



TO: All DATTCO Employees
FROM: Don DeVivo - President
DATE: March 2, 2020
SUBJECT: Our Commitment to Supporting Your Mental Health

Dear DATTCO Team:

For years, DATTCO has been a leader in supporting and promoting employee well-being. We recognize that mental health is a crucial part in overall wellness. Today, I invite you to join me in helping to do our part to promote mental health awareness and support within our company.

Mental illness affects 1 in 5 individuals in the United States. When people living with mental health conditions are defined by their illness, they may become part of a stereotyped group that experiences shame and secrecy. Breaking mental health stigma starts with all of us. That is why I am asking that we join together to cultivate a company culture of caring and support around mental health.

As members of a Stigma-FREE company, we commit to:

- **Support You:** Utilize the following no cost confidential services that are available to you 24/7. [Employee Assistant Program (EAP) 1-800-854-1446 English, 1-877-858-2147 Spanish, 1-500-999-3004, TTY/TDD), National Suicide Prevention Lifeline 1-800-273-8255, U.S. Crisis Text Line HOME to 741-741, etc.].
- **Be Informed:** Those affected by mental health conditions often encounter invisible barriers that prevent them from getting the support they need. Learning the facts about mental health conditions will help us as a company and as individuals, break down stigma and support barriers. Visit nami.org for mental health education and support.
- **Change the Conversation:** Simply changing the way we speak about mental health in everyday conversations plays an important role in fighting stigma and supporting our team members.
- **Get Involved:** We recently hosted a training session for our leaders, so we can better serve you and create lasting stigma-free change here at DATTCO.

I am proud that DATTCO is making strides to emphasize the importance of whole-person health and wellness. We know fighting the stigma of mental illness starts with us. We value you and your well-being!

Sincerely,

Donald A. DeVivo