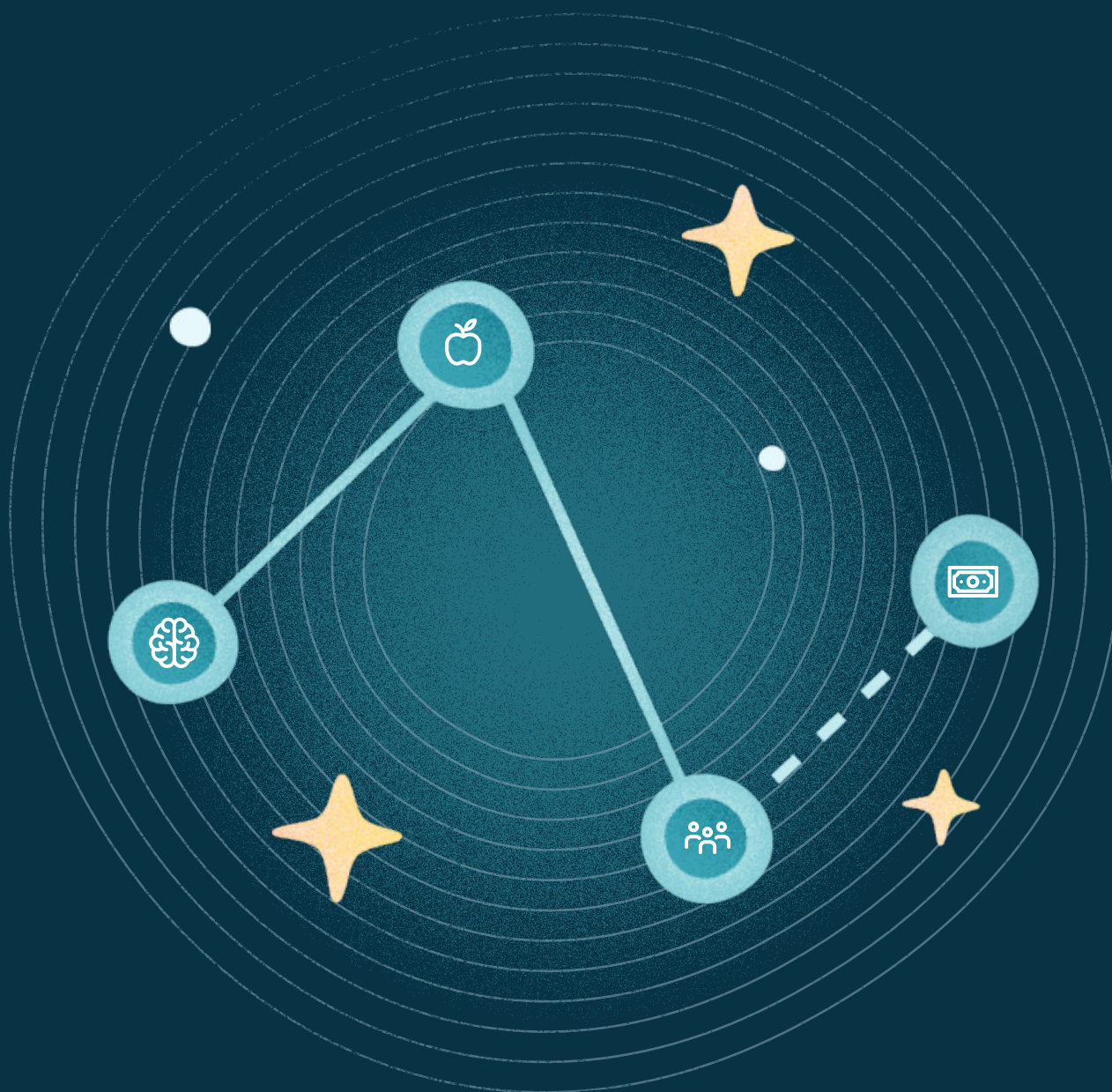


A Holistic Approach to Employee Well-Being

Creating an integrated experience in your benefits ecosystem



Our mental, physical, social, and financial health are closely linked. For example, chronic illness is tied with depression, financial insecurity with anxiety, and caregiving with stress and physical illness, to name a few. Yet historically, health care systems and benefits have treated mind and body as separate.

Benefits leaders have long known that health doesn't exist in silos, and they have meticulously constructed packages spanning physical wellness programs and financial security measures to mental health support to meet employees' varied needs. But it can be an uphill battle to drive awareness and utilization of disparate well-being solutions—causing efficiency hurdles and hindering employees' ability to navigate and use their benefits.

“Having impactful benefits needs to be coupled with multifaceted communication and streamlined engagement strategies to help reach as many employees as possible,” said Stephanie Frias, Lyra Health's chief people officer. “Particularly in a budget-constrained environment and a busy world, making sure employees are aware of all the benefits they have by surfacing them intelligently within multiple platforms and delivering them in a unified way makes the most out of your individual benefits investments and supports the whole person in a more meaningful way.”

“We believe in addressing all aspects of our employees' well-being, be it physical, mental, emotional, or financial. All of these external factors—emerging from work, home, or communities—have a direct impact on mental health.”

—Deepa Sabhapathy, senior vice president of people and culture at Treasury Americas



The impact on workers is significant. Consider the experiences of two employees—Jim and Kayla—who had very different results when they needed to use their workplace benefits.



Jim's story: Struggling to get needed care through an EAP

Jim was in a serious car accident 10 years ago. Although he got prompt medical attention, he's been plagued with severe back pain ever since. During the most debilitating flare-ups, he experiences severe depression.

Jim isn't alone. People with chronic pain are four times more likely to have depression or anxiety than those who are pain-free.

Jim's manager noticed he was struggling at work, and encouraged him to get support through their employee assistance program (EAP). It took months to find a provider who was accepting new patients, and, even after finding one, he didn't feel much better after his allotted three sessions.

Jim's employer offered a musculoskeletal benefit that could've helped with his chronic pain, but he didn't know about it. So his pain went unaddressed and his mental health under-treated, and he eventually took long-term disability leave.



Kayla's story: Getting care for interconnected health concerns

Kayla and her partner, Matthew, have been trying to conceive a child for the past two years. After several losses, the grief and stress of infertility took a toll on her mental health.

“Dealing with infertility or another family-building hurdle is often a long journey filled with disappointments and the unknown,” said Dr. Georgia Witkin, clinical psychologist and head of patient services development at Progyny. “Unfortunately, emotional exhaustion can create anxiety, depression, loss of productivity, and a decline in hope. This is when mental health support is imperative, and can mean family-building success rather than premature termination of treatment.”

Kayla got an email from her employer about Lyra, and was able to start care that same week with a therapist who understood her needs. In the initial online assessment, she noted “fertility issues” as a concern, and Lyra's platform recommended a fertility benefit her employer offered that she didn't know about. In addition to receiving support from a Lyra therapist for her stress and grief, she was able to begin fertility treatment through her employer-sponsored benefit. Two years later, she and Matthew were delighted to welcome their first child.

Paving the way toward integrated benefits

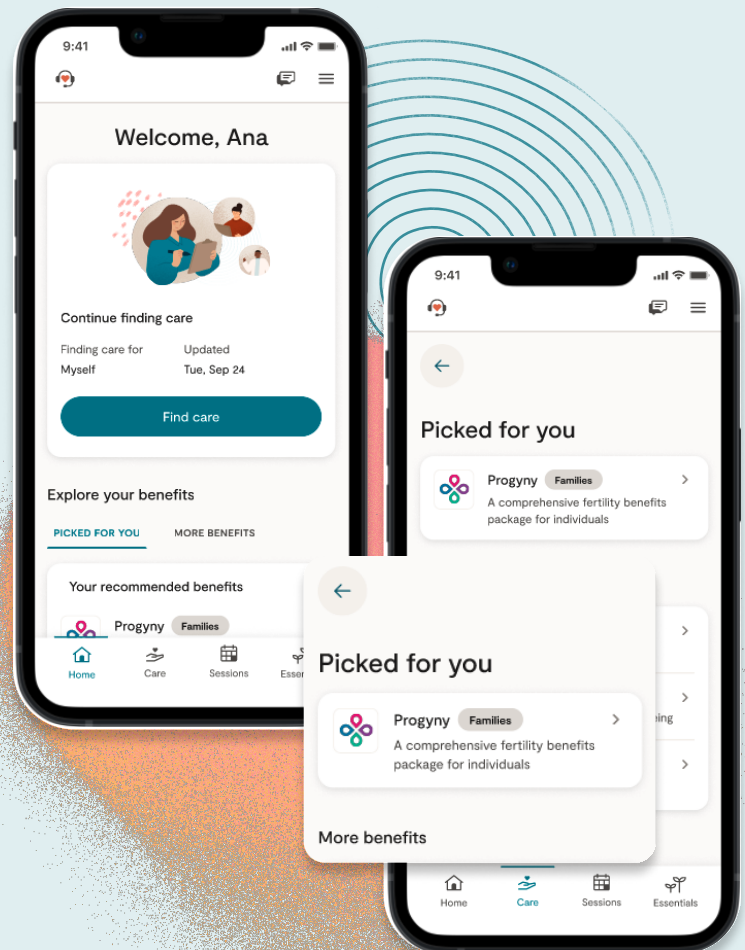
Jim and Kayla's experiences demonstrate the dramatic changes that can happen when people understand and use the benefits available to them. Without an integrated benefits experience, many people don't access the care they need. With the right benefits and personalized recommendations, Jim could've quickly accessed more effective mental health support and discovered his employer also offered other potentially career-saving benefits, much like Kayla did.

In the face of growing needs and rapidly rising health care costs, now is the time to prioritize an integrated benefits experience for your employees. Lyra is your partner in this next evolution of workplace benefits.

Recognizing that mental health impacts—and is impacted by—physical, social, and financial health, at Lyra we address the underlying factors contributing to people's overall mental well-being. We do this through our integrated benefit ecosystem, which connects the dots among disparate point solutions to lead employees and their dependents to benefits that can improve their mental wellness, based on their personal clinical needs and situation.

How Lyra's integrated benefit ecosystem connects employees to care

- 1 When members log into the Lyra platform and search for mental health care, they describe the issues they're facing via an online assessment.
- 2 Based on the needs they describe, our platform proactively identifies and recommends additional relevant wellness benefits across a broad array of categories offered by their employer. For example, if someone selects "parenting issues" in the assessment, we'll surface parenting benefits if offered by their employer. Or if a member selects "fertility issues," we recommend the employer's fertility benefit. This way, they're reminded about their available benefits right from their Lyra care plan.
- 3 Members can also access a convenient list of their other employer-sponsored benefits, so support for a wide range of issues is only a click away.



Benefits of an integrated benefit ecosystem

Lyra's integrated benefit ecosystem helps benefit leaders deliver a cohesive well-being strategy to boost benefit utilization and support whole-person mental health. With a holistic approach to care, employees get support for underlying physical, social, or financial issues and can fully engage in their jobs and lives. Employers benefit too through lower health care costs, increased productivity, and decreased disability costs.

It's a win for all when employees can easily access different benefits solutions specializing in areas that influence mental health.

- 1 Workers and their dependents have an easier time finding care to support their mental well-being, which boosts utilization.
- 2 A holistic approach meets multiple health needs, leading to better health outcomes and enhanced quality of life.
- 3 When people get the care they need, they're less likely to turn to their health plan, reducing overall health care costs.
- 4 With a more personalized care experience, employees report higher levels of satisfaction with their benefits and jobs.
- 5 Surfacing relevant benefits puts less burden on benefits leaders to connect each employee to the right benefits for their needs.
- 6 When employees feel better, they're more productive and engaged at work, which improves business performance and profitability.

Deliver a cohesive well-being strategy with Lyra

Offering a robust benefits package is a critical step, and—to boost awareness, utilization, and ROI—benefits need a new level of personalization. Lyra's integrated benefits ecosystem makes benefits plans easier for employees to find and use and HR teams to manage, with better results for the organization as a whole.

[Learn more about the personalized experience members can expect with Lyra.](#)

Lyra

About Lyra Health

Lyra Health helps leading companies improve access to effective, high-quality mental health care for their employees and their families. With Lyra's innovative digital care platform and global provider network, members receive the best care and get better faster.

Learn more about supporting the well-being of your employees and their families.

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