General

1. Complete the following information below:

Name

Title

Company

Email Address

2. Indicate the size of your employee active population:

○ less than 100   ○ between 5,001 - 10,000

○ between 101 - 500   ○ between 10,001 - 20,000

○ between 501 - 1000   ○ over 20,000

○ between 1,001 and 5,000

3. Which coalition are you a member of?

[⬍]

4. Indicate the level of importance of mental health in your organization's health management strategy over the next two years:

○ High importance   ○ Not important

○ Important   ○ Don't know

○ Somewhat important

5. Indicate your level of agreement with the following statement: "The mental health of our employees is directly linked to the overall performance of our organization"

○ Strongly agree

○ Agree

○ Disagree

○ Strongly Disagree

6. We have done internal assessments to connect mental health with the overall health and performance of our people

○ Yes, currently in place

○ No, will have this completed in the next 12-24 months

○ No, not considering this

○ Don't know

7. Does your company carve out their behavioral health?

○ Yes, with no plans to change in the next 12-24 months

○ Yes, but considering carving in in the next 12-24 months

○ No, but considering to carving out the next 12-24 months

○ No, with no plans to change in the next 12-24 months

8. How does your organization analyze the costs of mental health and/or substance abuse? (Check all that apply)

☐ Mental health claims

☐ Substance use claims

☐ Drug claims

☐ Medical claim offsets

☐ Productivity and performance offsets

☐ Impact on overall wellbeing

☐ We do not analyze these costs separately

☐ Don't know

Improving Access

9. Is your plan meeting the same network access standards for behavioral health as for medical?

○ Yes, currently in place

○ No, working towards this in the next 12-24 months

○ No, not considering this

○ Don't know

10. Indicate your level of agreement with the following statement: "Out-of-network use for behavioral health is comparable to medical/surgical services under the health plan"

○ Strongly agree   ○ Strongly disagree

○ Agree   ○ Don't know

○ Disagree

11. Have you or your health plan conducted an independent compliance assessment with mental health parity?

○ Yes

○ No

○ Don't know

12. Do you have indemnification from your vendor for identified risks associated with mental health parity non-compliance?

○ Yes

○ No, but we will consider this in the next 12-24 months

○ No, we have not considered this

○ Don't know

13. Indicate which of the following actions your health plan or behavioral health organization have in place that address barriers to network participation:

	Yes, currently in place	No, working on this in the next 12-24 months	No, we are not considering this	Don't know
Equalize reimbursement rates for Mental Health/Substance Use Disorder (MH/SUD) specialist and medical surgical providers for similar services	○	○	○	○
Develop a mechanism to fast-track credentialing of MH/SUD specialists	○	○	○	○
Assess prior-authorization policies to mitigate access hassle factors	○	○	○	○
Engage residents and clinicians not in-network	○	○	○	○

14. Indicate if your health plan/vendors have done the following:

	Yes, currently in place	No, will have in place next 12-24 months	No, we have not considered this	Don't know
Have turned on all four collaborative codes and promote them with no associated copay	○	○	○	○
Provide technical assistance and training to medical providers to bill for the collaborative care codes	○	○	○	○
Reimburse for transitional care codes	○	○	○	○
Provide quarterly reports on number of collaborative care claims received and reimbursed	○	○	○	○
Promote greater use of tele-behavioral health services	○	○	○	○
Provide a tele-behaviorial health provider directory and/or clinician selection tool	○	○	○	○

15. Provide any comments on above

16. Indicate if your health plan/PBM has the following in place:

	Yes, currently in place	No, will have in place in the next 12-24 months	No, we are not considering this	Don't know
Comprehensive coverage for medications for treating substance abuse	◯	◯	◯	◯
Pre-authorization policies for behavioral health medications	◯	◯	◯	◯
Offers a value-based benefit design to mitigate both access and financial barriers to appropriate medication	◯	◯	◯	◯
Measures first medication failure rates	◯	◯	◯	◯
Provides comprehensive coverage of medications in the formulary adequate for diverse population needs	◯	◯	◯	◯
Review coverage and utilization of personalized genomic tests and align with timely access strategies	◯	◯	◯	◯

17. Share learning, insights or outcomes of mental health programs or VBD strategies you've implemented

```


```

Improving Quality & Performance

18. Indicate if your health plan has the following in place:

	Yes, currently in place	No, will have in place next 12-24 months	No, we are not considering this	Don't know
Measure, report and improve performance on HEDIS measures	○	○	○	○
Require and monitor that clinicians screen for post-partum depression	○	○	○	○
Include BH services and specialists in payment innovation models	○	○	○	○
Monitor appropriateness of prescribing among primary care and behavioral health specialists for antidepressants, pain and ADHD	○	○	○	○
Monitor for adherence to substance use medications	○	○	○	○
Include a whole person health and wellbeing view when examining the opportunities and impact of programs	○	○	○	○
Coordinate data and processes across vendors as appropriate	○	○	○	○
Reports to validate screening, identification rates and to assess progress	○	○	○	○
Reports on your employee population containing an integrated picture of behavioral health and medical conditions and risk factors	○	○	○	○

19. Indicate the level of value your organization's Employee Assistance Program (EAP) provides your active population:

○ Highly valuable

○ Valuable

○ Somewhat valuable

○ Not valuable

○ We don't have an EAP

20. Indicate what percentage of your active population utilizes your organization's EAP on an annual basis:

○ 0 - 3%   ○ 15 - 20%

○ 4 - 6%   ○ 20 - 25%

○ 7 - 10%   ○ Over 25%

○ 10 - 15%

21. What are your organization's top 2 reasons for EAP visits?

22. If you offer a PCMH or ACO, which of the following screenings do you require?

	Yes, currently in place	No, will have in place in the next 12-24 months	No, we are not considering this	Don't know
Depression	○	○	○	○
Bipolar	○	○	○	○
Anxiety disorder	○	○	○	○
Psychosis	○	○	○	○
Alcoholism	○	○	○	○
Opiate addictions	○	○	○	○
Post-partum depression	○	○	○	○
Don't know	○	○	○	○

Other (please specify)

Improving Environment

23. Rank the level of interest of the following activities for your organization (with #1 = most interest and #7= least interest):

⠿	[▲▼]	Mitigate organizational stress
⠿	[▲▼]	Promotes mental health as a portion of our *whole person* wellbeing
⠿	[▲▼]	Company policies and practices focused on *whole person* wellbeing
⠿	[▲▼]	Improve employee resiliency
⠿	[▲▼]	Programs on mindfulness
⠿	[▲▼]	Building emotional intelligence
⠿	[▲▼]	Engage in community activities to reduce stigma

24. How is low emotional wellbeing and stress impacting your workforce? (check all that apply)

☐ More Absenteeism

☐ Suboptimal Performance at Work/Presenteeism

☐ Conflict at work

☐ Other (please specify)

[   ]

25. There is a person in our organization who owns/leads *whole person* wellbeing

☐ Yes, already in place

☐ No, but considering this in the next 12-24 months

☐ Want to learn more about this

☐ Not considering

☐ If yes, indicate the title of this person below:

[   ]

26. Does your organization offer training for HR representatives and/or supervisors that includes:

	Yes, currently in place	No, will have in place next 12-24 months	No, we are not considering this	Don't know
Recognizing the signs of behavioral health concerns in employees,	○	○	○	○
How to respond appropriately to employees so they appropriately connect with services and supports	○	○	○	○

27. How can your coalition best support you in executing your company's mental health strategy?