

The Carolyn C. Mattingly Award for
**MENTAL HEALTH
IN THE WORKPLACE**



THELUVPROJECT.
In Memory of Carolyn C. Mattingly



2023 CAROLYN C. MATTINGLY AWARD WINNER FOR MENTAL HEALTH IN THE WORKPLACE

The Carolyn C. Mattingly Award for Mental Health in the Workplace recognizes and celebrates exemplary organizations that advance the mental health and well-being of their workforce. *Learn more here: <https://theluvproject.org/workplaceaward/>*

PROGRAM OVERVIEW

Sonepar USA is an independent family-owned company with global market leadership in business-to-business distribution of electrical, industrial, safety products, and related solutions with over 450 locations nationwide. Within the United States, Sonepar is made up of sixteen industrial safety products with over 450 locations each with a unique culture and leadership.

By putting people first and listening to their needs (through formalized HR Community Mental Health teams across the US and Employee Resource Groups), Sonepar aims to be an employer of choice powered by difference and inclusion.

PROGRAM IMPACTS

Health Advocate utilization increased **>75%** in 4 years

EAP use increased **37%** in 2022

Medical plan and **substance support** noted a **40% increase** in 2022

Dental outreach resulted in **835** more **cleanings** in 2022

Financial planning and advice had **1,230** more **registered participants** in 2022

2022 also witnessed **increases** in EAP, Health Advocate, and Mental Substance Use **service utilization**
Employees have shared **video testimonials** on personal **mental health stories** including suicide, domestic violence, cultural stigmas, and parental loss

PROGRAM HIGHLIGHTS



- Personal health coaching and chronic disease coaching
- 'Sonepar Leadership Program provides country leadership teams global experience
- Associates are not required to identify or self-report time off for mental health issues
- A sleep well challenge asks associates stay off their phones for at least 7 hours a day, at least 20 nights, and over 20 consecutive days
- Company-wide surveys gather data that inform strategy
- Video starring a general manager addressing stigma "Seven Times Seven Ways"
- Mental health activities promoted during working hours
- Embroidered baby blankets sent to associates on parental leave with reminders of
 - 24-hours nurse line
 - Lactation support
 - Virtual physician information
- Associates on bereavement leave sent sympathy cards with reminders about the family employee assistance program
- Proactive preventive care services and health screenings

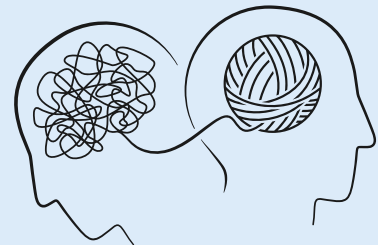
WORKPLACE CULTURE

'HR Community' (HRC) initiatives

- Mental health breaks
- Recognition lunches
- Company cookbooks
- Holiday decorating contests

Employee Resource Groups (ERG) work with HRC to create live workshops in partnership with EAP counselors

"We strive to create an environment where all associates are empowered to excel and reach their full potential. Understanding everyone has life challenges at one time or another, we want to make our associates and their loved ones aware of the tools and resources available to them."



EMPLOYEE ASSISTANCE PROGRAM

- Schedules tests, appointments; secures second opinions
- Explains benefits coverage and health conditions; researches the latest treatments
- Resolves billing and claims issues
- Locates child and elder care services
- Offers a medical bill saver to help negotiate noncovered healthcare bills
- Partnership with Charles Schwab gives associates free 1-1 financial counselling for student loan debt management, household finances, investments, etc.
- Confidential access to licensed professional counselors with up to four face-to-face visits (per issue per year) at no charge for addiction, financial and legal issues and more.
- Free Health Advocate and EAP services for associates, spouses, domestic partners, children, parents, and parents-in-law