

An illustration of a large yellow head profile facing left. Inside the head, several puzzle pieces are visible, some white and some teal. A person with dark hair, wearing an orange long-sleeved shirt, is sitting on top of the head. The background is a teal color with stylized white and light blue clouds. The overall theme is mental health and cognitive processes.

Addressing mental health care with urgency and compassion

Managing mental health claims
in the workplace

with Canada's leading provider



ORGANIZATIONAL SOLUTIONS INC.
SOLUTIONS ORGANISATIONNELLES INC.

About OSI

Organizational Solutions Inc. is a proud Canadian success story. Started in 2003, the company has been built around one overarching vision: **the right care, at the right time, for the right outcome.**™

Our Head Office is centrally located in Burlington, Ontario. We have 21 more regional and satellite offices, so wherever you are, we understand the local market.



Program Innovation that supports the swift, sustainable and safe return to work for employees with mental health concerns

Along with STD and workers' compensation claims management, OSI features complementary services that support our main focus: returning employees to work safely, swiftly and sustainably.

One of the most important, mental health care is an innovative program developed by OSI and one of our strategic medical partners.

A vetted network of more than 700 healthcare partners

Our **Preferred Network Partners** deliver unbiased, credible assessments and effective treatment. Together, we can examine a case more thoroughly to reach the overarching goal: early and safe return to work.

Complimentary Services

- **Attendance Support** (absence prior to the STD threshold)
- **Leaves of Absence** (Care Giver, Parental, etc.)
- **Accommodation Services** under Human Rights and Provincial disability legislation
- Coordination of our **Specialized Psychological Program** (Cognability™) for Mental Health claims
- Coordination of **Pharmacogenetics Testing**
- Coordination of **Independent Medical Evaluations (IMEs)**
- **Ergonomic Assessments**
- **Physical and Cognitive Demands Analyses**
- **Paralegal Services** for Workers' Compensation
- **Advice to Pay Services**
- **Training and Development**

Cognability™ is our unique approach to managing psychological distress.

A breakthrough in psychological treatment programs, designed to significantly improve the outcomes of mental health claims in the Canadian workplace

The Cognability program provides immediate access for workers suffering from depression, anxiety, and other mental health conditions through cognitive behaviour therapy.

The focus is on developing resilience skills and returning to work.

Mental health disability claims cost Canadian businesses \$6 billion in 2011!

According to a study conducted by RiskAnalytica for the Mental Health Commission of Canada.

Cognability is a key tool for OSI Mental Health Specialists and Advisors because:

- Its design ensures appropriate treatment and care for employees
- It supports them in developing skills to function in their specific work environment

At its core is a well-communicated return to work philosophy and a strong focus on appropriate treatment and care to prepare the individual for re-integration into the workplace.

Cognability delivers results for even the most challenging mental-health claims

Cognability works because it:

- ✓ identifies symptoms of psychological distress quickly
- ✓ makes a significant initial assessment
- ✓ builds a comprehensive treatment plan
- ✓ includes supervised psychotherapy twice per week

How Pharmacogenetics can complement Cognability™

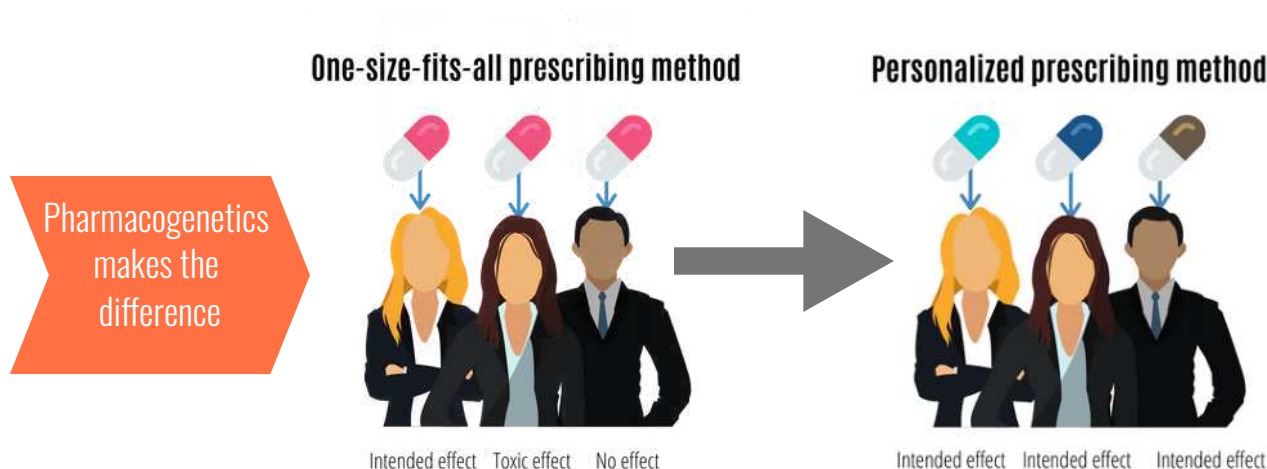
A simple Pharmacogenetics test can mean the difference between timely and sustainable recovery, and lingering symptoms.

Pharmacogenetics is delivering tremendous results in matching people up with the right prescription medications.

Just like everyone's DNA is unique, so is our reaction to certain drugs. Pharmacogenetics is the study of how people respond differently

to drug therapy based upon their genetic makeup or genes, so that medications can be changed or updated if the therapeutic results aren't apparent.

Although Pharmacogenetics is not new - it was first mentioned by a geneticist in 1957 - using pharmacogenetics tests is a new tool in managing workplace illness, accident or injury.



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