



Depression is estimated to cause 200 million lost workdays each year.

(Reported by the CDC)

Employee Assistance Services: Depression Support Program

More than 32 million Americans experience depression each year, and that number is on the rise. Health care experts estimate that by 2020, depression will be the second most common cause of disability worldwide. Individuals with depression cost their employers \$51 billion annually in absenteeism and lost productivity. Most at risk are persons with co-occurring medical conditions, other psychiatric diagnoses or substance use disorders. Left untreated, depression significantly disrupts an individual's work, family and personal life and can even lead to suicide.

THE BEACON HEALTH OPTIONS SOLUTION

At Beacon, we believe that people can and do recover from mental illness, including depression. Beacon's EAP Depression Support Program addresses individuals with varying symptom levels, providing support, coaching resources and clinical care based upon where the member resides on the care management continuum.

Our EAP Depression Support Program supports the treatment process for members with depression by:

- Identifying members with depression symptoms using a variety of screening resources and program entry points
- Ensuring that members with depression understand their treatment options and are linked to effective behavioral health resources available through their benefit plan
- Offering an online, self-guided cognitive behavioral therapy tool

- Providing one-to-one coaching support
- Monitoring progress to promote optimal treatment outcomes

Our goal is to provide impactful interventions based on our members' treatment needs, knowledge of evidence-based practice and the desire to optimize clinical and community-based resources. Beacon's Health Coaches engage members and drive personal interaction to improve health care quality and outcomes. These 'high touch' contacts are supported by our 'high tech' resources, such as videoconferencing. We align these technological and clinical resources to match our members' expressed level of need and interest.

EAP DEPRESSION SUPPORT PROGRAM GOALS:

- Promote early identification of depression conditions and effective treatment interventions
- Encourage and empower member self-care and health management skills
- Promote integrated health solutions to improve member wellness, independence and optimal psychosocial functioning
- Provide assessment, engagement, coordination and consultation services
- Track and report program participation and self-reported outcomes

PROGRAM COMPONENTS

Our EAP Depression Support program features an interactive e-learning program that teaches individuals how to apply the principles of Cognitive Behavioral Therapy (CBT) to overcome depression and anxiety. We also provide one-on-one coaching support to further engage and support members experiencing depression.

The CBT module, *Good Days Ahead*, provides scientifically-proven evidence-based techniques to help people manage stress, anxiety and depression. Members work through the module at their own pace. *Good Days Ahead* generates customized learning experiences, guidance and practice elements for each individual user with content that includes videos, text, quizzes and interactive exercises and helpful tools, such as a thought and mood tracker.

Learning and completing the *Good Days Ahead* CBT program can help members:

- Overcome negative or worry-filled thinking
- Develop effective problem solving strategies
- Restore energy and self-fulfillment
- Learn methods and strategies to achieve wellness

Members also have access to a qualified, master's-level Beacon Health Coach who can answer questions or provide support and guidance as the member works through the CBT module. The coach conducts regularly scheduled calls with participants to encourage program participation, monitor progress and assess program impact.

REPORTING

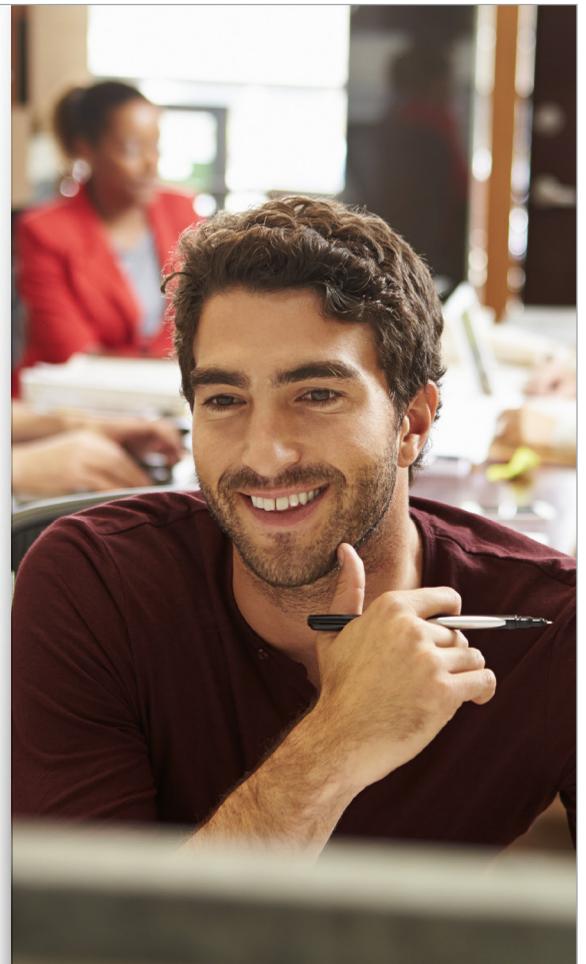
Beacon provides client reports that track EAP Depression Support Program utilization and participation. Reporting data elements include referral count, completion rates, self-reported outcomes and satisfaction with the Health Coach. With this information, clients can determine the impact of the CBT module and health coaching support for program participants.

A LEGACY OF RESULTS

Beacon Health Options has a singular focus on behavioral health. Our mental health and substance use disorder services give individuals and their families the help they need for stress and anxiety disorders, phobias, substance use disorders and more.

Our EAP Depression Support program is an effective enhancement to your benefit package and can help members overcome mild depression and anxiety. We deliver innovative, flexible solutions that enable people to improve their health and wellness, no matter how complicated their conditions.

With over 30 years of experience, we are the industry leaders, offering customized behavioral health solutions to meet your populations' needs. The core of every program starts with our clinical excellence, data driven technologies and analytics and experienced, comprehensive provider network.



BEACON HEALTH OPTIONS' CUSTOMERS:

- More than 95 national and regional health plans
- 45 Fortune 500 companies
- Large and medium-sized employers
- Taft-Hartley Plans and trade unions
- Non-Profit Organizations
- Colleges and Universities
- Federal, State and Local Governments