

## Employee Benefit for Expecting Parents & Families With Children Ages 0-3

*Confidential • Trauma-Informed • High-Impact*

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### The Benefit - Mental Health Screening & Reports

Ingram Screening offers confidential, trauma-informed screening to all pregnant employees and employees with children up to age 3 as part of employee benefits programs. Returning to work after having a baby, or preparing to welcome one, is one of the most emotionally intense transitions an employee and their partner can face. For many, it's not just about adjusting to a new routine, it's navigating the quiet, often invisible challenges of Perinatal Mood & Anxiety Disorders (PMADs) such as depression, anxiety, bipolar, PTSD, OCD, and trauma, all while trying to perform at full capacity. Yet too often, these struggles go undetected.

*Untreated Perinatal Mood & Anxiety Disorders (PMADs) cost U.S. employers \$14 billion annually; about \$31,800 per affected employee.*

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### Impacts on Business

Untreated PMADs drive measurable costs through:

- Absenteeism & presenteeism
- Extended parental leave & delayed return-to-work
- Reduced productivity & focus
- Turnover—especially among new mothers and caregivers
- Higher healthcare, disability & workers' comp claims
- Lower engagement & morale
- Strain on managers and teams
- Loss of institutional knowledge
- Challenges meeting DEI goals
- Damage to employer brand & recruitment

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### Your Solution: Ingram Screening as a Benefit

Flat-Fee or Per-Employee Pricing | No surprise costs | No diagnosis | No insurance billing.

We provide:

- Mental Health Screenings
- Option of Screening Tools (EPDS, PHQ-9, GAD-7 +)
- HIPAA-compliant, private screening process
- Access to proprietary Ingram Screening Perinatal Mental Health Risk Assessment (IS-20)
- Screening reports and recommendations for Employee (Sent directly to employee)

## How Employees Access the Benefit

1. HR shares the benefit with eligible employees (pregnant, postpartum up to 3 years, partners/co-parents).
2. Employee receives screening tools from HR or via a dedicated link.
3. Employee completes tools and securely uploads them to Ingram Screening's HIPAA-compliant Dropbox (no data stored by HR).
4. Ingram Screening reviews and interprets results.
5. Employee receives their confidential screening report within 48 hours, with insights and local/national resources.

*HR never receives individual health data, only utilization summaries if requested.*

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## Why Employers Choose Us

Simple integration into existing wellness benefits  
Prevents burnout, absenteeism, and costly turnover  
Demonstrates commitment to diversity, equity, inclusion, and family support  
Improves employee engagement and retention

*Let's build a workplace where parents don't suffer in silence.*

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## Request Your Custom Pricing Proposal

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