

Honorable Mention for the 2025 Carolyn C. Mattingly Award 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

McGohan Brabender (MB) is an employee-owned benefits consulting firm that is reimagining the future of employee benefits. With over 50 years of experience, MB is dedicated to delivering innovative solutions, developing personalized benefits strategies, and providing exceptional client support. By simplifying complex challenges that our clients face, MB helps them prioritize their most valuable asset: their people.

With more than 1,500 clients across Ohio, Indiana, and Kentucky, we define success by the lives we improve and the communities we strengthen—making mental health a vital part of our mission. We listen to our employees, learn from their feedback, and ensure that resources are easy to find, relevant, and supportive at every step of their journey. Built on trusted relationships and a commitment to personalized service, McGohan Brabender delivers forward-thinking strategies that enable organizations and their employees to succeed today and in the future.

EMPLOYER-SPONSORED MENTAL HEALTH BENEFITS AND RESOURCES

- Preventive and behavioral health coverage (in-network, after deductible).
- EAP with 8 free sessions per issue, per year for employees, families, and household members.
- Unlimited on-site/virtual counseling sessions available twice a month to supplement EAP.
- Mental Health Navigators & Allies provide personalized guidance.



WORKPLACE POLICIES AND PRACTICES

- Unlimited PTO: Encourages employees to rest and recharge without restriction.
- Flexible Work Hours: Promotes work-life balance through schedule adaptability.
- Hybrid Remote Options: Allows employees to work from home and the office for greater flexibility and productivity.

WORKPLACE CULTURE AND ENVIRONMENT

- Employees empowered to prioritize mental health.
- Wellness programs are available to support physical, mental, and financial health.
- MB Gives Back - employees get volunteer time off to give back to the communities we serve.

INNOVATION

MB employees can connect through peer groups and internal networks that make it easy to share experiences and support one another. Also, our Mental Health Navigators keep the conversation going by raising awareness, offering guidance, and making sure resources are clear and accessible through ongoing communication.

LEADERSHIP SUPPORT

- Leaders share their own stories and encourage participation - demonstrating the organization's commitment from the top down.
- Managers are trained to recognize and address mental health issues.
- Leaders model healthy habits like taking breaks and managing stress.

PROGRAM IMPACT

130 respondents

VERY SATISFIED



82 EMPLOYEES

SATISFIED



38 EMPLOYEES

OUTCOMES

EAP Annualized Case Utilization

Q2 2025: **70.85%**

Previous 12 Months: 60.67%



70.85%

LESSONS LEARNED

Increasing accessibility and consistent ongoing messaging is the most effective way to improve program utilization among employees.



Increased Accessibility



Consistent Messaging