

Chesapeake Named a Top Workplace for Mental Wellbeing

Coinciding with Mental Health Awareness Month in May, Chesapeake was honored as one of America's Greatest Workplaces for Mental Wellbeing in 2024, according to Newsweek. The magazine developed its inaugural list based on rankings of the company's benefits offerings, employee feedback and analysis by HR professionals, among other factors.

According to an American Psychological Association survey cited by Newsweek, 92% of respondents said it is either very or somewhat important for a company to value their emotional and psychological well-being. Chesapeake couldn't agree more — and offers several company benefits for employees that support mental health.

Mental Health Benefits

- **Employee Assistant Program (EAP):** Chesapeake partners with Lyra Health to deliver the company's EAP, a free and confidential mental health resource. Lyra offers eight complimentary mental health coaching and/or therapy sessions for employees, their families and dependents (per person, per year). Additional therapy sessions and medication management support are also available to those enrolled in Chesapeake's health plan.

Other EAP benefits include assisting employees and their families with legal services, identity theft support, financial consultations, dependent care (child/elder/pet) research and tobacco cessation assistance. We also offer online resources such as "Lyra Essentials" — a self-care library for help with sleep, meditation, stress relief and more — and an eLearning platform to build strategies to help improve well-being.

All employees and their dependents have access to these emotional and mental health benefits at no cost.

- **Virtual Counseling with Teladoc:** If employees are enrolled in a Chesapeake health plan, they, along with dependents, have access to Teladoc. This benefit offers phone or video conferencing with medical professionals, including therapists and psychiatrists. Teladoc experts can provide support if employees are not feeling like themselves, are experiencing relationship conflicts or trauma or need help managing medication, among other challenges.
- **Well-being Day:** Every employee is entitled to a Well-being Day, an additional floating personal day taken at any time during the calendar year. The day is intended to give employees extra time to pause, relax and recharge.

"At Chesapeake, we talk often about safety — and mental health is a key component of maintaining our safe workplace," said Allison Marcacci, Benefits specialist. "As we honor Mental Health Awareness month, we work to reduce the stigma around mental health and encourage our employees and their loved ones to take advantage of the company's benefits."

