



ELEKTRA HEALTH

Menopause in the Workplace Report 2022

on a mission to smash the menopause taboo

Elektra Health is on a mission to smash the menopause taboo.

Elektra's next-gen digital health platform empowers women via evidence-based menopause education, care, and community.

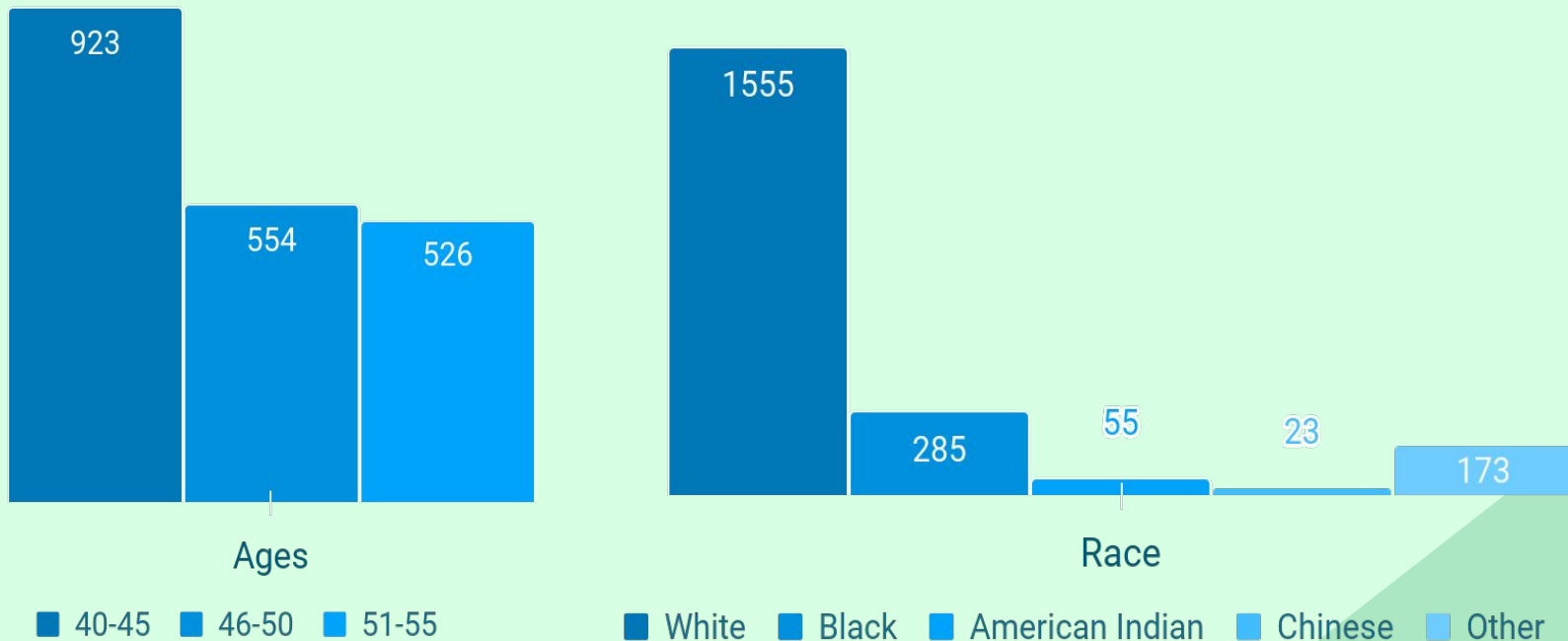
This report is based on aggregated survey data from over 2,000 US-based female professionals ages 40-55 spanning managers, directors, C-suite executives etc.

Survey data was collected in June of 2022 with the aim of analyzing how employees are navigating menopause in the workplace.



Who are the respondents?

Sample size = >2,000 individuals



*Other includes Fillipino, Asian Indian, Vietnamese, Korean, Japanese, Native Hawaiian, Samoan, Chamorro amongst others

How do women feel about menopause in the workplace?

1/3 of women say menopause negatively affects their work performance.

38%

have missed at least 1x day of work due to symptoms in the last year*

20%

have left or considered leaving a job because of menopause symptoms

18%

have not pursued a promotion because of menopause symptoms

*With 18% having missed >4x days of work due to their menopause symptoms

From mental health to finances to missed days of work.

2/3 of women report menopause negatively impacts their lives.

28%

say menopause has negatively impacted their mental health

59%

are concerned about cost & affordability of symptom management

28%

say menopause has made everyday tasks more difficult

The effect is even **worse amongst** women of **Black and African American** descent

24%

have not pursued a promotion because of menopause symptoms

63%

are concerned about ageism if they speak openly about their menopause experience

50%

would like more support in managing menopause from their employer

44%

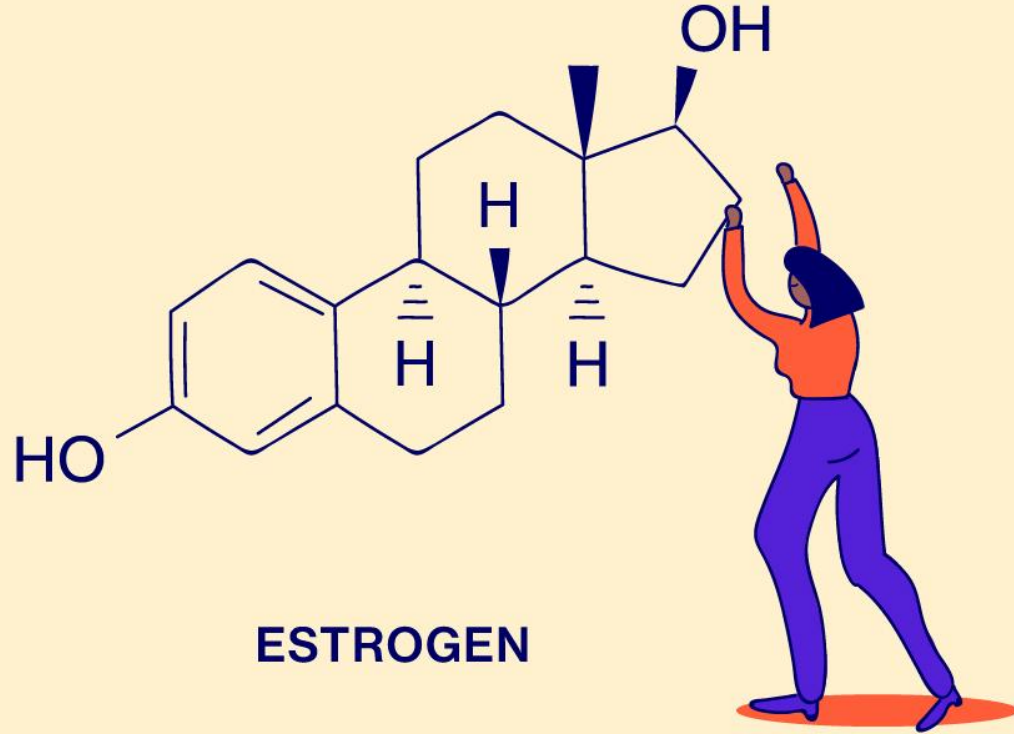
women feel they **do not receive enough menopause support** from their employers.*

- 35% **report feeling left out** of employers women's health benefits because there is no support catered to their menopause needs
- 56% report menopause support is **lacking relative to reproductive or fertility benefits**
- 40% feel **menopause wellness is overlooked** by their employer

*50% amongst African Americans respondents

73%

of women
want
menopause
support from
their health
insurance



The lack of mental & emotional support is especially pronounced

- 67% are **concerned** when it comes to the impact that menopause has had on their mental health
- 36% report that menopause symptoms have **exacerbated their anxiety**
- 42% reporting not getting enough **emotional or mental support** to deal with their menopause

The majority
of women would like
more menopause
support.

- 62% would find **support from an employer** helpful including:
 - flexible work or leave policy (38%)
 - trainings (26%)
 - support groups (15%)
- 74% would find **support from an expert platform helpful** including:
 - personal care recommendations (82%)
 - education (80%)
 - expert-led groups (68%)

Elektra pairs research-backed expertise and personalized coaching with peer support

What We Do

Dedicated 1:1 expertise

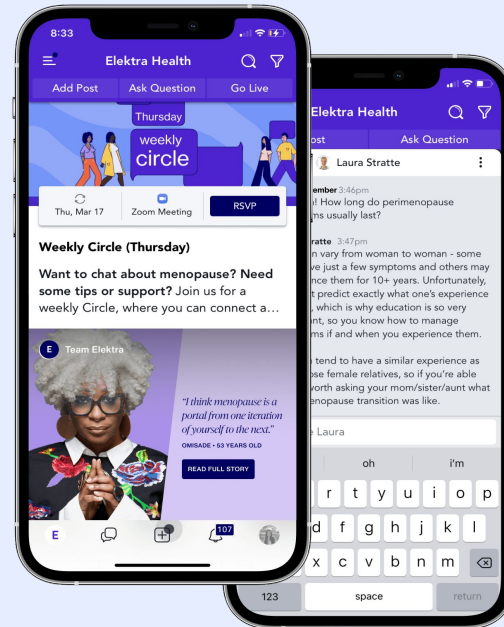
On demand, unlimited text coaching & support

Personalized recommendations

Curated wellness guidance & MD-approved content

Supportive community

Private, moderated discussions & expert-led events

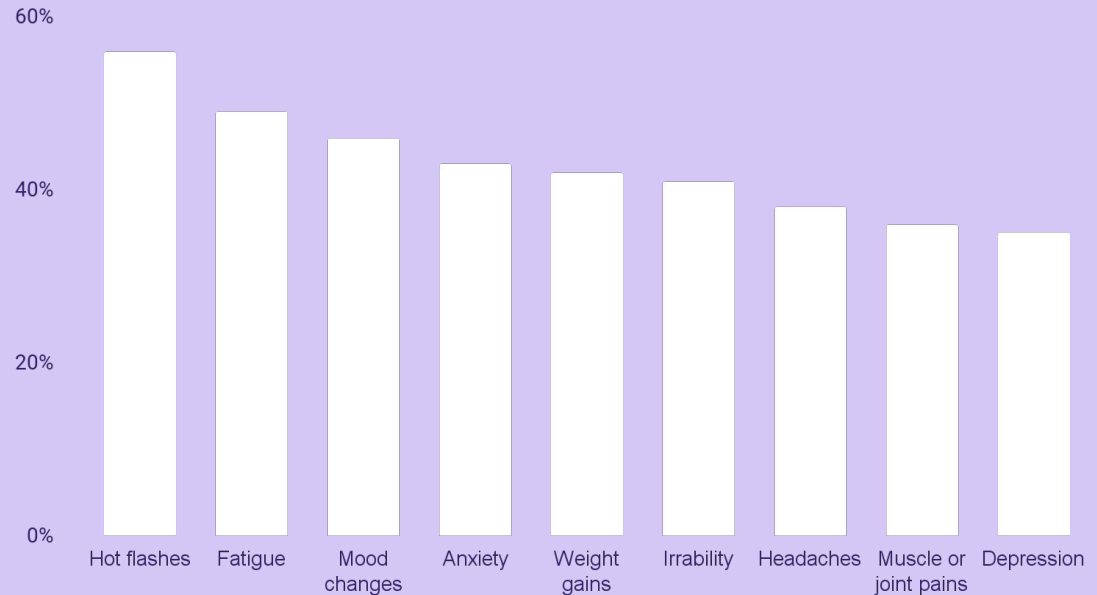


87% of respondents report **experiencing** at least one **menopause symptom in the workplace**

54%

say the pandemic has affected their menopause experience

What menopause symptoms have you experienced?



Forward-thinking employers & payers are partnering with Elektra to invest in women's health

NPS: 94

women love our evidence-based care & expertise

94%

of women report improvement after 1 month

<1 day

to activate "seats" for new members



“

I love that I can ask specific questions and get a variety of answers and actionable recommendations. Also, it's so helpful to hear from women in the community that I am not alone in my experiences. – Cathy, 49

”

Elektra enables employers to retain women while increasing productivity and driving cost savings

Cost of Turnover

1.8M women dropped out of the workforce since 2020, and turnover costs approx. 33% of an employee's salary (~\$15K per).

Cost of Not Treating

Research shows that untreated hot flashes alone (1 of 34 symptoms) may **cost billions of dollars** each year.

Human Cost

Elektra enhances **brand reputation** so that employers can hire, retain, and support diverse talent!

Sources:

1 Nearly 2 Million Fewer Women in Labor Force (SHRM, 2022)

2 The Cost Of Turnover Can Kill Your Business And Make Things Less Fun (Forbes, 2019)

3 Yale Medical School research on cost per symptomatic women as compared to non-symptomatic cohort with 500,000 lives, inflation adjusted. Philip Sarrel, et al. Menopause. 2015 Mar;22(3):260-6 .

We look forward to partnering
to ensure your workforce
receives the menopause
support it deserves!



Elektra Health
hello@elektrahealth.com

