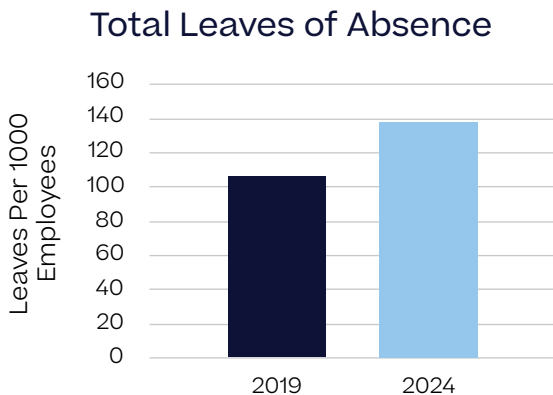


Behavioral Health and Absence Integration Outcomes

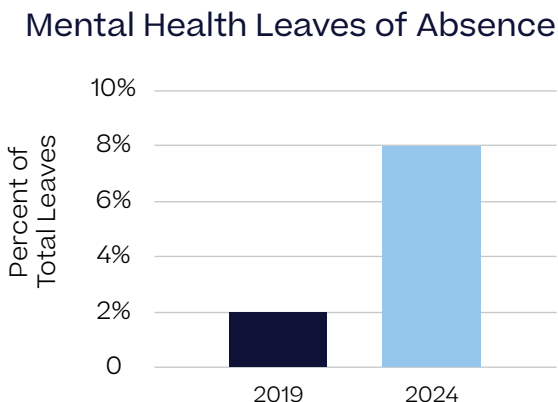
Back in 2000, ComPsych launched FMLASource – now known as [AbsenceResources](#) – providing much needed guidance on absence management to our customers.

In the 25 years since then, our absence offerings have grown and evolved, helping HR teams administer leaves easily while remaining compliant amid frequent regulation changes across the federal, state, and local levels. We've also expanded to cover ADA and accommodation services, including administration and coaching under the ADA and EEOC, provider coordination, and much more.

Today, effective leave administration has never been more important. In fact, ComPsych data shows that **overall leaves were up 30 percent from 2019 to 2024.**



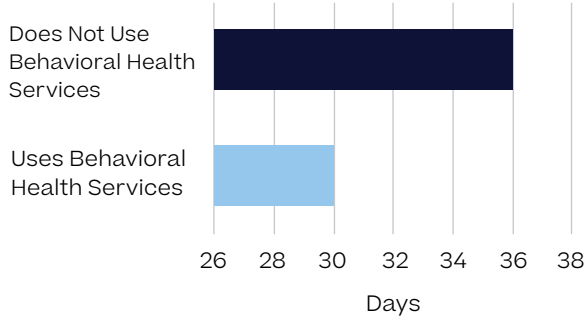
When focusing specifically on mental health leaves, our data shows [this number explodes to a shocking 300 percent!](#)



Behavioral Health Services Impact on Employee Leaves

[This insight](#) got us wondering about how employee mental health services ultimately impact worker leaves of absence. Looking across our book of business at organizations that utilize both behavioral health and leave management, we found there is a significant impact on leave length.

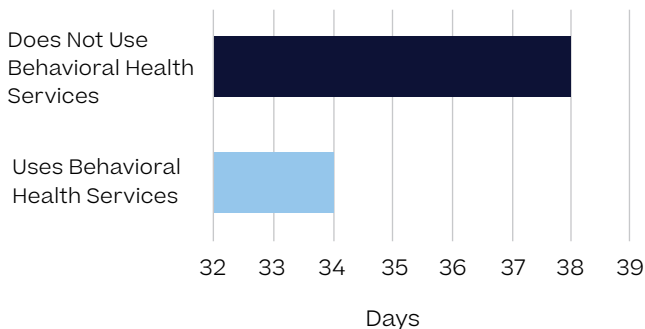
Average Length of Leave of Absence



On average, employees who take a leave of absence for any reason and use their employer-provided behavioral health services are out more than a full week less than those who don't take advantage of the available mental health services from ComPsych. Put another way, **employees who leverage their available employee assistance benefits are back to work six days sooner than those who don't.**

Unsurprisingly, this trend holds true for employees taking leave specifically for mental health reasons, with leave lengths increasing 12% overall when a person does not use available mental health services. People who took a mental health leave of absence were also the most likely to engage with behavioral health services when compared to other types of leaves.

Average Length of Mental Health Leave of Absence



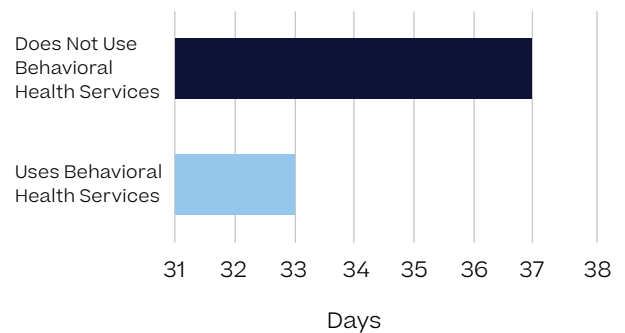
About ComPsych®

ComPsych® is the worldwide leader in organizational mental health, well-being, and absence management, dedicated to igniting human potential in workplaces across the globe. For over 40 years, we have combined the best in technology with unmatched human expertise to help individuals and their organizations thrive. Our GuidanceResources® and AbsenceResources® solutions deliver end-to-end mental health, well-being, work-life, health navigation, and absence support to more than 75,000 customers worldwide, touching more than 160 million lives across 200 countries. Visit compsych.com to find out why 40% of the Fortune 500 choose ComPsych® for their mental health and absence management needs.



What was surprising, however, is that the trend also persisted for those who took leaves of absence for surgery, demonstrating the value of utilizing mental health services even when out on leave for a physical health reason.

Length of Leave of Absence - Surgery



The most profound impact of mental health services was actually seen by those who were out on leave due to pregnancy, which leaves lasting 15% longer for those who didn't engage with behavioral health offerings.

Ultimately the data consistently shows that regardless of the type of leave, engaging in behavioral health services shortened the duration of the leave, helping to get people back to work faster.

To learn more about ComPsych's behavioral health or absence management offerings, please visit www.compsych.com.

Methodology

This analysis was conducted by cross examining an anonymized sampling of ComPsych customers who have both Absence Management and Behavioral Health solutions, covering more than 85,000 total employee lives across varying industries.