

# Mental Health is Health

## 2023 Corporate Social Responsibility Snapshot

Mental health is health. WPS Health Solutions purpose is to make health care easier for the people we serve. We are focusing our efforts to reduce and eliminate stigmas associated with mental health issues and improve access to care. No one should be afraid or ashamed to seek care for mental health concerns. And no one should have to wait for help.

### Care for employees

WPS employee health plans offer coverage for mental health and substance abuse services. Office visits may occur at a health care facility, in the employee's home, or accessed through telehealth options. WPS also provides its employees and their families with a confidential, no-cost Employee Assistance Program which offers free counseling services.



WPS Health Solutions is a proud recipient of Mental Health America's Bell Seal for Workplace Mental Health, awarded for our commitment to employee mental health and well-being.

### Care for our company

In 2023, WPS created a culture of connectedness, developed leaders within the company, and promoted belonging and inclusion. WPS employees participate in six Employee Resource Groups and a DEI Employee Council. WPS has a remote-first work environment that allows employees to have more flexibility in their day-to-day work. Intentional collaboration is used to bring teams together in person or in a hybrid manner to promote innovation, creativity, and connectedness. Teams are reciprocal in sharing and accommodating each other's preferred work patterns. The intent behind the flexibility in work modes and locations is to promote mental health and well-being.



Learn more:

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### Care for our communities

WPS Health Insurance reached customers through newsletters, social media, and blog posts promoting topical issues related to mental health, physical health, and health insurance information. WPS is pursuing mental health parity by continuing to evaluate the balance between medical/surgical benefits and mental health/substance abuse disorder benefits.

WPS Government Health Administrators screened Medicare beneficiaries for depression. The screenings helped reduce the number of claims with a suicide attempt diagnosis by 9% in Medicare Jurisdiction 5 and 3% in Medicare Jurisdiction 8 since 2021.

WPS Health Solutions and the WPS Charitable Foundation adjusted their giving parameters and focused more than 50% of giving on mental health. In short, we put our money to work for mental health. Through these efforts, we increased mental wellness education, created pathways to receive care, and reduced stigmas associated with mental illness to improve health outcomes for our employees, their families, and the people we serve.



Read the full report to find out more about our commitment to our communities.