



# YOUR LIFE MATTERS: A CORPORATE FOCUS ON EMOTIONAL WELL BEING IN THE WORKPLACE

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# WHO WE ARE

- Chesapeake Energy Corporation (NYSE:CHK) is the second-largest producer of natural gas, a Top 15 producer of oil and natural gas liquids and the most active driller of new wells in the U.S.
- Headquartered in Oklahoma City, the company's operations are focused on discovering and developing unconventional natural gas and oil fields onshore in the U.S.
- Ranked #26 on *FORTUNE* magazine's 2013 100 Best Companies to Work For® list (ranked for six consecutive years)
- Benny Award for Benefits Leadership in Health – Your Life Matters Campaign 2010
- National Alliance on Mental Illness – “Eliminate the Stigma” Award 2010
- Champions of “FATE Award – “Fighting Addiction through Education” 2012

# A LITTLE ABOUT US...

- Close to 12,000 employees in 18 states and the District of Columbia
- More than 4,300 (36%) employees at corporate headquarters in Oklahoma City
- Nearly 64% are NOT working on or near the OKC campus



# ENVIRONMENT - 2009



- **Wellness was already a priority at CHK, with significant support from management**
- **Base of trust had been established**
- **Community was seeing increases in suicide rates**
- **CEO asked: If our community and nation are having difficulty, what are our employees going through?**

# FIRST STEPS

- Met with community leaders for direction
- Reviewed current mental health benefits, with an eye toward mental health parity
- Recognized we needed to strengthen our EAP and communicate the benefit more



# EAP AS A PARTNER

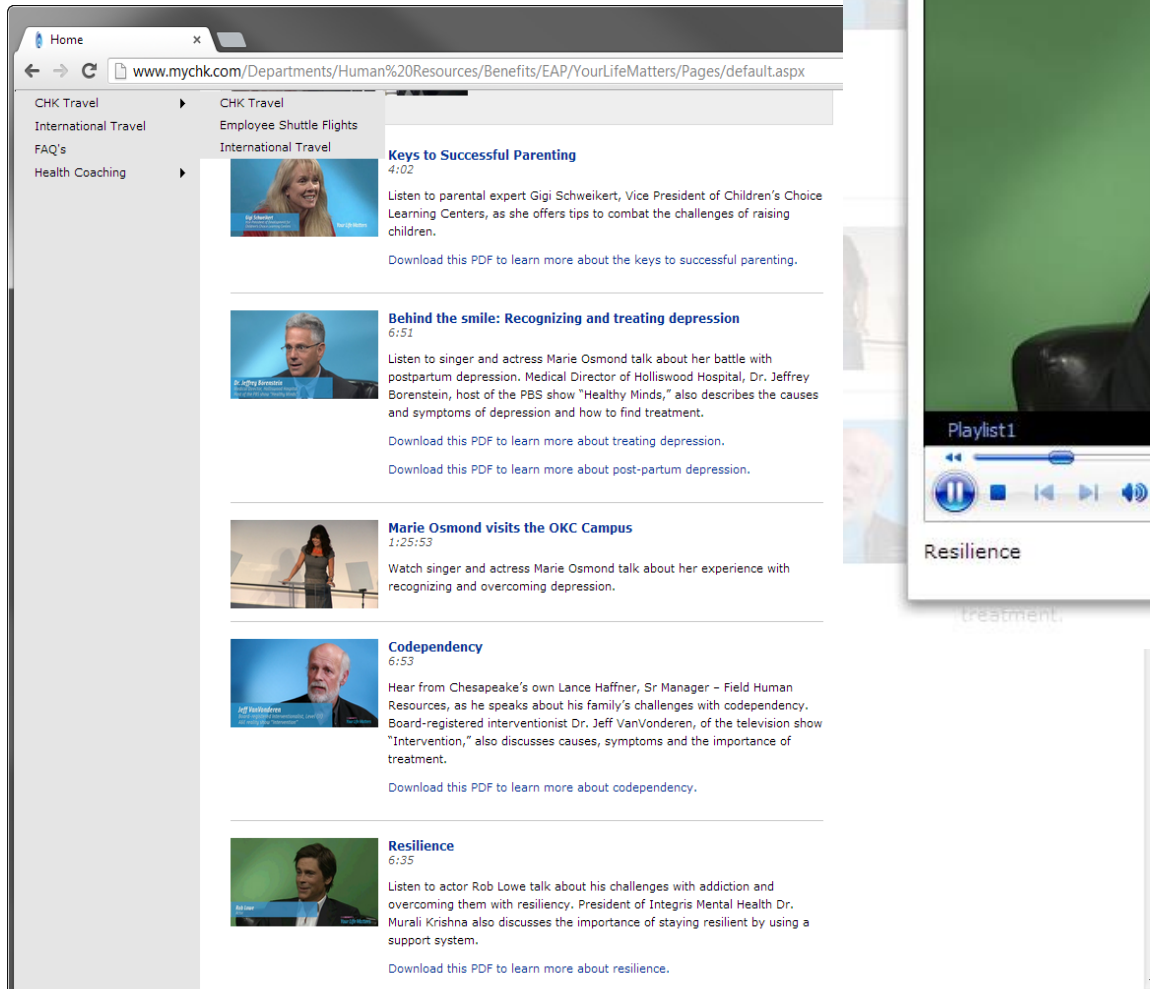
- New EAP selected
- EAP program expanded – from three visits per person per year to six visits per person, per issue per year
- Added additional EAP services
  - ✓ Legal
  - ✓ Financial
  - ✓ Family services (e.g. child care/elder care location)
- Moved beyond inbound services
  - ✓ Pharmacy management program outreach
  - ✓ Health risk assessment outreach

# YOUR LIFE MATTERS



- Crafted a campaign to educate employees and reduce stigma
- Launched January, 2010
  - › [CEO video](#)
- Video vignettes offered “just like me” testimonials alongside experts providing information on important mental health topics
- Call to action – encourages EAP use

# VIDEO LIBRARY AVAILABLE



Home

www.mychk.com/Departments/Human%20Resources/Benefits/EAP/YourLifeMatters/Pages/default.aspx

- CHK Travel
  - International Travel
  - Employee Shuttle Flights
  - International Travel
- FAQ's
- Health Coaching

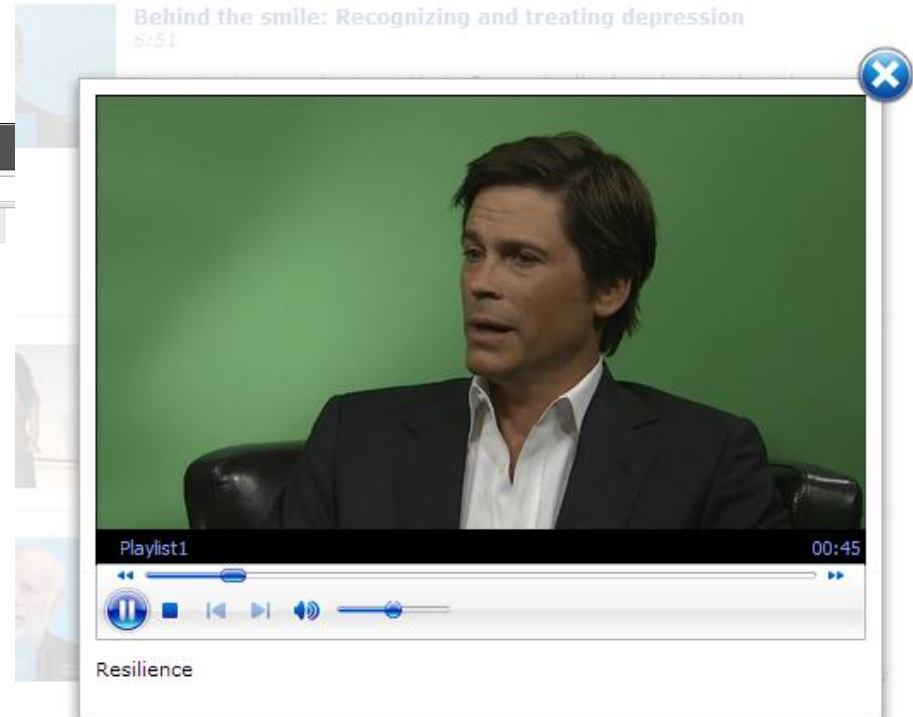
**Keys to Successful Parenting**  
4:02  
Listen to parental expert Gigi Schweikert, Vice President of Children's Choice Learning Centers, as she offers tips to combat the challenges of raising children.  
[Download this PDF to learn more about the keys to successful parenting.](#)

**Behind the smile: Recognizing and treating depression**  
6:51  
Listen to singer and actress Marie Osmond talk about her battle with postpartum depression. Medical Director of Holliswood Hospital, Dr. Jeffrey Borenstein, host of the PBS show "Healthy Minds," also describes the causes and symptoms of depression and how to find treatment.  
[Download this PDF to learn more about treating depression.](#)  
[Download this PDF to learn more about post-partum depression.](#)

**Marie Osmond visits the OKC Campus**  
1:25:53  
Watch singer and actress Marie Osmond talk about her experience with recognizing and overcoming depression.

**Codependency**  
6:53  
Hear from Chesapeake's own Lance Haffner, Sr Manager - Field Human Resources, as he speaks about his family's challenges with codependency. Board-registered interventionist Dr. Jeff VanVonderen, of the television show "Intervention," also discusses causes, symptoms and the importance of treatment.  
[Download this PDF to learn more about codependency.](#)

**Resilience**  
6:35  
Listen to actor Rob Lowe talk about his challenges with addiction and overcoming them with resiliency. President of Integris Mental Health Dr. Murali Krishna also discusses the importance of staying resilient by using a support system.  
[Download this PDF to learn more about resilience.](#)



Behind the smile: Recognizing and treating depression  
6:51

Playlist 1 00:45

Resilience

# YOUR LIFE MATTERS FIELD KIT

- 3,000+ employees with no computer access
- New employees receive within 60 days of hire



# PHYSICIAN SYMPOSIUM

EVERY TWO YEARS



- Brings together 300 – 400 physicians and counseling professionals
- Reduces barriers between the two professional groups
- Provides education on a topic important to both practices

2010

- Featured Dr. Drew Pinsky and Dr. Daniel Carlat
- Joint sponsorship by three key community leaders (CHK & two hospitals)

2012

- Featured actress/performer Marie Osmond and Dr. Jeffrey Borenstein (PBS' *Healthy Minds*)
- Added third hospital sponsor



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*Your Life Matters*  
A PHYSICIAN EDUCATION OPPORTUNITY

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# EMPLOYEE TOWN HALLS

## ■ Dr. Drew Pinsky

- › Close to 600 employees attended
- › Open forum on substance abuse and relationship issues
- › Questions inspired pilot programs in recovery support

## ■ Rob Lowe

- › 750+ employees attended
- › Conversational interview about his personal struggles with addiction and self-defeating behavior
- › Video segment taped for the 2012 YLM topic on resilience

## ■ Marie Osmond

- › 400+ employees attended
- › Spoke on struggles with post-partum depression
- › Video segment taped for the 2012 YLM topic titled “Behind the Smile: Recognizing Depression”



# IS IT WORKING?

	2009	2010	2011	2012
EAP Calls	< 300	2,200 +	1,700 +	2,100+
EAP Website Visits	n/a	4,000	4,000 +	5,200+
YLM Website Visits	n/a	12,000 +	16,000 +	15,000+



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