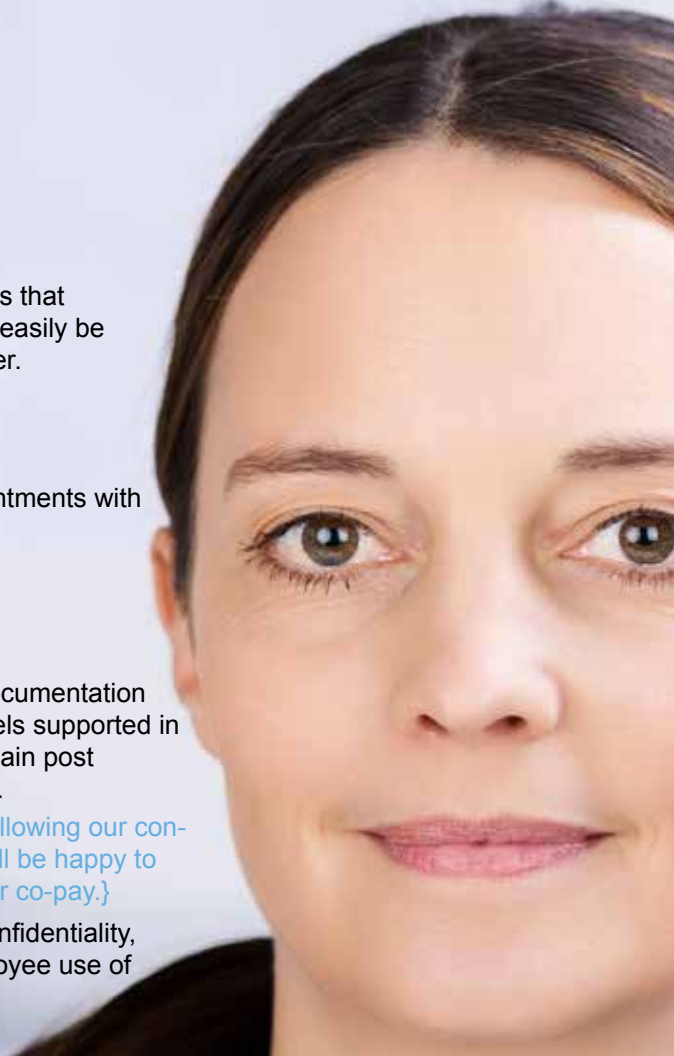
3

FOLLOW UP

KSF will follow up with your employee with post linkage and referral documentation and with 2 follow-up communications. It's important your employee feels supported in the big step of "making the first call" to a clinician. We will follow up again post appointment to gather the employees feedback about their experience.

Fee: No additional fee. {If, however, an employee requires guidance following our contacts described above, which are all included in their initial fee, KSF will be happy to speak with them again for additional cost not to exceed the cost of their co-pay.}

While names will not be disclosed in an effort to maintain employee confidentiality, KSF will be happy to provide employers with data demonstrating employee use of this service.



Opening Minds.

One family at a time.

We look forward to speaking with you, and we are excited to partner with you in a combined effort to improve your bottom line and the health and wellness of your employees, your most important asset.



karla smith foundation

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