



## MENTAL HEALTH

### WORKFLOW STABILITY THROUGH WELLNESS

At McCarthy Building Companies, Inc. (McCarthy), our core value of We, Not I aligns directly with our sustainability and mental health approach. This collective mindset fosters collaboration, shared responsibility, and mutual support—critical elements in creating a healthy, sustainable work environment.

### PRIORITIZING MENTAL WELL-BEING FOR LONG-TERM SUCCESS

The high rate of suicides among construction workers underscores the urgent need for mental health support across the industry. According to a 2024 report by NBC News<sup>1</sup>, suicide rates in the construction industry are driven by job insecurity, high stress, and lack of resources.

Addressing these issues requires a comprehensive approach, including mental health awareness, resource access, and a supportive work environment. McCarthy has improved employee and workforce well-being by prioritizing mental health and enhancing sustainability and productivity.

McCarthy's holistic health approach fosters a positive workplace, driving success and impacting employees through:

**ENGAGEMENT:** Motivates workforce

**SAFETY:** Enhances task performance

**CORE VALUES:** Strengthens culture

**SUSTAINABILITY:** Creates positivity

## SERVICE SPOTLIGHT

Lyra Health™ is a key part of McCarthy's mental health commitment, offering comprehensive support to our employees, craft workforce, and families.

### BENEFITS:

- Promotes mental wellness and reduces stigma
- Helps employees manage stress
- Builds a healthier, more sustainable workplace

### SERVICES:

- In-person and telehealth therapy
- Behavioral coaching
- Manager and team mental health training

# +600%

**IN EMPLOYEE PARTICIPATION COMPARED TO BEFORE LYRA-SUPPORTED SERVICES**

[1]NBC News. Construction Workers Are Dying by Suicide at an Alarming Rate. <https://www.nbcnews.com/politics/economics/construction-workers-are-dying-suicide-alarming-rate-rna156587,2024>.