Kayla Analysis:

As Employees progress through their Career,(Entry (18-25), Early/Mid(26-32), Mid(33-40), Late(41+) they become more knowledgeable of Benefits available to them through their company. They are most knowledgeable of Benefits in their late career at 51% reporting yes to knowledge of Benefits.
However, the lack of knowledge of the Wellness Program remained consistently, and at a significantly higher percentage with Early Career at 85%, Early/Mid at 88%, Mid at 84%, and Late at 75%.

-Employees are more likely to become knowledgeable and utilize company Benefits by their late career.

-Employees are less likely to become knowledgeable and utilize company Wellness Program throughout the entirety of their career.

Brittany Analysis:

Comparing tech companies versus non tech companies: We compared tech versus non tech companies on a variety of factors associated with mental health and attitudes towards mental health. Specifically, we analyzed the number of people seeking treatment in both tech and non tech companies. Based on our analysis, we found that a greater percentage of individuals in non tech companies are seeking mental health treatment compared to tech companies. However, the two differ by only a small amount (roughly 4%). We also sought to look at the differences in tech versus non tech companies regarding the number of employers offering benefits. For this variable, responses included "no", "yes", and "don't know". We collapsed the "no" and "don't know" categories into one category "no or unsure." We found that more employees working in non tech companies are offered or are aware of their benefits and likely are taking advantage of mental health benefits compared to tech companies. Specifically, the difference between those that endorsed "Yes" in tech and non tech companies was roughly 9%. Lastly, we wanted to assess differences in observed negative consequences towards mental health in tech versus non tech companies. The question was "Have you heard of or observed negative consequences for coworkers with mental health conditions in your workplace?" We found that employees working in non tech companies observed/heard of more negative consequences regarding coworkers with mental health conditions. However, this difference was small (~6%).

Comparing age categories based on seeking treatment and knowledge of care options: One question we sought to answer was whether treatment seeking and

knowledge of mental health options varied by age. We divided age into four categories, Entry-Level (18-25), Early/Mid Career (26-32), Mid Career (33-40), and Late Career (41+). For seeking treatment, we found that there seems to be a pretty even split in those seeking treatment versus not across different age categories/career stages. However, the greatest discrepancy is in the late career group by about 17% with more late career individuals seeking treatment than not seeking treatment. We also wanted to assess any discrepancies in knowledge of care options between the four groups and we found that knowledge of options seems to be similar in proportion across the age categories. For this variable, there were also three options ("no", "yes," and "not sure") and we collapsed the "no" and "not sure" responses into one response ("no or unsure"). When assessing the difference based on percentages, Mid Career (~37%) and Late Career (~45%) were more aware of mental health care options compared to Early/Mid Career (~31%) and Entry Level employees (~30%). This suggests that those later in their career are more likely to seek treatment and are more knowledgeable about their mental health care options but further analyses would need to be conducted to look at the relationship between these variables.

Independent samples t-tests: We wanted to include a few t-tests just to further explore the differences between certain groups based on age. We conducted two independent t-tests to analyze the differences in age between tech versus non tech employees and the differences in age between those that observed/heard of negative consequences towards mental health versus those that did not. The difference between the mean ages in tech (31.9) and non tech companies (33.0) was trending towards significance (Independent T-Test: p=0.053). However, this difference did not go below the p= 0.05 threshold. This suggests that those in non tech companies are generally older than tech companies but this difference is not statistically significant. Mean differences in ages in tech companies between those that observed/heard of consequences towards mental health (33.3) and those that didn't (31.9) were significantly different (p= 0.049). This suggests that those that reported consequences were generally older than those that did not.

Holly Analysis:

Knowing your family history can help alert people of possible mental health issues that could be residing within them. Only *38.02%* of the employees know if they have a family history of mental illness and the other 62% do not have a family history of mental health illness.

Of the *38.02%* of the employees who are aware; 18.21% claim that mental illness often interferes with their work life, 57.42% claim that mental illness sometimes

interferes with their work life, 16.53% claim that mental illness rarely interfere with their work life, 7.84% claim that mental illness never interferes with their work life.

The 61.98% of the employees who are not aware; 10.48% claim that mental illness often interferes with their work life, 39.74% claim that mental illness sometimes interferes with their work life, 17.03% claim that mental illness rarely interferes with their work life, and 32.75% claim that mental illness never interferes with their work life.

All of this data leads everyone to the ultimate questions, do you feel protected to seek resources for help, and if so, are you actually seeking and utilizing the help provided by your company? *71.1%* do not or are unsure if they feel protected enough to seek resources through their employers. Leaving 28.9% feeling that they are protected to seek help for resources. Of that 28.9%, 64.43% do not seek help or are unsure if they are actively seeking the help they need. In Conclusion:
Only 28.9% feel protected enough to ask their employers for resources and of that 28.9%, only 35.57% actually seek the help they are provided.