WORKPLACE MENTAL HEALTH REPORT 20 24

Trends and Best Practices of Top Employers

MHA
Mental Health America

INTRODUCTION

This year, Mental Health America (MHA) celebrates the 5th anniversary of its Bell Seal for Workplace Mental Health, the first national certification recognizing U.S. employers committed to supporting a mentally healthy workforce. Since 2019, MHA has received over 500 applications from employers, representing a combined workforce of 4.3 million employees. The findings presented in this report are sourced from application submissions received in 2024 and identify emerging themes that can help support all employers in their workplace wellness efforts.

Eligible employers are certified at one of four recognition levels—Bronze, Silver, Gold, and Platinum—determined by their total score in four sections: culture, benefits, compliance, and wellness. The levels represent a spectrum of employers' actions that support employees' well-being, from educating and training workers on mental health to implementing a strategic plan informed by workers' feedback and specific needs.

The case studies from Bell Seal recipients provide compelling evidence of the evolution of workplace wellness as a business priority. Combined with MHA's Workplace Wellness Resource Center, these insights can be invaluable when advocating for continued investment in worker well-being. Learn more about MHA's Bell Seal certification here. For a list of all recipients, see Appendix A.
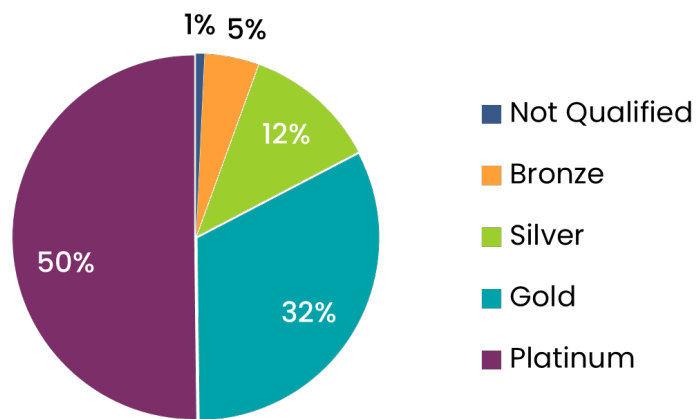
2024 BELL SEAL CERTIFICATION HIGHLIGHTS

Employers who have earned the Bell Seal certification invest in their teams with intention and collaborate at all organizational levels to support workers' mental health and well-being. Based on the aggregated quantitative and qualitative data from our 2024 submissions, here are this year's highlights:

◆ **Only two in five employers are eligible for Bell Seal certification.** Of the 949 employers that completed the pre-survey to determine eligibility, 40% qualified for the certification.

◆ **Bell Seal recipients demonstrated a consistent commitment to supporting workers' well-being,** with an average score of 87% in 2023 and 2024.

◆ **Bronze recipients demonstrated the most improvement,** with the highest score increases from 36% to 43% in benefits and 69% to 72% in compliance, compared to 2023 scores.

◆ **Organizational leaders and peers are openly sharing their lived experiences.** Seventy-four percent of recipients have leaders who openly shared their lived experiences with a mental health or substance use condition, an increase from 71% in 2023.

◆ **Worker-led resource groups serve as safe, connected spaces** to relate with other peers and receive support. Ninety-three percent of recipients encouraged the development of worker-led resource groups, a 1% increase from 2023.

◆ **Employers are ensuring equitable access to mental health care beyond the traditional means of providing support.** Sixty-five percent of recipients verified parity between the physical and mental health services offered in their health plans, an increase from 63% in 2023.

◆ **Employers are increasing support for workers in recovery from mental health or substance use conditions.** Ninety-four percent of recipients have a return-to-work procedure that provides accommodations, alternative positions, or career transition services for workers who return to work from such leave, an increase from 93% in 2023.

◆ **Employers are improving policies to support workers and their families.** Forty-two percent of recipients offered paid family leave for at least 12 weeks, an increase from 39% in 2023.
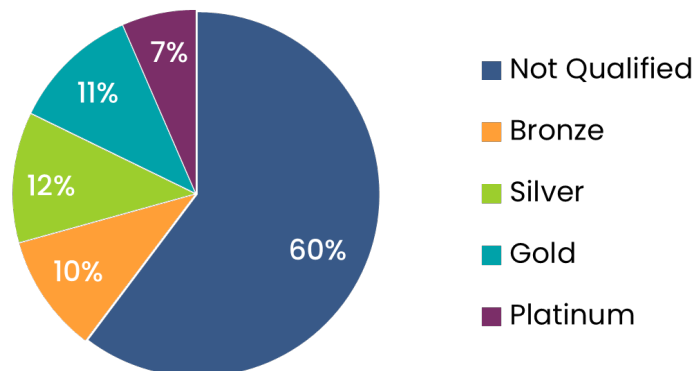
CRITERIA & SCORING

In 2024, 271 eligible employers completed a 54-criteria application, evaluating internal policies and practices impacting workers' well-being, including culture, benefits, compliance, and wellness programs. In addition, 949 employers completed a pre-survey to determine their eligibility for Bell Seal certification. Of the 949 employers that completed the Bell Seal pre-survey, 40% met the requirements for certification. Of the 271 applicants, 50% achieved Platinum recognition, followed by 32% at Gold. To qualify, Platinum recipients must meet a score of 90%, and Gold recipients must meet a score of 80%.
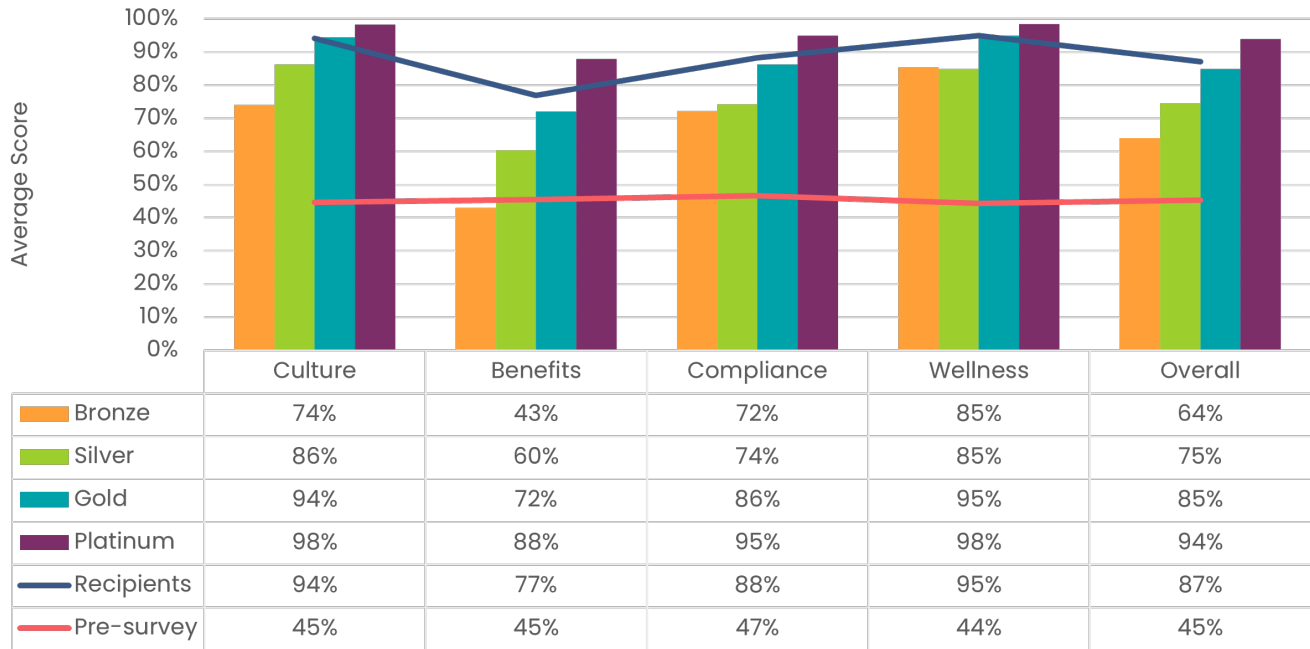
Applicants by Recognition

- 1% Not Qualified
- 5% Bronze
- 12% Silver
- 32% Gold
- 50% Platinum

Pre-survey Results

- 60% Not Qualified
- 10% Bronze
- 12% Silver
- 11% Gold
- 7% Platinum

Recipient vs. Pre-survey Applicant Scores

	Culture	Benefits	Compliance	Wellness	Overall
Bronze	74%	43%	72%	85%	64%
Silver	86%	60%	74%	85%	75%
Gold	94%	72%	86%	95%	85%
Platinum	98%	88%	95%	98%	94%
Recipients	94%	77%	88%	95%	87%
Pre-survey	45%	45%	47%	44%	45%

Bell Seal recipients across all recognition levels scored an average of 87%, compared to the pre-survey score of 49%. Recipients scored the highest in the culture and wellness sections, 94% and 95%, respectively. Recipients also scored an average of 77% in the benefits section and 88% in the compliance section, indicating potential areas for improvement.

Recipients were scored on the following criteria for each section:

Section 1: Workplace Culture

Recipients with high scores for workplace culture understood their workforce's needs and responded with meaningful policy changes, improved benefits, and additional support by:

◆ Measuring workers' well-being,
◆ Changing policy based on workers' feedback,
◆ Developing a mental health strategy,
◆ Sponsoring a mental health team or individual,
◆ Educating new hires during orientation,
◆ Offering mental health training,
◆ Enforcing fair people-management practices,
◆ Providing workers with autonomy and shared decision-making capabilities, and
◆ Providing professional development opportunities.

Bell Seal recipients averaged scores of 94% in culture, compared to the average score of 45% for employers who completed the pre-survey.

Section 2: Benefits that Support Mental Health

Recipients provided comprehensive benefits like health insurance, an employee assistance program (EAP), and paid time off (PTO) to support workers' and their families' mental health and well-being by:

◆ Sponsoring health plans with various treatment options for workers and their family members,
◆ Verifying the efficacy of and evaluating workers' satisfaction with their benefits,
◆ Providing equitable health insurance options to leadership and workers alike,
◆ Offering high-quality EAP services, and
◆ Providing ample PTO for self-care, family matters, or recovery from mental health or substance use conditions.

Recipients scored 77% in benefits, compared to the pre-survey score of 45%.

Section 3: Caring Beyond Compliance

Recipients committed to building a workforce that represents all identities, including those living with mental health and substance use conditions. They also provided workers with the knowledge and confidence to request support or report grievances by:

◆ Integrating diversity, equity, and inclusion (DEI) into everyday operations, including hiring practices,
◆ Having leadership talk openly about mental health,
◆ Offering ADA education and training, and
◆ Implementing return-to-work and reporting procedures.

Recipients scored 88% in compliance, compared to the pre-survey score of 47%.

Section 4: Holistic Wellness at Work

Recipients facilitated peer connection and support and offered remote work options, schedule flexibility, and additional resources to holistically support workers' well-being and assist workers in balancing life and work priorities by:

◆ Providing a peer-to-peer support program,
◆ Providing remote and flexible work options,
◆ Providing additional resources like financial planning services or childcare support, and
◆ Offering a physical wellness program.

Recipients scored 95% in wellness, compared to the pre-survey score of 44%.

Find all criteria and data charts listed in Appendix B.

EMERGING WORKPLACE WELLNESS THEMES

Leaders and Peers Sharing their Lived Experiences

Organizational leaders who are vulnerable and speak openly about their lived experiences with mental health concerns help normalize the conversation in the workplace, empower others to share their personal stories, and encourage workers to seek support when needed.

Seventy-four percent of Bell Seal recipients had leaders at the executive, director, and senior management levels openly share their lived experiences with mental health or substance use conditions, addiction, and suicide loss--an increase from 71% in 2023. Bronze and Platinum recipients had the highest percentage of leaders who shared openly, at 77%, followed by the construction and health care industries, at 88% and 78%, respectively. Organizations with 1-50 workers had the highest percentage at 90%.

Does leadership talk openly about their lived experience with a mental health or substance use condition?

Category	Percentage
Bronze	77%
Silver	56%
Gold	75%
Platinum	77%
Total	74%
Pre-survey	31%
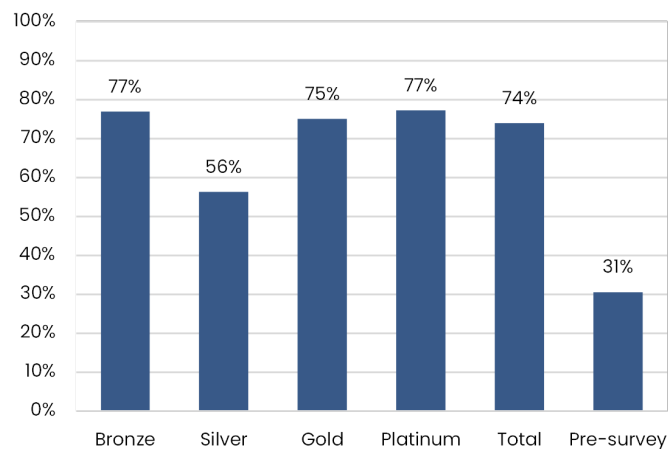
Senior leaders of various Koch Industries companies sent emails to their employees explaining the importance of mental well-being, sharing their personal stories related to mental well-being, and the resources available for employees to engage with. This action led to a 76% increase in registrations for the employee assistance program.

Recipients also coordinated safe, connected spaces for workers to share personal stories that deepened their understanding of their peers' lifestyles, beliefs, identities, diagnoses, or disability.

The Human Library Project is a global initiative to promote dialogue, reduce prejudices, and foster understanding among people from diverse backgrounds. The concept is based on the idea that individuals can be "human books" who share their personal stories and experiences with others. Our employees at the Crisis Center of Tampa Bay can volunteer for each event as the designated "human book," offering insights into their diverse life experiences, backgrounds, and perspectives. During a Human Library Event, one of the employees who volunteered to be a "human book" shared their story for about 45 minutes. Participants, often called "readers," sat in the room and listened to the story without interruption. At the end of the narrative, the readers can ask questions, engage in open discussions, and gain insights that challenge stereotypes and promote empathy with the "human book."
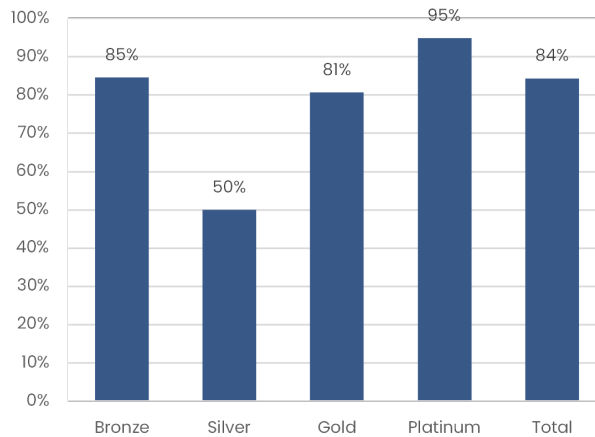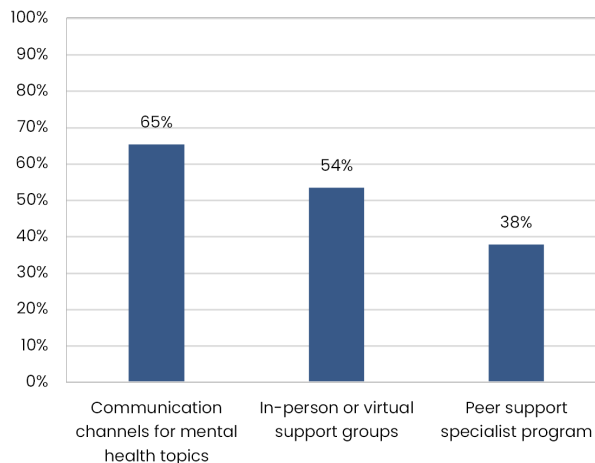
Peer Connection and Support

Employers that facilitate peer connection and support contribute to a culture built on trust, provide opportunities for workers to socially engage with their peers in varied work environments, and offer a support-seeking alternative for workers with mental health concerns.

Eighty-four percent of Bell Seal recipients offered some form of peer-to-peer support, from providing designated channels to discuss mental health topics and concerns (65%) and hosting support groups (54%) to implementing a formal peer-support specialist program (38%). Platinum recipients offered some form of peer-to-peer support at the highest percentage at 95%, followed by Bronze recipients at 85%. The financial services industry led at 100%, followed by the public sector at 85%, and health care at 83%. Organizations with more than 1,000 workers tended to have more structured and robust peer-to-peer support programs.

Does the employer offer a peer-to-peer support program?

Category	Percentage
Bronze	85%
Silver	50%
Gold	81%
Platinum	95%
Total	84%

Peer-to-Peer Support Programs

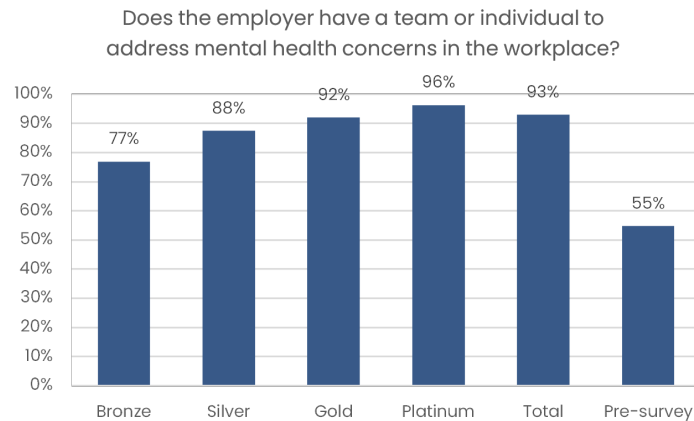| Program	Percentage
Communication channels for mental health topics	65%
In-person or virtual support groups	54%
Peer support specialist program	38%

In addition, 93% of recipients encouraged the development of worker-led resource groups, a 1% increase from 2023. One hundred percent of recipients in the financial services and construction industries supported this form of peer support.

Worker-led resource groups often served as a safe, connected space for various communities and topics regarding women, Black, Indigenous, and people of color (BIPOC), Asian American and Pacific Islanders (AAPI), and LGBTQ+ communities, military and veterans, young professionals, remote workers, working parents, caregivers, mental health, neurodiversity, individuals with intellectual or developmental disabilities, visible or non-apparent disabilities, and allies. In addition, worker-led resource groups helped shape workplace culture, lead educational and training opportunities, and offer direct support to their peers.

Responsibilities for worker-led resource groups that offered direct support included peers serving as an on-site contact or facilitating support groups for workers to share mental health concerns and receive support; providing referrals and community resources; responding to peers experiencing an emergency or crisis; welcoming and supporting new hires' transition into the organization; facilitating conversations on topics of interest for peers to share experiences and learn from others; raising awareness and educating workers on mental health and available benefits; supporting stress and burnout management; providing volunteer and community engagement opportunities; and serving as a direct liaison between workers and leadership, HR, or the benefits department.

Does the employer have a team or individual to address mental health concerns in the workplace?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
77%	88%	92%	96%	93%	55%

Endeavor Health created the role of System Director of Wellbeing and Vitality to foster a culture built on well-being best practices. Areas of focus include integrated resources, seamless access [to care], targeted development for leadership, and expanding and enhancing spaces to recharge, revitalize, and normalize life/work well-being best practices and support for active lifestyles and meaning and connection. This includes RISE, a system-wide peer support program, and expanding awareness of non-crisis individual and group support.

Many recipients described how they facilitate and maintain social connection among workers by:

◆ Launching **virtual connection platforms** for organization-wide communications and tools to build community and connection based on mutual interests;

◆ Hosting **in-person or virtual social events**, such as trivia nights, cooking classes, book clubs, coffee conversations, wellness sessions, monthly connection calls, and "work-together" days in the office. One recipient hosted an event that showcased their workers' passions, interests, and hobbies by providing them with a platform to share various forms of art, music, and prose;

◆ Organizing annual or quarterly **all-staff or team retreats** to take a break from daily work responsibilities, encourage team building and cross-department or team collaboration, and establish connections with new peers;

◆ Pairing peers through a **"buddy program"** to build support and accountability for achieving personal well-being and professional goals by connecting with a peer whom they wouldn't typically interact with;

◆ Providing **incentives to connect** with peers, such as expecting each worker to have and record a designated number of 'meaningful experiences' that foster social connection and collaboration;

◆ Requiring **in-person orientation** so new hires can meet their peers and better acclimate to the culture;

◆ Providing **education and training** on the impact of relationships on health and well-being and the importance of social connection and equipping workers with the knowledge, skills, and confidence to support their peers;

◆ Facilitating staff **support groups** for various populations, such as Afghan and Ukrainian staff and parents with children with mental health needs; and

◆ Providing **peer-support programs** with trained specialists to support workers with mental health concerns, manage crises, and refer workers to available support. One recipient gives their peer support specialists the authority to permit time off for workers who need to care for their mental well-being.

To promote cross-department collaboration and foster new relationships, Forcura launched a monthly event called "Caffeinated Conversations," where team members are strategically paired with another team member from a different department for a casual, informal conversation. These events coincide with our monthly "Barista Day," where the company hires a barista from a local coffee shop to create complimentary artisan coffee drinks in the office. These new initiatives directly responded to feedback collected during focus groups and other listening sessions that, with the increased flexibility of hybrid work, in-office friendships were more difficult to foster.

Affordable and Easy Access to Mental Health Care

Given its impact on workers' well-being and productivity, employers have a strong incentive to provide access to high-quality mental health care, where workers benefit from lower out-of-pocket costs, quicker access to appropriate care, broader provider networks, and better user experience.

Ninety-seven percent of Bell Seal recipients provided health insurance options to workers, with the remaining 3% offering alternative health care options. Four-fifths of recipients offered Platinum or Gold health insurance plans, with 60% or more of the costs covered by the employer (83%), an increase from 81% in 2023. Ninety-five percent of recipients offered the same health insurance plans to front-line workers as executive leadership and upper management, and 50% offered health insurance plans to part-time workers, an increase from 47% in 2023.

Does the employer offer platinum or gold health plans with at least 60% of the costs covered by the employer?

Category	Percentage
Bronze	54%
Silver	63%
Gold	82%
Platinum	90%
Total	83%
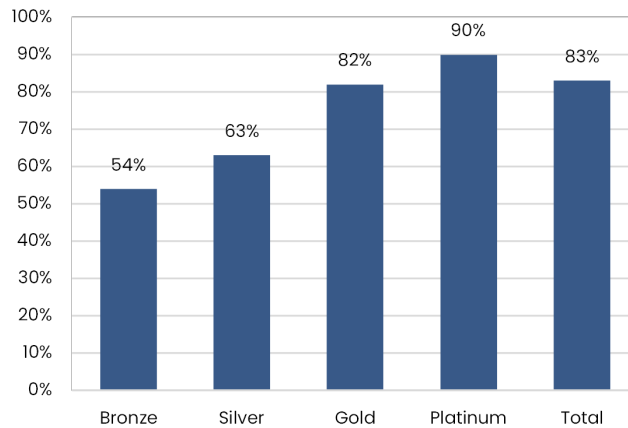
To ensure affordable access to mental health care, many recipients reduced or eliminated the cost of mental health care services by increasing their control over their benefits plan design, adding more health insurance plans to provide workers with more choices, lowering or removing the co-pay or deductible requirement for mental health services, reimbursing the expenses for out-of-network providers at the in-network rates; covering the costs of virtual mental health therapy; or providing an annual reimbursement up to $500 for mental health care expenses.

To ensure equal access to mental health care, 65% of recipients verified parity between the physical and mental health services offered in their health plans, an increase from 63% in 2023. Fifty-five percent of recipients reviewed actual participation rates of mental health care providers listed in the health plans' directory, and 48% compared utilization between in-network and out-of-network mental health care providers. Platinum recipients were most likely to verify parity at 80%, followed by 53% of Gold recipients. Recipients in the construction and financial services industry were also more likely to verify parity at 76% and 73%, respectively.

Does the employer regularly monitor insurance utilization to ensure parity between physical and mental health services?

Category	Percentage
Bronze	38%
Silver	41%
Gold	53%
Platinum	80%
Total	65%
Pre-survey	19%

Parity Between Physical and Mental Health Services

Category	Percentage
Participation rates by mental health and substance use disorder (MH/SUD) providers in health plans' directory	55%
The use of out-of-network providers for MH/SUD care versus medical/surgical (M/S) care	48%
In-network reimbursement rates for MH/SUD providers versus M/S services	43%
Denial rates for MH/SUD services versus M/S services	32%
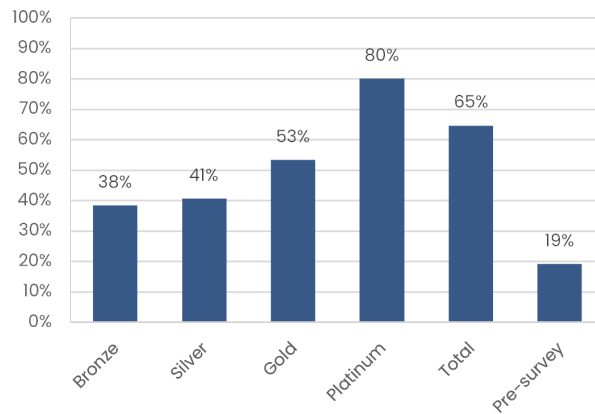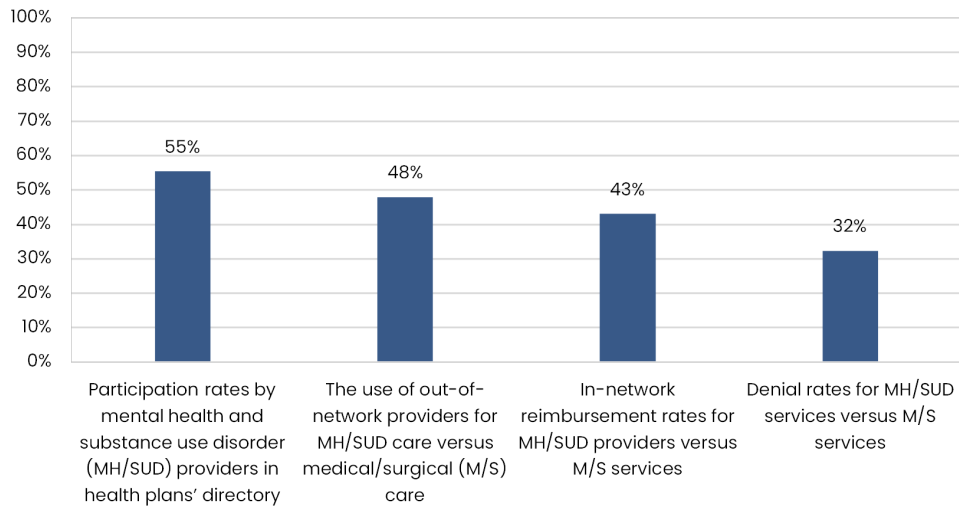
In addition to health insurance and EAP services, Bell Seal recipients supported navigating complicated benefit plans and acquiring the appropriate service or treatment that best met workers' needs. Recipients assisted workers with benefits navigation and supplemental mental health support in the following ways:

◆ **Offered integrated health insurance and EAP services** to streamline the process and support workers' continuity of care, like allowing workers to make therapy appointments directly through the EAP rather than receiving a referral and scheduling an appointment separately;

◆ **Transitioned to a more comprehensive EAP** that met workers' specific needs;

◆ **Partnered with an insurer or EAP provider** with a dedicated team that assists workers in benefits navigation;

◆ **Partnered with a healthcare navigator**, plan-sponsor liaison, or benefits concierge service to answer questions, resolve issues such as transportation limitations or cost barriers, schedule appointments, or manage billing disputes;

◆ **Hired a dedicated benefits coordinator** or on-site health advocates, crisis consultants, or occupational health nurses;

◆ **Contracted or partnered with a licensed therapist** or local counseling center to provide mental health counseling to full-time, part-time, and contracted workers at no cost;

◆ **Offered internal interim support** while workers secured an appointment with a provider;

◆ **Provided telehealth services** with access to wellness coaches, counselors, social workers, licensed therapists, psychologists, and psychiatrists, ranging from no cost to a $25 co-pay per session; and

◆ **Provided education on accessing and navigating benefits**, such as improving open-enrollment presentations or creating a resource guide outlining the steps a worker can take to receive mental health care and find a care provider who meets their needs.

Recipients also provided additional benefits and resources to support life in and out of the workplace, including emergency relief funds; a first-time homebuyers' stipend; a retirement preparation guide; free virtual veterinarian care services; pet bereavement leave; nutrition and physical health coaching; international remote work for up to one month every two years; and an annual wellness stipend or Lifestyle Saving Account, ranging $300 to $1,800, to cover services such as massage therapy, marital counseling, healthy food delivery services, gym memberships and equipment, art or music classes, and meditation or yoga.

In addition, 92% of recipients expanded benefits for part-time workers, an increase from 78% in 2023. Benefits included life, medical, and dental insurance, EAP services, wellness coaching, access to a Lifestyle Spending Account, and participation in the 401(k) plan with employer match.

Support for Disability Disclosure and Recovery

Employers that support recovery ensure that workers have access to the appropriate procedures, accommodations, benefits, and support for a smooth and healthy leave-and-return-to-work experience.

Seventy-two percent of recipients ensured that workers with mental health or substance use conditions understood their rights under the Americans with Disabilities Act (ADA), and 78% prepared HR and managers to address concerns regarding disclosure and accommodations. Bronze recipients had the second-highest percentages for ADA education and training at 77%, after Platinum recipients at 82% for education and 85% for training. The public sector led other industries at 85% for education and 88% for training.

Does the employer educate employees about their rights under the ADA and mental health disability accommodations?
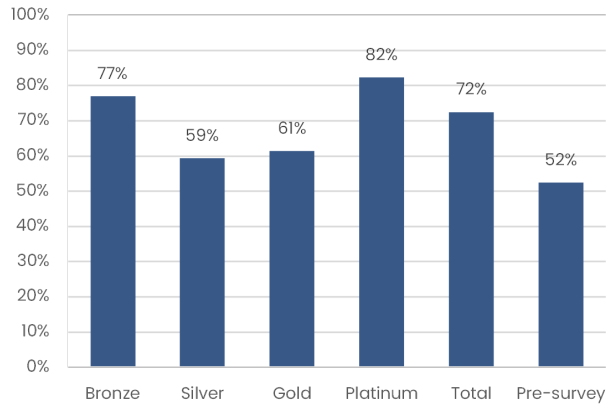
Have human resources or managers received training on the ADA in the last 12 months?
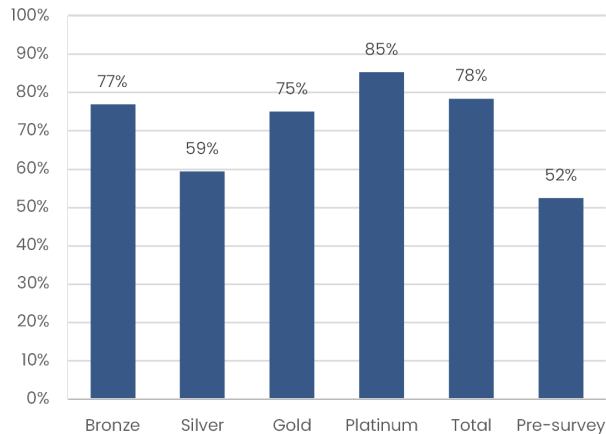
Recipients shared how they educated and trained workers on accommodations, including:

◆ Adding an **accessibility statement** to the organization's website, intranet, and employee handbook;

◆ Updating the **disability accommodation policy** and sharing it with all workers by email or other communications;

◆ Offering a tailored **one-hour virtual and in-person training** to HR, managers, and workers to educate workers about accommodations and how to request them;

◆ **Streamlining the online platforms**, forms, and process for requesting accommodations;

◆ **Educating managers** on how to respond to and support workers who request accommodations;

◆ Forming an **accessibility team** with representation from HR to integrate best practices;

◆ Hiring an **ADA coordinator** to educate workers and manage all accommodation requests;

◆ Providing and listing an external **confidential helpline** on the intranet, in the employee handbook, and in other visible locations where workers can report incidents of unfair treatment or harassment.

To support workers' recovery from mental health or substance use conditions, 88% of recipients offered short-term disability (STD) insurance, and 86% offered long-term disability (LTD) insurance. Most recipients offered short- and long-term disability insurance options that cover 60% of a worker's salary for up to 12-25 weeks, depending on the insurance type.

Ninety-four percent of recipients have a return-to-work procedure that provides accommodations, alternative positions, or career transition services for workers who return to work from leave, an increase from 93% in 2023. The highest rates were among the construction and health care industries, at 100% and 97%, respectively, and organizations with 10,000+ workers (98%) and between 251 and 1,000 workers (97%).

Support for Recovery

	STD	LTD	Return-to-Work
Bronze	54%	62%	77%
Silver	78%	72%	81%
Gold	88%	83%	95%
Platinum	93%	94%	97%
Total	88%	86%	94%
Pre-survey	71%	68%	30%
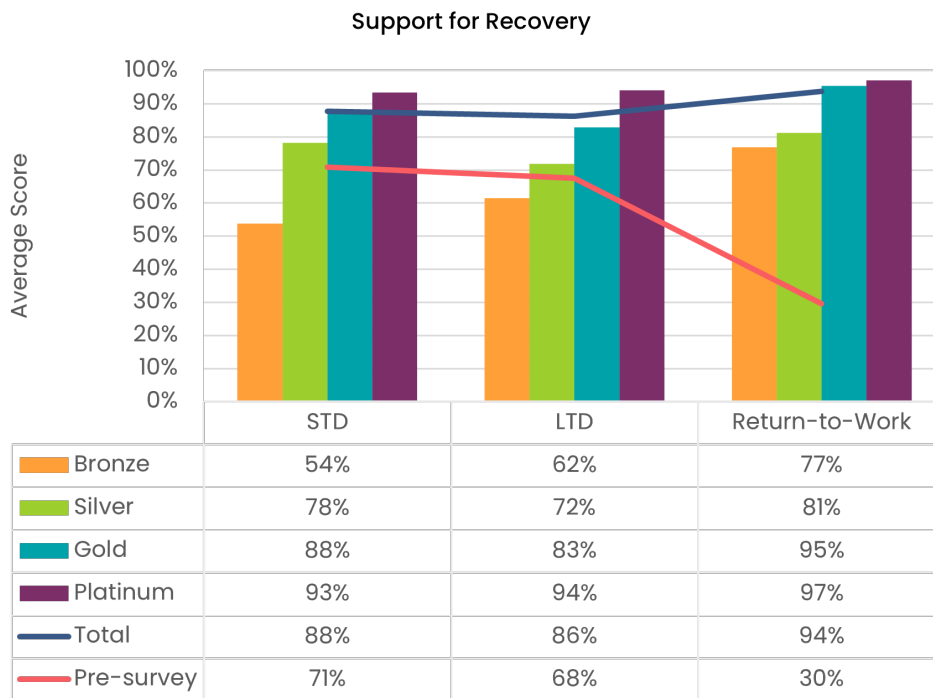
Recipients described how they support workers' recovery:

◆ **Streamlined the enrollment process** for short-term disability, increasing enrollment by 115% for one recipient;

◆ **Launched an internal Leave of Absence Care Center** or partnered with an external leave and absence provider;

◆ **Established a donation-based sick leave pool** for workers who experience a hardship or medical emergency;

◆ **Partnered with the local behavioral response unit**, a team of behavioral health professionals that respond to mental health emergencies, to connect workers with counselors after critical incidents;

◆ **Expanded telehealth and digital support** for tobacco, alcohol, and substance use treatment;

◆ **Clarified the return-to-work procedure** to align with trauma-informed care, provide clear guidelines and support mechanisms for managers, add routine check-ins to support a worker's transition back to work; and

◆ **Improved the mental health and substance use policy** to require specified social events to be alcohol-free or for non-alcoholic options to be provided. Forty-seven percent of recipients identified as and followed the best practices for a recovery-friendly workplace.

Support for Workers' Families

Employers are improving support for workers' families, including increased paid parental leave, new family-building benefits, and updated paid leave policies for caregivers and bereavement.

Eighty-one percent of recipients covered at least 50% of the costs for a silver health plan for an employee's family members, a 1% increase from 2023. The highest rates were among the financial services and construction industries, at 95% and 94%, respectively, and organizations with 1,001+ workers. Ninety-four percent of recipients permitted workers to use their PTO to care for family members with mental health conditions.

Ninety-five percent of recipients offered protection under the Family and Medical Leave Act (FMLA), guaranteeing a worker's position for up to 12 weeks of unpaid leave for the birth and care of a newborn child, to care for an immediate family member with a health condition, or recover from a serious mental health or substance use condition (95%).

In addition, 42% of recipients offered paid family leave for at least 12 weeks, an increase from 39% in 2023. The highest rates were among the financial services and non-profit industries, at 64% and 43%, respectively, and organizations with 51 to 250 workers, at 46%.

Support for Workers' Families

	Family Coverage	PTO for Family	FMLA	Paid Family Leave
Bronze	38%	92%	77%	15%
Silver	63%	75%	84%	28%
Gold	78%	94%	97%	34%
Platinum	91%	98%	99%	52%
Total	81%	94%	95%	42%
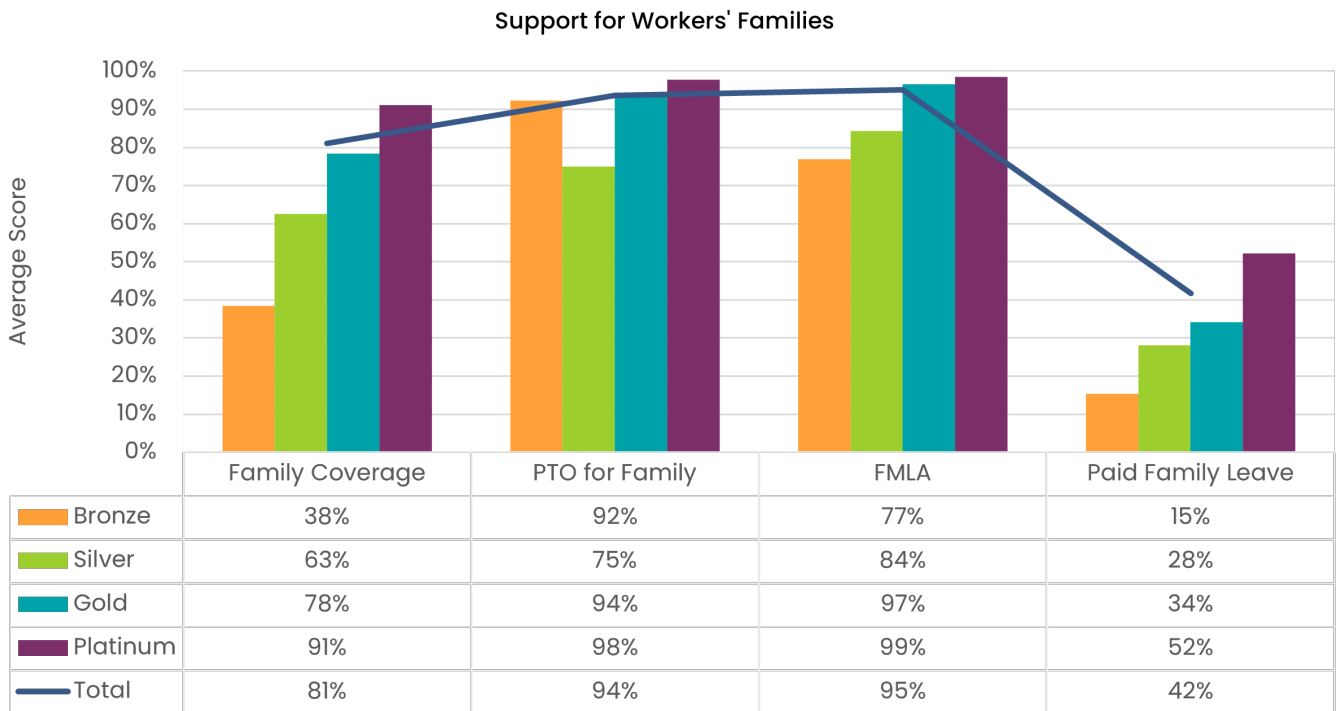
Recipients described how they support workers' families:

- **Published a public benefits website** that workers' family members can access and review at any time;
- **Increased the amount of parental leave**, ranging from three to 12 weeks, and pay coverage, ranging from 60% to 100% of a workers' base-pay rate, for the birth, adoption, or placement of a child and parental bonding;
- **Updated parental leave policies** to include new fathers or allow non-medical leave to be taken nonconsecutively or in one-week increments over 12 months;
- **Added new family-building benefits** and financial assistance for adoption, surrogacy, and fertility treatments;
- **Implemented a gradual return-to-work procedure** following parental leave and designated onsite work locations as breastfeed-friendly;
- **Increased the amount of paid-caregiver leave**, ranging from 10 to 20 days annually;
- **Increased the amount of bereavement leave**, ranging from eight to 30 days and available for up to one year;
- **Updated bereavement leave policies** to include pregnancy loss, allow workers to identify their chosen families, and be used on a daily-as-needed, rather than consecutive, basis;
- **Added new resources to support children, adults, and elders**, such as backup care for children and adults, eldercare navigation services, college prep coaching services, and a digital emotional well-being program for children.

PwC US introduced an expanded mental health benefit, an emotional health support program for adolescents ages 13-17 to address the challenges of quality and timely teen mental health support. Administered by a third party, the mental health provider offers text-based coaching sessions, with the option to advance to higher levels of care, including therapy and psychiatry. Participation in PwC's medical plans is not required to use the program.

ABOUT MENTAL HEALTH AMERICA

Mental Health America (MHA) is the nation's leading national nonprofit that promotes mental health, well-being, and illness prevention. MHA's workplace wellness initiatives include researching the annual state of worker mental health and well-being in the U.S., awarding best-in-class employers with the Bell Seal for Workplace Mental Health national certification, and developing evidence-based best practices that advance worker mental health and well-being. For more, visit MHA's Workplace Wellness Resource Center.

Questions?

Please email us at workplace@mhanational.org with any questions.

APPENDIX A: 2024 Bell Seal Recipients
APPENDIX B: Application Criteria and Data Charts

APPENDIX A: 2024 Bell Seal Recipients

The 2024 Bell Seal recipients represent over 19 industries – from health care and the public sector to financial services and manufacturing – and organizational sizes, from three to more than 1.5 million workers, in 39 states. Each recipient is listed alphabetically and by recognition – Platinum, Gold, Silver, and Bronze. You can also view all recipients here.

PLATINUM

abrdn Inc.	Kearney
ADT LLC	L.L.Bean
Advocate Health	Lancaster Colony Corporation
Alkermes	Maryland Coalition of Families
Allina Health	McGohan Brabender
Ally Financial	McHenry County
Amazon	Mental Health America of Dutchess County
Apex Benefits	Mental Health America of Greater Houston
Argonne National Laboratory	Mental Health America of South Central Kansas
Associated Bank	Mental Health Association of Alameda County
Association Management Strategies, Inc.	Mental Health Association of Westchester
B&A	Mental Health Connecticut
Barilla America, Inc.	Mental Health Minnesota
Behavioral Health Response	Mental Health Partnerships
Bentek	Mission Partners
Big-D Construction	MSU Federal Credit Union
Bowling Business Strategies	MyAdvisor, LLC
Brii Biosciences	National Life Group
Broward College	National Parent-Teacher Association
Brown & Brown Insurance	National Student Clearinghouse
Brown & Crouppen, P.C.	Nationwide Mutual Insurance Company
Brown Brothers Harriman	New York Psychotherapy and Counseling Center
Cal Voices	NewYork-Presbyterian
CareSource	Nielsen
Cengage Group	Nova Healthcare Administrators
Centerstone	NYU Langone Health
Champions for Children	Oakland Community Health Network
Charlotte County Government	Optum
Chevron Corporation	Palm Beach County Board of County Commissioners
Children's Hospital Colorado	Palm Beach County Sheriff's Office
Children's Nebraska	Parkway School District
Children's Services Council of Palm Beach County	Pathways Community Mental Health
City of Hollywood	PDG
City of North Port	PEERS
CNO Financial Group	Polk County Board of County Commissioners
Colorado Housing and Finance Authority	Providence
Connecticut Children's	PwC
ConvergeOne	Quartz Health Solutions
Corewell Health	REED
Crisis Center of Tampa Bay	Rivermark Community Credit Union
Cummins Behavioral Health Systems, Inc.	Riverside Healthcare
EAB	Schreiber Foods
Elevance Health	ServiceTrade
Endeavor Health	Solvista Health

Faith Technologies Incorporated

Fidelity National Information Services Inc.

firsthand

Forcura

Gallagher

Gary Community Ventures

Gehring Group, a Risk Strategies Company

General Dynamics Information Technology

Global Atlantic Financial Group

Hanover Research

Harley-Davidson Motor Company

Harris Computer

Harris County Emergency Services District 13

Hartford HealthCare

Health Federation of Philadelphia

Honeywell

Hot Topic, Inc.

Hubbell

Independent Health

Iowa State University

Iron Mountain

JKJ

Johnson & Johnson

Kansas City University

Southern New Hampshire University

Southwestern Virginia Mental Health Institute

Stanford Medicine Children's Health

StoneCrest Behavioral Health Hospital

The Kroger Co.

The Southern Company

TIAA

TiER1 Performance

Trane Technologies

TriNet

Turnberry Solutions

UMA

UMass Memorial Health

UnitedHealthcare

University of Miami Health System

Valor Healthcare

Village of Wellington

Vistagen Therapeutics

Walgreens

Watchdog REPM

WE Communications

Wellspan Health

WPS Health Solutions

GOLD

A Body & Mind Health Services

Amtrak

Amwell

Aspire BHDD Services

Blue Cross NC

Boehringer Ingelheim Pharmaceuticals, Inc.

Briotix Health

CallRail

Campus Apartments, LLC

CertiK

Citizens

City of Clearwater

City of Coconut Creek

City of Coral Springs

City of Fishers

City of Lake Worth Beach

City of Port St. Lucie

City of Rockford

City of Stuart

CivicScience

Community Action Council

Copa Health

COPIC

Cummings Graduate Institute

Deer Path Integrated Living, Inc.

Media Cause

Mental Health America - Wabash Valley Region

Mental Health America of
        Northern Kentucky and Southwest Ohio

Mental Health America of the Palm Beaches

Mental Health Association of Nassau County

Mentis

Miron Construction Co., Inc.

Montgomery County Government

Mosites Construction Company

Nationalities Service Center

Neighborhood House Association

New Narrative

North Carolina Department of Revenue

North Country Community Mental Health Authority

NY Waterway

Ohio Department of Youth Services

OncoHealth

Oregon Veterans Home The Dalles

Owens Corning

PathPoint

Peckham Inc.

Peninsula Community Health Services

PermiaCare

Presence Marketing

Easterseals NH & VT
Embark Behavioral Health
Entrata
EverService
Ferguson
Friends of the Children
Gannett Media
Green Spoon Sales
Güd Marketing, Inc.
Haynes and Boone, LLP
Healing To You
HealthSource Solutions
JAMHI Health & Wellness, Inc.
Juvenile Welfare Board of Pinellas County
Knox Public Health
Koch Industries
LKQ Corporation
Lost&Found
Mascaro Construction Company

Proofpoint
Provident Behavioral Health
Regional Medical Imaging
Relias
Rockdale County
Saint Joseph Health System
Sanford Health
SCA Health
SERV Behavioral Health System, Inc.
Siemens USA
Simply Business
St. Lucie County Property Appraiser
Tampa Bay Thrives
The Mosaic Company
Union Bank & Trust
United Group Services
URC
Williamson County
Wright Brothers Construction

SILVER

4C Health
Abt Global
Ancora Compassionate Care
Choctaw Nation of Oklahoma
City of Cape Coral
City of Panama City Beach
Control Point Associates, Inc.
Crisis Connections
Crossroads YMCA
D. Hope Miller Foundation
Element Fleet
GEMCO Constructors, LLC
Gilbane Building Company
Hawthorn Children's Psychiatric Hospital
Hillsborough County Public Schools
Hillwood Estate Museum & Gardens

Horst Engineering
Mental Health America Lakeshore
Mental Health Association in Michigan
Meteor Education
Our Journey Brands
Peer Support Coalition of Florida
PowerSecure
Purdue University
Stronger Therapeutic Counseling Services
Talbert House
The Ecumenical Center
The Family Place
West Side Catholic Center
Williams & Kite, LLC
Wraparound Experts, LLC
Youth Advocate Services

BRONZE

Afiri Consulting International, LLC
Atlanta Treatment Center
Bay View Center
City of West Palm Beach
Family Based Services Association of New Jersey
Family First Center of Lake County

Farmers Mutual of Nebraska
Osceola County Sheriff's Office
Peers Empowering Peers
Schoox
Trauma Specialists of Delaware
Union Community Health Center

APPENDIX B: Application Criteria and Data Charts

All recipients completed a [54-criteria application](#), evaluating organizational policies and practices impacting workers' well-being, including culture, benefits, compliance, and wellness programs. All aggregated 2024 application results, compared with 2023 results, and the data charts for recipients by recognition, industry, and organizational size, can be found below:

2023	2024	WORKPLACE CULTURE
81%	80%	Conduct a survey that evaluates employee mental health.
66%	66%	Average employee participation or survey completion rate.
92%	93%	Have a team or individual that addresses mental health concerns in the workplace.
95%	97%	Educate new employees about mental health benefits during orientation.
93%	94%	Provide in-person or virtual mental health training.
93%	94%	Encourage best people management practices.
92%	90%	Encourage employees to provide feedback to their manager about their performance.
98%	96%	Encourage employees to ask their manager for specific support needs.
86%	81%	Permit employees to negotiate aspects of their position with their manager.
99%	100%	Provide professional growth and development opportunities.
		BENEFITS THAT SUPPORT MENTAL HEALTH
95%	97%	Offer health insurance that covers mental health services.
N/A	99%	Do not offer short-term health insurance.
81%	83%	Offer platinum or gold health plans with at least 60% of the costs covered by the employer.
80%	81%	Offer a silver health plan with at least 50% of the costs covered by the employer for family members.
63%	65%	Monitor insurance utilization to ensure parity between physical and mental health services.
94%	94%	Cover one or more mental health services to ensure access to various treatment options.
94%	95%	Offer the same health insurance options to leadership and employees.
95%	94%	Offer an employee assistance program (EAP) for mental health and substance use services.
76%	73%	Provide at least six in-person or virtual EAP sessions at no cost annually.
89%	89%	Have an initial response time of less than one business day.
80%	85%	Monitor or receive reports on their EAP utilization.
16%	15%	Average EAP utilization, including in-person and virtual sessions and calls for information.
76%	67%	Offer 25+ days of paid time off (PTO) to eligible employees in their first year.
30	29	Average number of paid time off days, excluding employers offering 100+ days or unlimited PTO.
95%	94%	Permit workers to use their sick time to care for family members with mental health conditions.
39%	42%	Offer paid family leave at a minimum of 12 weeks.
86%	88%	Offer short-term disability insurance for mental health or substance use recovery.
85%	86%	Offer long-term disability insurance for mental health or substance use recovery.
78%	92%	Offer benefits to part-time employees.
N/A	97%	Do not place employees at part-time or contract status to render them ineligible for benefits.
		CARING BEYOND COMPLIANCE
71%	74%	Leaders talk openly about their lived experiences with a mental health or substance use condition.
79%	78%	Provide training on the Americans with Disabilities Act (ADA) to human resources or managers.
78%	72%	Educate employees about their rights under the ADA and mental health disability accommodations.
94%	95%	Have an FMLA policy that applies to leave for mental health or substance use recovery.
91%	94%	Have a return-to-work procedure for employees who take leave for recovery.
98%	97%	Have a clear and accessible procedure for employees to report unfair or unsafe practices.
		HOLISTIC WELLNESS AT WORK
91%	84%	Offer a colleague support program.
97%	97%	Offer additional resources that support life outside of work.
93%	92%	Offer eligible employees the option to work remotely permanently or semi-permanently.
99%	98%	Offer eligible employees flexible work arrangements.
91%	90%	Offer a physical health program that addresses nutrition, fitness, or smoking cessation.

RECIPIENTS BY RECOGNITION

Chart 1

Average scores by recognition

Category	Score
Bronze	64%
Silver	75%
Gold	85%
Platinum	94%
Total	87%
Pre-survey	45%

Chart 2

Has the employer conducted a survey that evaluates employee mental health in the last 12 months?

Category	Score
Bronze	69%
Silver	64%
Gold	73%
Platinum	89%
Total	80%
Pre-survey	42%

Chart 3

What percentage of employees completed the survey?

Legend: No data, 0-25%, 26-50%, 51-75%, 76-100%

Category	No data	0-25%	26-50%	51-75%	76-100%
Bronze	46%	—	8%	15%	31%
Silver	31%	6%	16%	19%	28%
Gold	28%	7%	14%	26%	25%
Platinum	10%	8%	12%	34%	36%
Total	20%	7%	13%	29%	31%

Chart 4

Does the employer have a team or individual that addresses mental health concerns in the workplace?

Category	Score
Bronze	77%
Silver	88%
Gold	92%
Platinum	96%
Total	93%
Pre-survey	55%

Chart 5

Does the employer educate new employees about mental health benefits during orientation?

Category	Score
Bronze	92%
Silver	94%
Gold	97%
Platinum	99%
Total	97%
Pre-survey	39%

Chart 6

Has the employer provided at least one mental health training in the last 12 months?

Category	Value
Bronze	92%
Silver	78%
Gold	93%
Platinum	99%
Total	94%
Pre-survey	57%

Chart 7

Mental Health Training Topics

Topic	Value
Supporting employee mental health concerns	83%
Work-life balance or stress management	82%
Effective people management skills	75%
Suicide prevention	67%
Emotional intelligence in the workplace	65%
Toxic work environment and bullying prevention	57%

Chart 8

Does the employer actively encourage best people management practices?

Category	Value
Bronze	85%
Silver	91%
Gold	94%
Platinum	96%
Total	94%
Pre-survey	42%

Chart 9

People Management Practices

Practice	Value
Check-in regularly	94%
Build trust and collaboration	93%
Set clear and realistic expectations	92%
Evaluate and assist with workload	91%
Be accessible and flexible	91%
Provide emotional support	88%
Notice the signs of stress or burnout	86%
Provide workers with autonomy	86%

Chart 10

Are employees encouraged to provide feedback to their manager about their performance?

Category	Value
Bronze	85%
Silver	84%
Gold	88%
Platinum	94%
Total	90%
Pre-survey	54%

Chart 11

Are employees encouraged to ask their manager for specific support needs?

Category	Value
Bronze	92%
Silver	91%
Gold	94%
Platinum	99%
Total	96%
Pre-survey	52%

Chart 12

Can employees negotiate aspects of their position with their manager?

Category	Value
Bronze	69%
Silver	63%
Gold	77%
Platinum	88%
Total	81%
Pre-survey	35%

Chart 13

Does the employer provide professional growth and development opportunities?

Category	Value
Bronze	100%
Silver	100%
Gold	99%
Platinum	100%
Total	100%
Pre-survey	81%

Chart 14

Professional Growth Opportunities

Category	Value
Internal promotions	99%
Professional courses or training	98%
Conference registration or travel stipends	94%
Education or certification reimbursement	91%
Merit-based salary increases	83%
Mentorship program	68%

Chart 15

Does the employer offer health insurance?

Category	Value
Bronze	69%
Silver	91%
Gold	99%
Platinum	99%
Total	97%
Pre-survey	76%

Chart 16

Does the employer only offer short-term health insurance?

Category	Value
Bronze	0%
Silver	0%
Gold	0%
Platinum	1%
Total	1%

Chart 17

Which is the highest-level health plan offered to employees with the highest percentage of cost covered by the employer?

Legend:
- Other or none
- Bronze plan, 80% or more
- Silver plan, 50 - 79%
- Silver plan, 80% or more
- Gold plan, 60 - 79%
- Gold plan, 80% or more
- Platinum plan, 50% or more

Chart 18

Does the employer offer a silver health plan with at least 50% of the costs covered for family members?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
38%	63%	78%	91%	81%	56%

Chart 19

Does the employer monitor insurance utilization to ensure parity between physical and mental health services?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
38%	41%	53%	80%	65%	19%

Chart 20

Parity between Physical and Mental Health Services

- Actual participation rates by mental health and substance use disorder (MH/SUD) providers listed in health plans' directory — 55%
- The use of out-of-network providers for MH/SUD care versus medical/surgical (M/S) care — 48%
- In-network reimbursement rates for MH/SUD providers versus M/S services — 43%
- Denial rates for MH/SUD services versus M/S services — 32%

Chart 21

Do the employer's health insurance plans cover one or more mental health services to ensure access to various treatment options?

Bronze	Silver	Gold	Platinum	Total
69%	88%	98%	96%	94%

Chart 22

Covered Mental Health Care Services

Service	Percentage
Outpatient care	93%
Psychiatry	91%
Psychotherapy	88%
Substance use rehabilitation	88%
Dual diagnosis treatment	81%
Residential care	80%
Peer support	54%

Chart 23

Does the employer offer the same health insurance options to leadership and employees?

Bronze	Silver	Gold	Platinum	Total
69%	88%	98%	98%	95%

Chart 24

Does the employer offer an employee assistance program (EAP) that provides mental health and substance use services?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
62%	78%	97%	100%	94%	74%

Chart 25

Does the EAP provide at least six in-person or virtual sessions at no cost annually?

Bronze	Silver	Gold	Platinum	Total
31%	41%	69%	88%	73%

Chart 26

Does the EAP have an initial response time of less than one business day?

Bronze	Silver	Gold	Platinum	Total
46%	69%	90%	97%	89%

Chart 27

What percentage of employees used the EAP in the last 12 months?

Legend:
- No data
- 0-5%
- 5-10%
- 10-15%
- 15-20%
- >20%
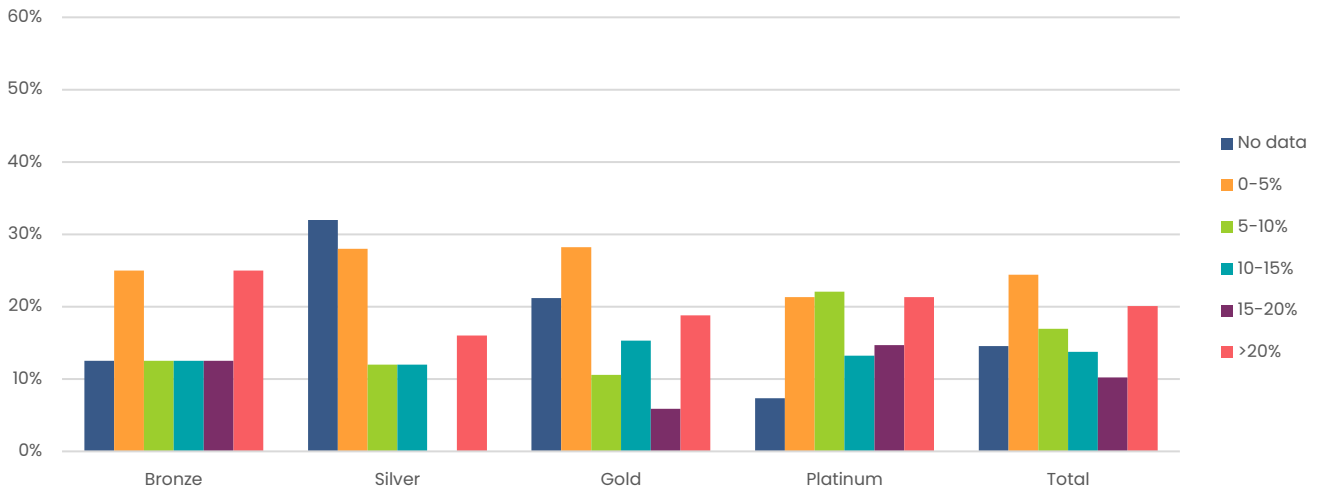
Chart 28

How many days of paid time off (PTO) are offered to eligible employees in their first year?

Legend:
- <15 days
- 15 - 24 days
- 25 - 29 days
- 30 - 39 days
- 40+ days
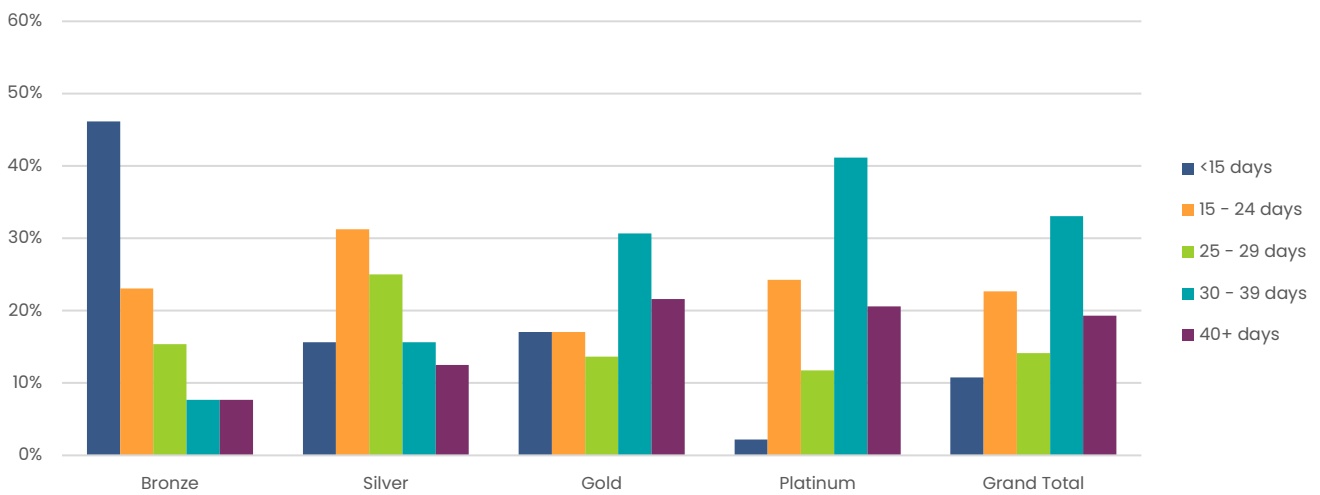
Chart 29

Can employees use their sick time or mental health days to care for family members with mental health conditions?

- Bronze: 92%
- Silver: 75%
- Gold: 94%
- Platinum: 98%
- Total: 94%

Chart 30

Does the employer offer paid family leave at a minimum of 12 weeks?

- Bronze: 15%
- Silver: 28%
- Gold: 34%
- Platinum: 52%
- Total: 42%
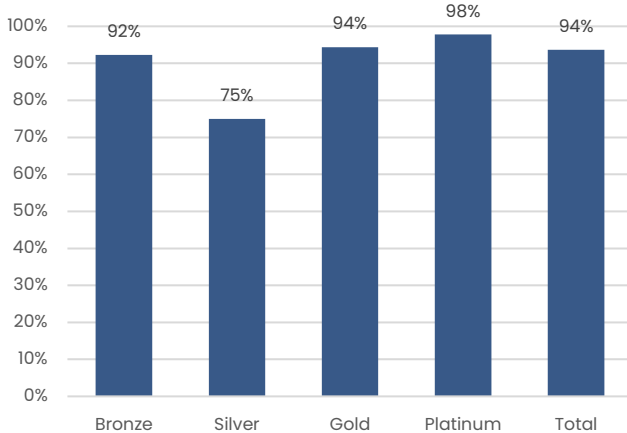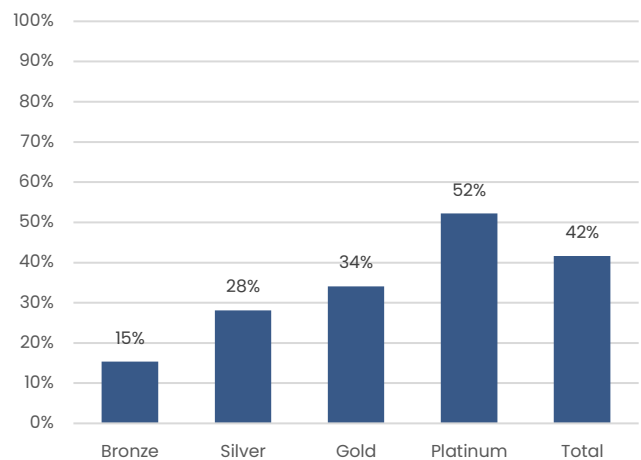
Chart 31

Does the employer offer short-term disability insurance that covers mental health or substance use recovery?

Category	Value
Bronze	54%
Silver	78%
Gold	88%
Platinum	93%
Total	88%
Pre-survey	71%
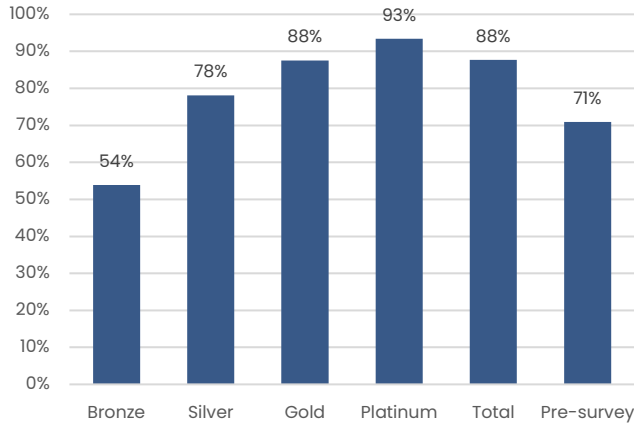
Chart 32

Does the employer offer long-term disability insurance that covers mental health or substance use recovery?

Category	Value
Bronze	62%
Silver	72%
Gold	83%
Platinum	94%
Total	86%
Pre-survey	68%
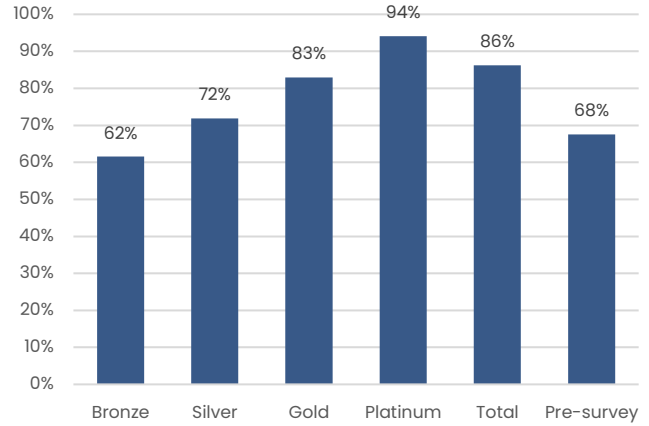
Chart 33

Short-term and Long-term Disability Insurance

Category	Value
STD: Covers 12 weeks leave	74%
LTD: Covers 25 weeks leave	76%
Covers 60% of worker's salary (orange)	81%
Covers 60% of worker's salary (blue)	80%
No restrictions (orange)	41%
No restrictions (blue)	35%

Chart 34

Does the employer offer benefits to part-time employees?

Category	Value
Bronze	69%
Silver	88%
Gold	91%
Platinum	96%
Total	92%
Pre-survey	39%
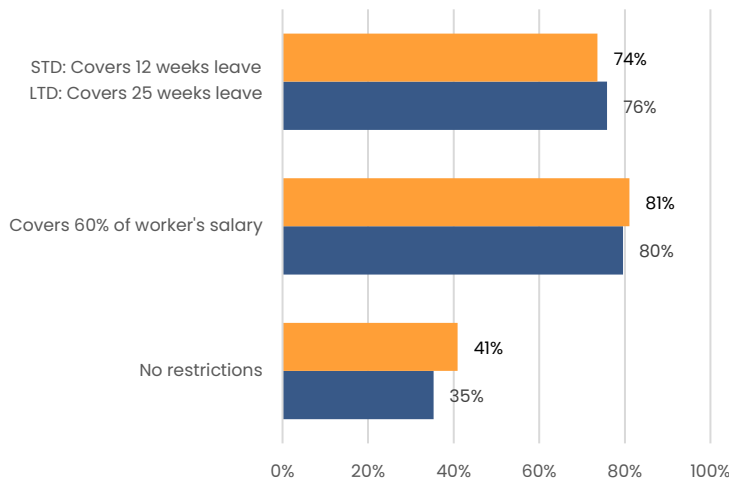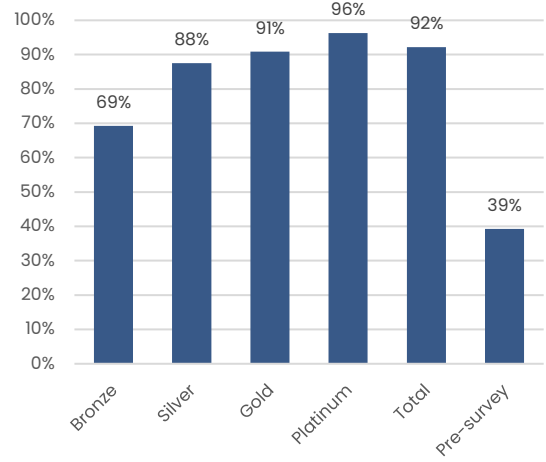
Chart 35

Benefits for Part-time Employees
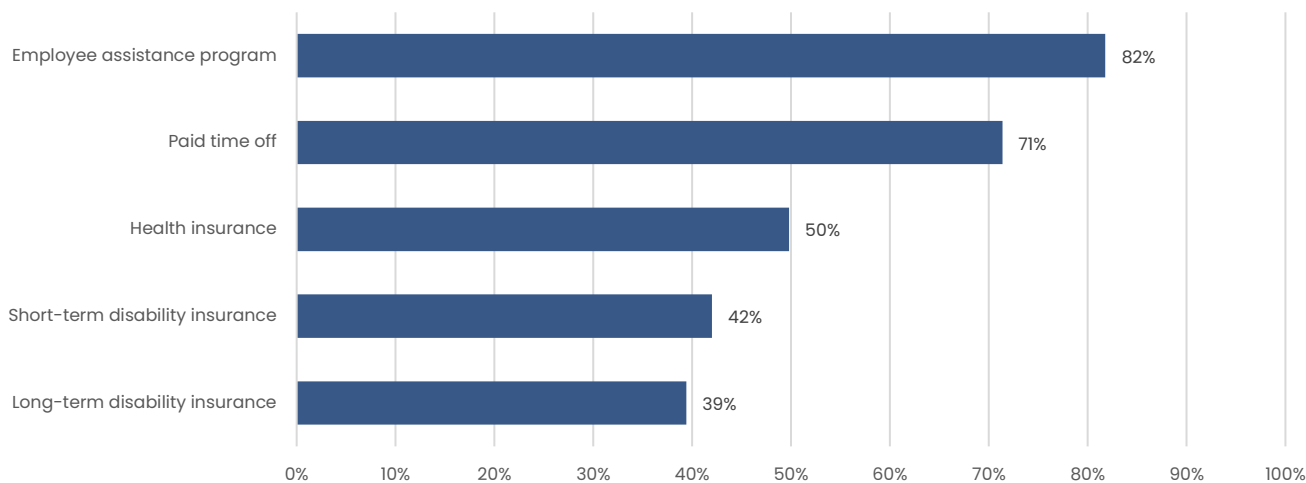
Category	Value
Employee assistance program	82%
Paid time off	71%
Health insurance	50%
Short-term disability insurance	42%
Long-term disability insurance	39%

Chart 36

Does the employer place employees at part-time or contract status to render them ineligible for benefits?

Category	Value
Bronze	23%
Silver	6%
Gold	2%
Platinum	1%
Total	3%
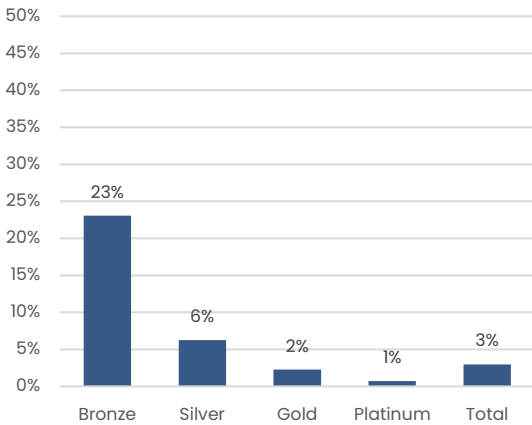
Chart 37

Do leaders talk openly about their lived experiences with a mental health or substance use condition?

Category	Value
Bronze	77%
Silver	56%
Gold	75%
Platinum	77%
Total	74%
Pre-survey	31%
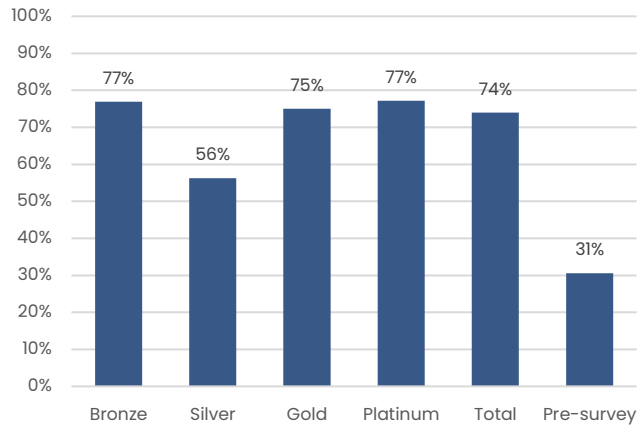
Chart 38

Have human resources or managers received training on the Americans with Disabilities Act (ADA) in the last 12 months?

Category	Value
Bronze	77%
Silver	59%
Gold	75%
Platinum	85%
Total	78%
Pre-survey	52%

Chart 39

Does the employer educate employees about their rights under the ADA and mental health disability accommodations?

Category	Value
Bronze	77%
Silver	59%
Gold	61%
Platinum	82%
Total	72%
Pre-survey	52%

Chart 40

Does the employer have an FMLA policy that applies to leave for mental health or substance use recovery?

Category	Value
Bronze	77%
Silver	84%
Gold	97%
Platinum	99%
Total	95%

Chart 41

Does the employer have a return-to-work procedure for employees who take leave for recovery?

Category	Value
Bronze	77%
Silver	81%
Gold	95%
Platinum	97%
Total	94%
Pre-survey	30%

Chart 42

Does the employer have a clear and accessible procedure for employees to report unfair or unsafe practices?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
85%	97%	97%	99%	97%	70%

Chart 43

Does the employer offer a colleague support program?

Bronze	Silver	Gold	Platinum	Total
85%	50%	81%	95%	84%

Chart 44

Colleague Support Programs

Communication channels for mental health topics	65%
In-person or virtual support groups	54%
Peer support specialist program	38%

Chart 45

Does the employer offer additional resources that support life outside of work?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
85%	84%	94%	100%	96%	64%

Chart 46

Does the employer offer eligible employees the option to work remotely on a permanent or semi-permanent basis?

Bronze	Silver	Gold	Platinum	Total	Pre-survey
92%	88%	89%	96%	92%	73%

Chart 47

Additional Resources

Resource	Percentage
Financial education and planning	87%
Adoption or fertility assistance	49%
Substance use recovery-friendly workplace	47%
Onsite health clinic or mental health services	36%
Student loan repayment	30%
Onsite childcare or subsidized childcare costs	23%
Ability to bring a pet to work	22%

Chart 48

Does the employer offer eligible employees flexible work arrangements?

Category	Percentage
Bronze	85%
Silver	91%
Gold	99%
Platinum	100%
Total	98%
Pre-survey	73%

Chart 49

Does the employer offer a physical health program that addresses nutrition, fitness, or smoking cessation?

Category	Percentage
Bronze	62%
Silver	66%
Gold	90%
Platinum	99%
Total	90%
Pre-survey	26%

RECIPIENTS BY INDUSTRY

Chart 1

Recipients by recognition and industry

	Software or technology	Public sector	Professional services	Other	Non-profit	Health care	Food and beverage	Financial services	Construction
■ Bronze	9%	6%	9%	2%	6%	5%	0%	5%	0%
■ Silver	0%	6%	9%	19%	20%	9%	20%	0%	18%
■ Gold	27%	45%	9%	33%	31%	33%	40%	18%	47%
■ Platinum	64%	42%	73%	47%	43%	53%	40%	77%	35%

Chart 2

Recipients by industry

- ■ Construction or manufacturing
- ■ Consulting or professional services
- ■ Financial services
- ■ Food and beverage
- ■ Health care or social services
- ■ Non-profit
- ■ Other
- ■ Public sector or government
- ■ Software or technology

Chart 3

Has the employer conducted a survey that evaluates employee mental health in the last 12 months?

Chart 4

What percentage of employees completed the survey?

- ■ No data
- ■ 0-25%
- ■ 26-50%
- ■ 51-75%
- ■ 76-100%

Chart 5

Does the employer have a team or individual that addresses mental health concerns in the workplace?

Category	Value
Health care	94%
Non-profit	90%
Public sector	91%
Financial services	100%
Construction	100%
Other	91%

Chart 6

Does the employer educate new employees about mental health benefits during orientation?

Category	Value
Health care	96%
Non-profit	98%
Public sector	94%
Financial services	100%
Construction	100%
Other	99%

Chart 7

Has the employer provided at least one mental health training in the last 12 months?

Category	Value
Health care	96%
Non-profit	92%
Public sector	91%
Financial services	100%
Construction	100%
Other	91%

Chart 8

Does the employer actively encourage best people management practices?

Category	Value
Health care	99%
Non-profit	94%
Public sector	97%
Financial services	82%
Construction	100%
Other	91%

Chart 9

Are employees encouraged to provide feedback to their manager about their performance?

Category	Value
Health care	92%
Non-profit	98%
Public sector	79%
Financial services	91%
Construction	94%
Other	87%

Chart 10

Are employees encouraged to ask their manager for specific support needs?

Category	Value
Health care	97%
Non-profit	98%
Public sector	91%
Financial services	95%
Construction	94%
Other	96%

Chart 11

Can employees negotiate aspects of their position with their manager?

Category	Value
Health care	79%
Non-profit	84%
Public sector	70%
Financial services	82%
Construction	82%
Other	84%

Chart 12

Does the employer provide professional growth and development opportunities?

Category	Value
Health care	100%
Non-profit	98%
Public sector	100%
Financial services	100%
Construction	100%
Other	100%

Chart 13

Does the employer offer health insurance?

Category	Value
Health care	99%
Non-profit	86%
Public sector	100%
Financial services	100%
Construction	100%
Other	99%

Chart 14

Does the employer only offer short-term health insurance?

Category	Value
Health care	1%
Non-profit	6%
Public sector	0%
Financial services	0%
Construction	0%
Other	0%

Chart 15

Which is the highest-level health plan offered to employees with the highest percentage of cost covered by the employer?

Legend:
- Bronze plan, 80% or more
- Silver plan, 50 - 79%
- Silver plan, 80% or more
- Gold plan, 60 - 79%
- Gold plan, 80% or more
- Platinum plan, 50% or more

Categories: Health care or social services, Non-profit, Public sector or government, Financial services, Construction or manufacturing, Other

Chart 16

Does the employer offer a silver health plan with at least 50% of the costs covered for family members?

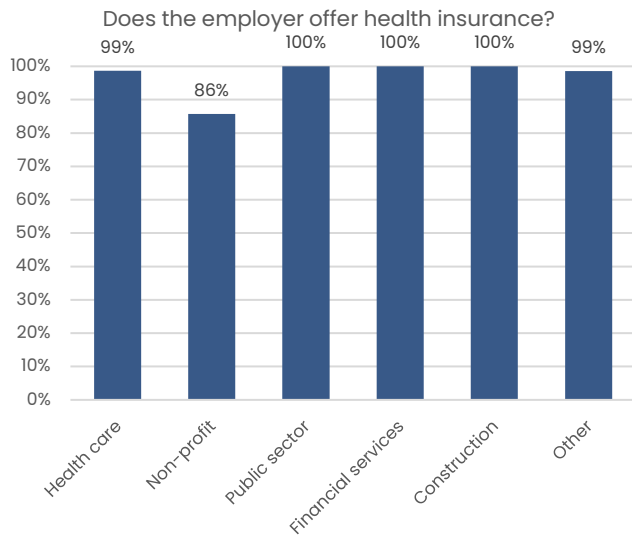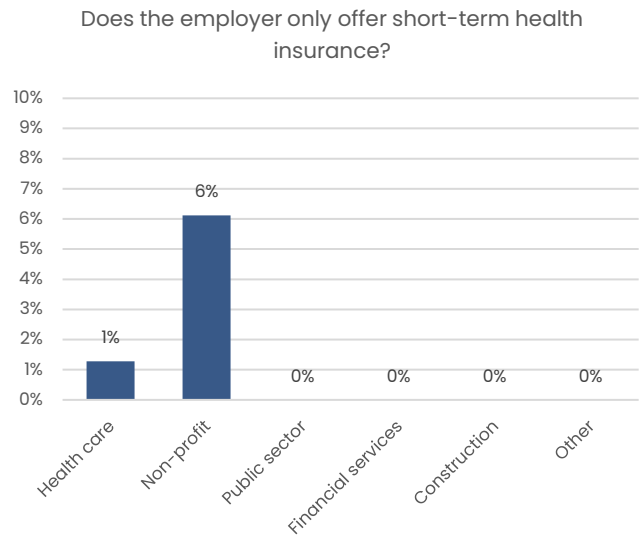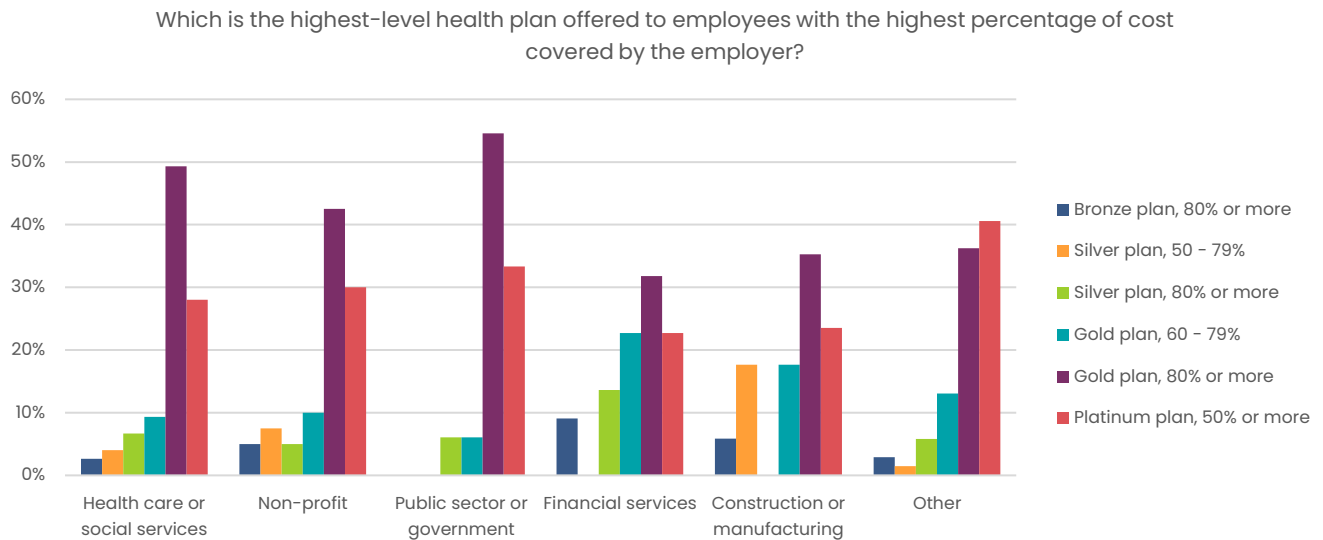| Category	Value
Health care	79%
Non-profit	61%
Public sector	88%
Financial services	95%
Construction	94%
Other	86%

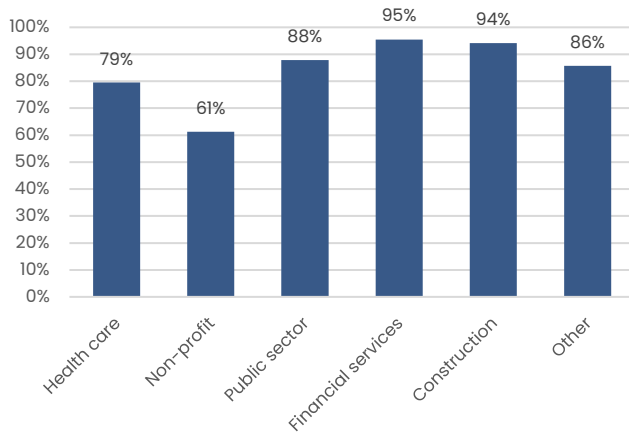## Chart 17

Does the employer monitor insurance utilization to ensure parity between physical and mental health services?

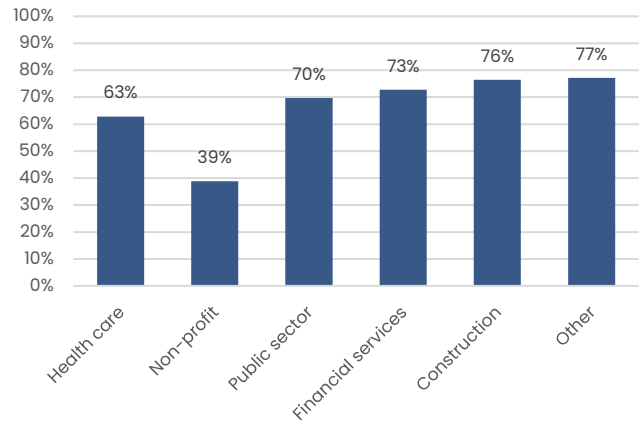| Category	Value
Health care	63%
Non-profit	39%
Public sector	70%
Financial services	73%
Construction	76%
Other	77%

Chart 18

Do the employer's health insurance plans cover one or more mental health services to ensure access to various treatment options?

Category	Value
Health care	96%
Non-profit	82%
Public sector	97%
Financial services	95%
Construction	100%
Other	99%

Chart 19

Does the employer offer the same health insurance options to leadership and employees?

Category	Value
Health care	97%
Non-profit	82%
Public sector	100%
Financial services	100%
Construction	100%
Other	97%

Chart 20

Does the employer offer an employee assistance program (EAP) that provides mental health and substance use services?

Category	Value
Health care	92%
Non-profit	86%
Public sector	100%
Financial services	100%
Construction	100%
Other	97%

Chart 21

Does the EAP provide at least six in-person or virtual sessions at no cost annually?

Category	Value
Health care	69%
Non-profit	61%
Public sector	79%
Financial services	86%
Construction	82%
Other	77%

Chart 22

Does the EAP have an initial response time of less than one business day?

| Health care | Non-profit | Public sector | Financial services | Construction | Other |
| 88% | 82% | 97% | 86% | 94% | 90% |

Chart 23

Can employees use their sick time or mental health days to care for family members with mental health conditions?

| Health care | Non-profit | Public sector | Financial services | Construction | Other |
| 96% | 90% | 97% | 100% | 76% | 94% |

Chart 24

What percentage of employees used the EAP in the last 12 months?

Legend: No data, 0-5%, 5-10%, 10-15%, 15-20%, >20%

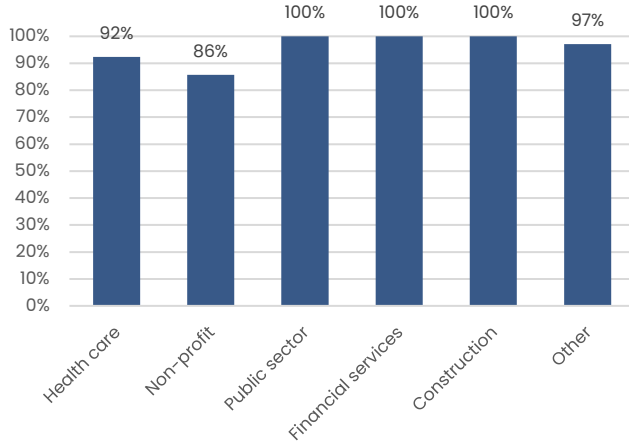Categories: Health care or social services, Non-profit, Public sector or government, Financial services, Construction or manufacturing, Other

Chart 25

How many days of paid time off (PTO) are offered to eligible employees in their first year?

Legend: <15 days, 15 - 24 days, 25 - 29 days, 30 - 39 days, 40+ days

Categories: Health care or social services, Non-profit, Public sector or government, Financial services, Construction or manufacturing, Other

Chart 26

Does the employer offer paid family leave at a minimum of 12 weeks?

Category	Value
Health care	38%
Non-profit	43%
Public sector	21%
Financial services	64%
Construction	35%
Other	49%

Chart 27

Does the employer offer short-term disability insurance that covers mental health or substance use recovery?

Category	Value
Health care	87%
Non-profit	73%
Public sector	94%
Financial services	95%
Construction	100%
Other	90%

Chart 28

Does the employer offer long-term disability insurance that covers mental health or substance use recovery?

Category	Value
Health care	86%
Non-profit	67%
Public sector	94%
Financial services	100%
Construction	94%
Other	90%

Chart 29

Does the employer offer benefits to part-time employees?

Category	Value
Health care	95%
Non-profit	96%
Public sector	91%
Financial services	91%
Construction	94%
Other	87%

Chart 30

Does the employer place employees at part-time or contract status to render them ineligible for benefits?

Category	Value
Health care	0%
Non-profit	2%
Public sector	3%
Financial services	5%
Construction	12%
Other	4%

Chart 31

Do leaders talk openly about their lived experiences with a mental health or substance use condition?

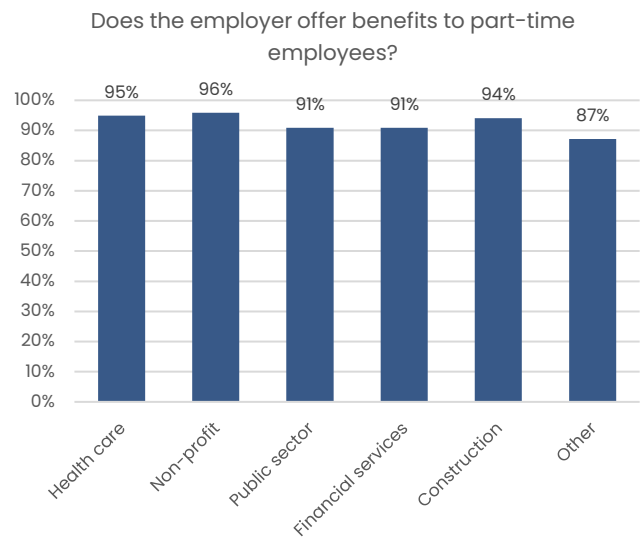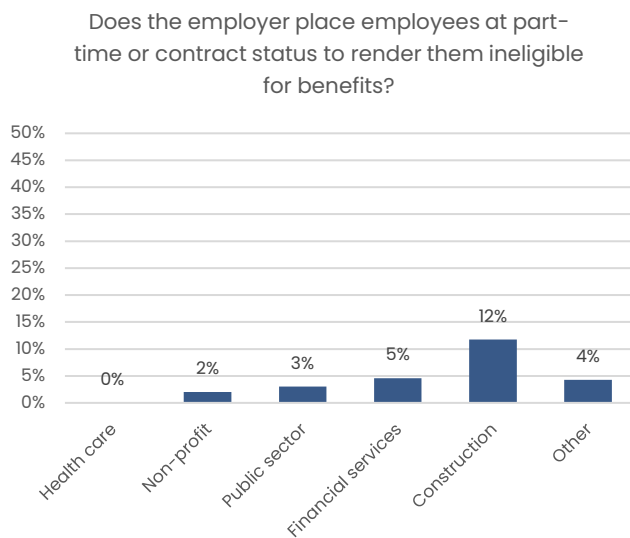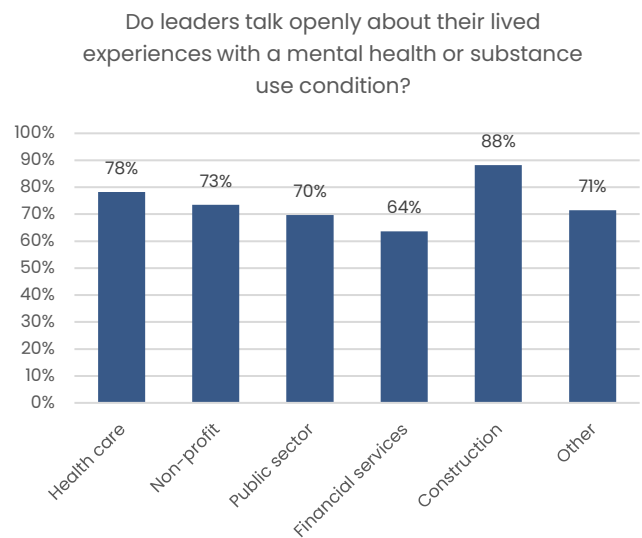| Category	Value
Health care	78%
Non-profit	73%
Public sector	70%
Financial services	64%
Construction	88%
Other	71%

Chart 32

Have human resources or managers received training on the Americans with Disabilities Act (ADA) in the last 12 months?

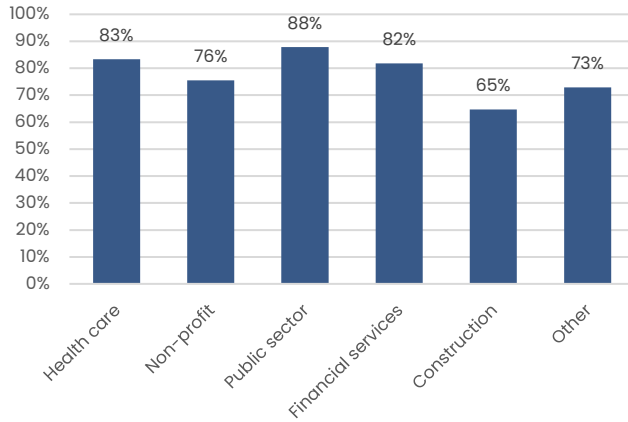| Category	Value
Health care	83%
Non-profit	76%
Public sector	88%
Financial services	82%
Construction	65%
Other	73%

Chart 33

Does the employer educate employees about their rights under the ADA and mental health disability accommodations?

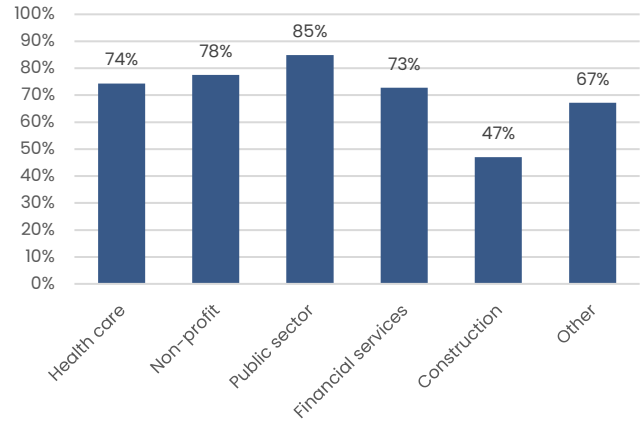| Category	Value
Health care	74%
Non-profit	78%
Public sector	85%
Financial services	73%
Construction	47%
Other	67%

Chart 34

Does the employer have an FMLA policy that applies to leave for mental health or substance use recovery?

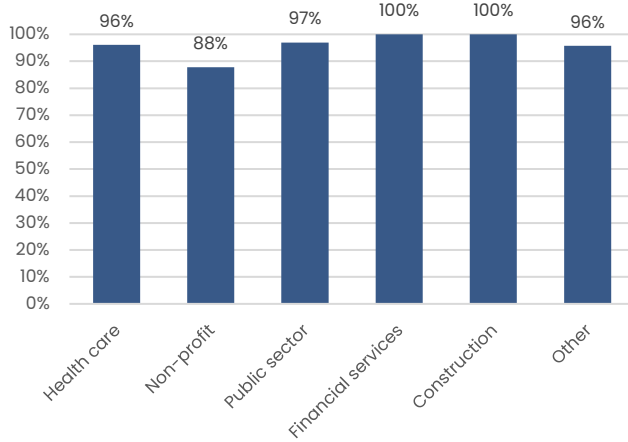| Category	Value
Health care	96%
Non-profit	88%
Public sector	97%
Financial services	100%
Construction	100%
Other	96%

Chart 35

Does the employer have a return-to-work procedure for employees who take leave for recovery?

Category	Value
Health care	97%
Non-profit	90%
Public sector	91%
Financial services	95%
Construction	100%
Other	91%

Chart 36

Does the employer have a clear and accessible procedure for employees to report unfair or unsafe practices?

Category	Value
Health care	99%
Non-profit	98%
Public sector	97%
Financial services	95%
Construction	100%
Other	96%

Chart 37

Does the employer offer a colleague support program?

Category	Value
Health care	83%
Non-profit	76%
Public sector	85%
Financial services	100%
Construction	71%
Other	90%

Chart 38

Does the employer offer additional resources that support life outside of work?

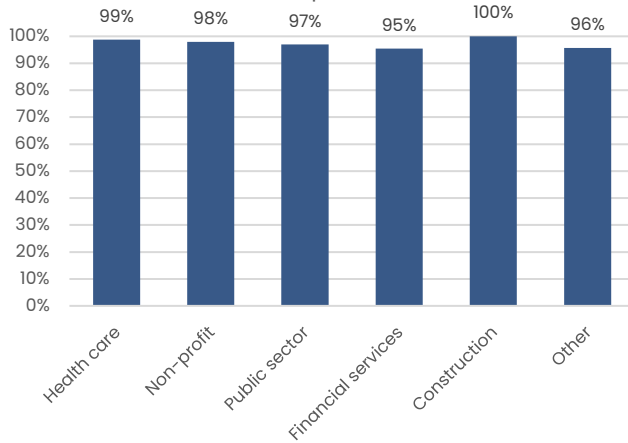| Category	Percentage
Health care	96%
Non-profit	92%
Public sector	97%
Financial services	100%
Construction	100%
Other	94%

Chart 39

Does the employer offer eligible employees the option to work remotely on a permanent or semi-permanent basis?

Category	Percentage
Health care	99%
Non-profit	92%
Public sector	73%
Financial services	100%
Construction	88%
Other	93%

Chart 40

Does the employer offer eligible employees flexible work arrangements?

Category	Percentage
Health care	99%
Non-profit	98%
Public sector	94%
Financial services	100%
Construction	100%
Other	97%

Chart 41

Does the employer offer a physical health program that addresses nutrition, fitness, or smoking cessation?

Category	Percentage
Health care	87%
Non-profit	82%
Public sector	94%
Financial services	100%
Construction	100%
Other	91%

RECIPIENTS BY ORGANIZATIONAL SIZE

Chart 1

Recipients by recognition and organizational size (FTE count)

	10,001+	1,001–10,000	251–1,000	51–250	1-50'
Bronze	0%	2%	5%	3%	17%
Silver	7%	6%	12%	12%	27%
Gold	20%	29%	46%	39%	24%
Platinum	73%	63%	37%	46%	32%

Chart 2

Recipients by organizational size (FTE count)

- 1-50'
- 51–250
- 251–1,000
- 1,001–10,000
- 10,001+

15%, 22%, 22%, 24%, 17%

Chart 3

Has the employer conducted a survey that evaluates employee mental health in the last 12 months?

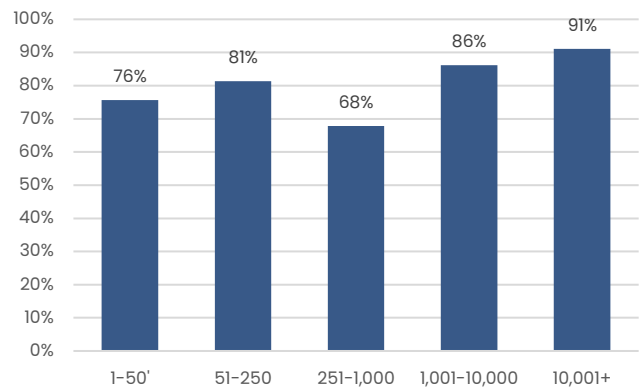| 1-50'	51–250	251–1,000	1,001–10,000	10,001+
76%	81%	68%	86%	91%

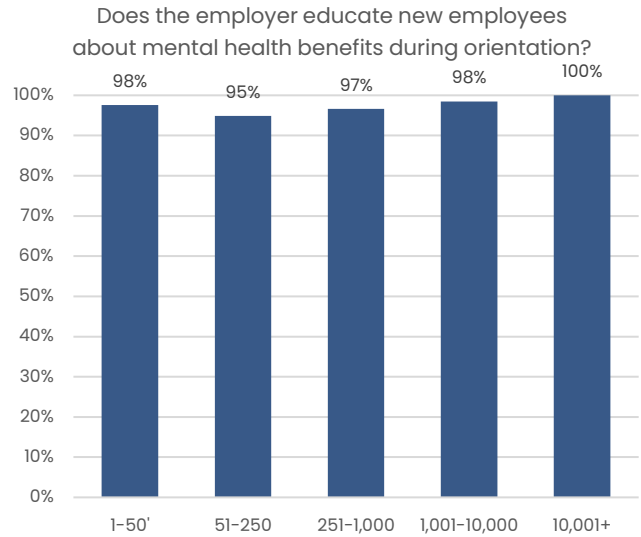### Chart 4

What percentage of employees completed the survey?

Legend:
- No data
- 0-25%
- 26-50%
- 51-75%
- 76-100%

Chart 5

Does the employer have a team or individual that addresses mental health concerns in the workplace?

Company Size	Percentage
1–50'	85%
51–250	92%
251–1,000	92%
1,001–10,000	95%
10,001+	100%

Chart 6

Does the employer educate new employees about mental health benefits during orientation?

Company Size	Percentage
1–50'	98%
51–250	95%
251–1,000	97%
1,001–10,000	98%
10,001+	100%

Chart 7

Has the employer provided at least one mental health training in the last 12 months?

Company Size	Percentage
1–50'	95%
51–250	90%
251–1,000	92%
1,001–10,000	95%
10,001+	100%

Chart 8

Does the employer actively encourage best people management practices?

Company Size	Percentage
1–50'	93%
51–250	97%
251–1,000	95%
1,001–10,000	89%
10,001+	100%

Chart 9

Are employees encouraged to provide feedback to their manager about their performance?

Company Size	Percentage
1–50'	100%
51–250	92%
251–1,000	85%
1,001–10,000	83%
10,001+	98%

Chart 10

Are employees encouraged to ask their manager for specific support needs?

Company Size	Percentage
1–50'	98%
51–250	97%
251–1,000	95%
1,001–10,000	94%
10,001+	98%

Chart 11

Can employees negotiate aspects of their position with their manager?

Category	Value
1-50'	90%
51-250	86%
251-1,000	73%
1,001-10,000	78%
10,001+	78%

Chart 12

Does the employer provide professional growth and development opportunities?

Category	Value
1-50'	100%
51-250	98%
251-1,000	100%
1,001-10,000	100%
10,001+	100%

Chart 13

Does the employer offer health insurance?

Category	Value
1-50'	80%
51-250	98%
251-1,000	100%
1,001-10,000	100%
10,001+	100%

Chart 14

Does the employer only offer short-term health insurance?

Category	Value
1-50'	0%
51-250	0%
251-1,000	3%
1,001-10,000	3%
10,001+	0%

Chart 15

Which is the highest-level health plan offered to employees with the highest percentage of cost covered by the employer?

Legend:
- Bronze plan, 80% or more
- Silver plan, 50 - 79%
- Silver plan, 80% or more
- Gold plan, 60 - 79%
- Gold plan, 80% or more
- Platinum plan, 50% or more

Chart 16

Does the employer offer a silver health plan with at least 50% of the costs covered for family members?

1-50'	51-250	251-1,000	1,001-10,000	10,001+
44%	80%	81%	95%	96%

Chart 17

Does the employer monitor insurance utilization to ensure parity between physical and mental health services?

1-50'	51-250	251-1,000	1,001-10,000	10,001+
41%	51%	63%	80%	84%

Chart 18

Do the employer's health insurance plans cover one or more mental health services to ensure access to various treatment options?

1-50'	51-250	251-1,000	1,001-10,000	10,001+
80%	95%	95%	98%	100%

Chart 19

Does the employer offer the same health insurance options to leadership and employees?

1-50'	51-250	251-1,000	1,001-10,000	10,001+
83%	97%	97%	98%	98%

Chart 20

Does the employer offer an employee assistance program (EAP) that provides mental health and substance use services?

1-50'	51-250	251-1,000	1,001-10,000	10,001+
73%	95%	98%	100%	100%

Chart 21

Does the EAP provide at least six in-person or virtual sessions at no cost annually?

1-50'	51-250	251-1,000	1,001-10,000	10,001+
49%	71%	66%	83%	93%

Chart 22

Does the EAP have an initial response time of less than one business day?

Size	Percentage
1-50'	66%
51-250	86%
251-1,000	93%
1,001-10,000	98%
10,001+	93%

Chart 23

Can employees use their sick time or mental health days to care for family members with mental health conditions?

Size	Percentage
1-50'	95%
51-250	88%
251-1,000	93%
1,001-10,000	98%
10,001+	93%

Chart 24

What percentage of employees used the EAP in the last 12 months?

Legend: No data, 0-5%, 5-10%, 10-15%, 15-20%, >20%

Chart 25

How many days of paid time off (PTO) are offered to eligible employees in their first year?

Categories: <15 days, 15 - 24 days, 25 - 29 days, 30 - 39 days, 40+ days

Legend: 1-50', 51-250, 251-1,000, 1,001-10,000, 10,001+

Chart 26

Does the employer offer paid family leave at a minimum of 12 weeks?

Size	Percent
1-50'	34%
51-250	46%
251-1,000	39%
1,001-10,000	43%
10,001+	44%

Chart 27

Does the employer offer short-term disability insurance that covers mental health or substance use recovery?

Size	Percent
1-50'	66%
51-250	81%
251-1,000	93%
1,001-10,000	94%
10,001+	100%

Chart 28

Does the employer offer long-term disability insurance that covers mental health or substance use recovery?

Size	Percent
1-50'	56%
51-250	80%
251-1,000	95%
1,001-10,000	95%
10,001+	98%

Chart 29

Does the employer offer benefits to part-time employees?

Size	Percent
1-50'	88%
51-250	90%
251-1,000	88%
1,001-10,000	98%
10,001+	96%

Chart 30

Does the employer place employees at part-time or contract status to render them ineligible for benefits?

Size	Percent
1-50'	2%
51-250	2%
251-1,000	5%
1,001-10,000	5%
10,001+	0%

Chart 31

Do leaders talk openly about their lived experiences with a mental health or substance use condition?

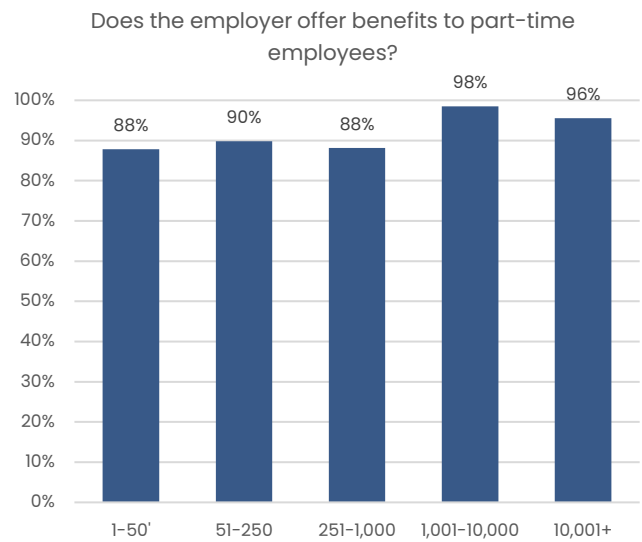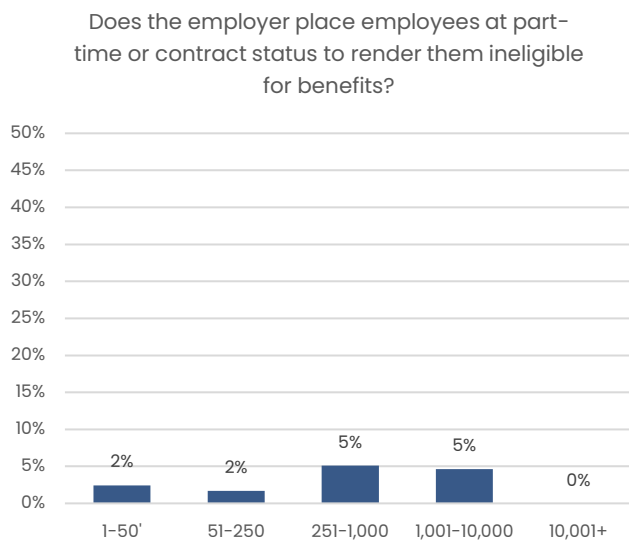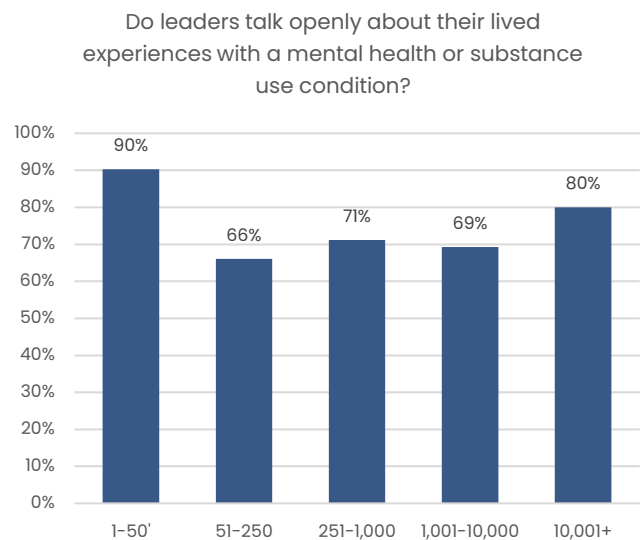| Size	Percent
1-50'	90%
51-250	66%
251-1,000	71%
1,001-10,000	69%
10,001+	80%

Chart 32

Have human resources or managers received training on the Americans with Disabilities Act (ADA) in the last 12 months?

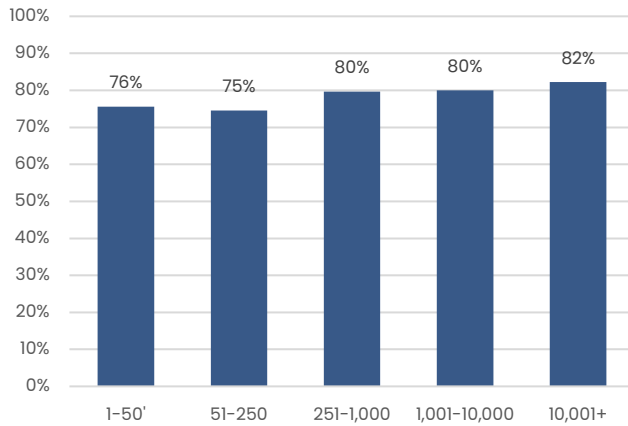| Size	Value
1-50'	76%
51-250	75%
251-1,000	80%
1,001-10,000	80%
10,001+	82%

Chart 33

Does the employer educate employees about their rights under the ADA and mental health disability accommodations?

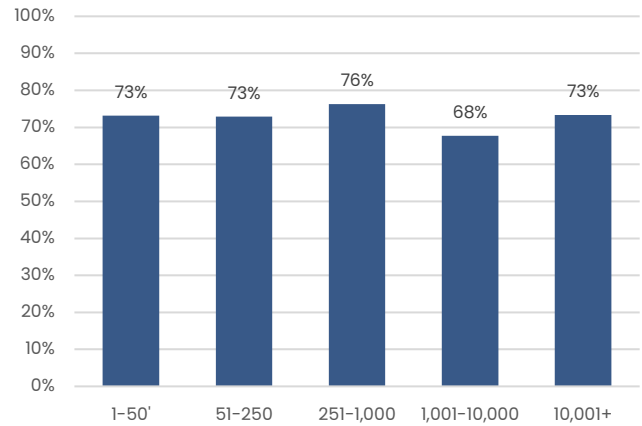| Size	Value
1-50'	73%
51-250	73%
251-1,000	76%
1,001-10,000	68%
10,001+	73%

Chart 34

Does the employer have an FMLA policy that applies to leave for mental health or substance use recovery?

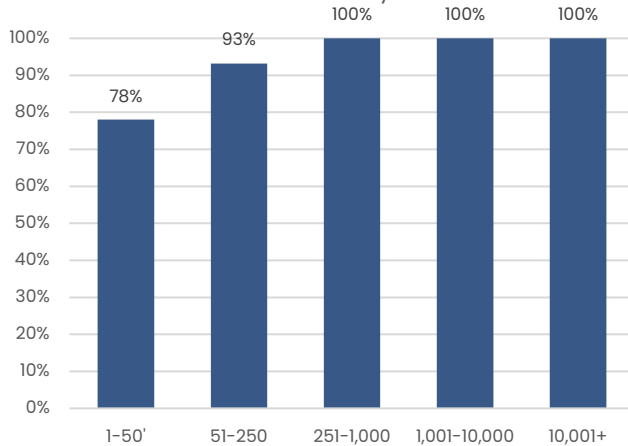| Size	Value
1-50'	78%
51-250	93%
251-1,000	100%
1,001-10,000	100%
10,001+	100%

Chart 35

Does the employer have a return-to-work procedure for employees who take leave for recovery?

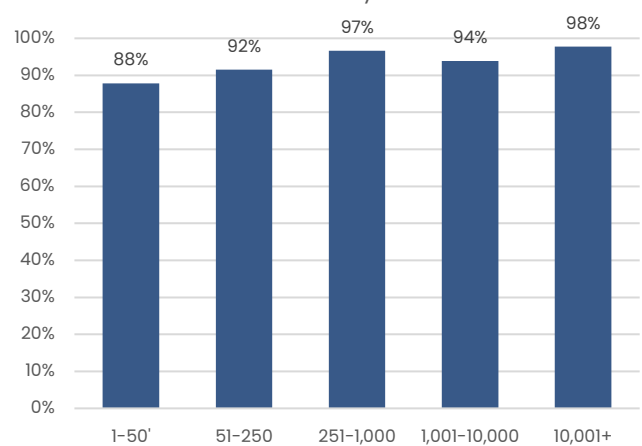| Size	Value
1-50'	88%
51-250	92%
251-1,000	97%
1,001-10,000	94%
10,001+	98%

Chart 36

Does the employer have a clear and accessible procedure for employees to report unfair or unsafe practices?

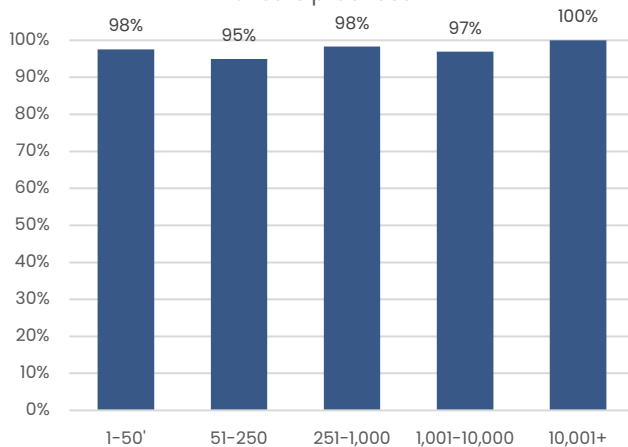| Size	Value
1-50'	98%
51-250	95%
251-1,000	98%
1,001-10,000	97%
10,001+	100%

Chart 37

Does the employer offer a colleague support program?

Size	Value
1-50'	76%
51-250	75%
251-1,000	80%
1,001-10,000	95%
10,001+	96%

Chart 38

Does the employer offer additional resources that support life outside of work?

Company Size	Percentage
1-50'	93%
51-250	92%
251-1,000	93%
1,001-10,000	100%
10,001+	100%

Chart 39

Does the employer offer eligible employees the option to work remotely on a permanent or semi-permanent basis?

Company Size	Percentage
1-50'	95%
51-250	95%
251-1,000	85%
1,001-10,000	92%
10,001+	96%

Chart 40

Does the employer offer eligible employees flexible work arrangements?

Company Size	Percentage
1-50'	98%
51-250	98%
251-1,000	97%
1,001-10,000	100%
10,001+	96%

Chart 41

Does the employer offer a physical health program that addresses nutrition, fitness, or smoking cessation?

Company Size	Percentage
1-50'	68%
51-250	85%
251-1,000	93%
1,001-10,000	100%
10,001+	98%