

(&) science  
humans



# meno.care

Enhancing employee wellness through menopause support

For centuries, symptoms of hormone imbalances such as peri-menopause and menopause, have been stigmatized, underdiagnosed and undertreated.

Meno.Care by Science&Humans is here to change that.

We support organizations to:

- Stay ahead of the changing benefits landscape
- Bridge the gap in current offerings
- Demonstrate commitment to employees' holistic health



# Millions of Canadians' health needs are still being overlooked in the employee wellness space



Those who are:

- entering **menopause** and dealing with hot flashes, mood swings, bone fragility, and irregular periods
- going through **peri-menopause** and suffering from poor concentration, lack of energy and insomnia
- **struggling** with weight gain, joint pain and aches, muscle loss, brain fog, hair loss, and low libido
- considering **exiting the workforce** due to lack of support, access to care or workplace accommodations

This document outlines the problem employees face today, presents the solution, and highlights key statistics supporting the benefits of the Meno.Care Program backed by Science&Humans.

# OUR MISSION VIDEO

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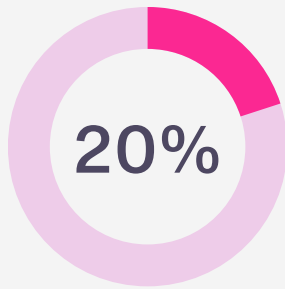


WATCH HERE

# EYE OPENING STATISTICS

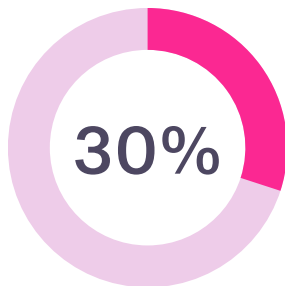
Every HR, Wellness, and DEI Leader Should Know

## Productivity



**Decrease in productivity in employees with untreated hormone imbalances**

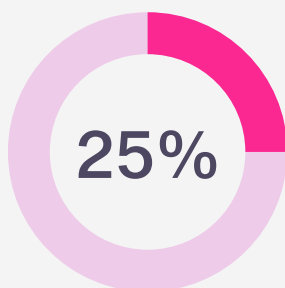
Journal of Occupational and Environmental Medicine



**Increase in productivity after companies implemented effective hormone health programs**

Integrated Benefits Institute

## Absenteeism



**Reduction in absenteeism for companies with hormone health initiatives**

Journal of Managed Care

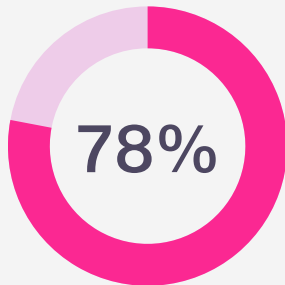


**Additional sick days taken per year compared to those with balanced hormones**

Journal of Occupational Medicine

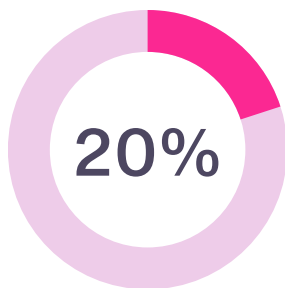
# EYE OPENING STATISTICS

## Employee Well-Being



**Of employees stated that hormone health programs positively impacted their overall well-being**

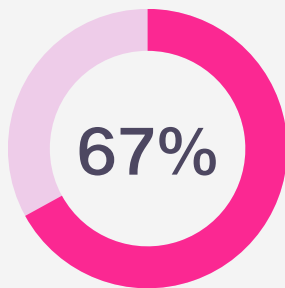
International Foundation of Employee Benefit Plans



**Lower risk of experiencing workplace stress and burnout when hormones are balanced**

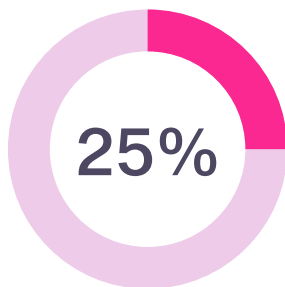
Journal of Applied Psychology

## Retention and Recruitment



**Of job seekers consider access to hormone health programs as an essential factor when choosing an employee**

Mercer



**Increase in employee retention for companies offering comprehensive hormone health programs**

The Employee Benefit Research

With the rising prevalence of hormonal imbalances and the **need** for personalized care, we are helping workforces **improve productivity, reduce absenteeism, retain top talent** and **enhance** employee well-being offerings.



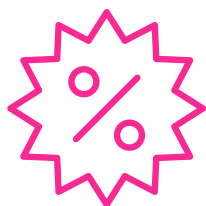
As a company that values your employees, you recognize the **importance** of comprehensive employee care, which **includes mid-life hormone health support.**

We transform lives through scientifically proven testing, treatments, clinical services, and devices that help manage hormone imbalances.

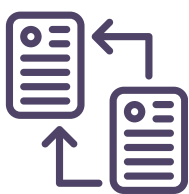
		TRADITIONAL HEALTHCARE	EMPLOYEE VIRTUAL CARE
All clinicians are trained in hormone health	✓	✗	✗
Clinical protocol designed by interdisciplinary team of endocrinologists, NP's and functional medicine experts	✓	✗	✗
Testing for 20+ bio-markers of hormone health	✓	✗	✗
Virtual consultations with clinicians	✓	✗	✓
Follow-ups and precise adjustments	✓	✓	✗
Treatments delivered; no pick-up required	✓	✗	✗
Access to menopause wellness coaches and educational content throughout the year	✓	✗	✗
Customized employee hormone health education and awareness webinar	✓	✗	✗
HR support in policy and advocacy for equitable care (ie, menopause, men's health etc)	✓	✗	✗

# PARTNERSHIP BENEFITS FOR EMPLOYERS

We complement your current employee health offerings while filling the gap for hormone health support.



Providing volume-based discounts for corporations based on the number of employees and/or spouses



Hormonal Health Toolkit for HR and DEI Leaders (focusing on peri-menopause and menopause) to help make meaningful changes in your workforce



Partners will receive a “Meno.Care Inclusive Employer” logo and trophy to display showcasing that your organization is a trailblazer for Women’s Health



An Employee Hormone Health Partnership with Science&Humans can be implemented alongside other company-sponsored DEI initiatives (ie, women's health is key in providing equitable offerings)



Our offering can complement existing employee benefits programs, such as HSA or Flex Spending Accounts, which can be used for our services, thereby enhancing your overall well-being benefits



# 3 STEPS TO ACTION FOR EMPLOYERS

## Step 1: Announce Meno.Care Partnership with Science&Humans

**How?** It is easy and seamless to get started to onboard us as a corporate wellness partner! We will send you cohesive, digestible collateral to announce the partnership to your employees. Following that, employees can access care from our team should they wish to start learning more about their hormone health.

**Why?** When corporations announce new partnerships and take time to explain the importance of the offering, employees are grateful and feel empowered to take a step forward to change their health.

## Step 2: Encourage Education, Awareness and Empathy

**How?** Host a free education session presented by our Menopause Medical Experts on topics such as menopause, women's health, and addressing hormonal imbalances. We bring a holistic view to wellness incorporating sleep, stress, diet, gut health and movement as key factors. These live webinars are 1 hour and available virtually or on-site.

**Why?** Without awareness of the signs and symptoms of hormonal imbalances in the body, employees will suffer in silence for years or decades unaware that there are options available to support them.

## Step 3: Implement Small Changes In The Workplace

**How?** We can help advise on adjustments you can make in the workplace today to have more Hormonally Happy and Menopause Friendly policies and spaces. We believe even the smallest positive changes can have the biggest impacts on employee well-being!

**Why?** So that every employee can thrive in a comfortable and empathetic environment that is educated on signs and symptoms, supports all life stages and addresses stigmas in the workplace.

# Employee **Wellness** is Good for Business



**Partner with us to provide your valued employees:**

hormone education, testing  
virtual consultations, tailored  
treatment plans  
and convenient shipment of  
treatments to their door.

Employees can experience a comprehensive care offering with our seamless, timely, and expert end-to-end **Meno.Care** platform.



## Ready to change lives?

**BOOK A CALL**

# PARTNER WITH US!

Research consistently highlights the negative impact of untreated hormone imbalances on productivity and absenteeism rates. Addressing the root cause of these imbalances leads to increased productivity, reduced absenteeism, and higher levels of job satisfaction.

Partnering with Science&Humans offers a strategic opportunity to address the rising prevalence of hormone imbalances and improve employee well-being.

**Our team of Hormone Health experts looks forward to supporting your employees!**



**Abida Dhukai**  
Nurse Practitioner



**Dr. Adeel Khan**  
Chief Scientific Officer



**Dr. Muhammad Siddiqui**  
MD Endocrinologist, USA



**Dr. Fady Hannah-Shmouni**  
MD Endocrinologist



**Julie Bakko**  
Nurse Practitioner



**Srivevi Emmadi**  
Nurse Practitioner



**Jodie Foster**  
Nurse Practitioner



**Maria Jacob**  
Nurse Practitioner



**Sheena Jacob**  
Nurse Practitioner



**Joselyn Law**  
Nurse Practitioner



**Lisa Rotz**  
Nurse Practitioner



**Donna McLean**  
Nurse Practitioner



**Jessica Saucy**  
Nurse Practitioner



**Priya Sebastian**  
Nurse Practitioner



**Stephanie Tobiasz**  
Nurse Practitioner



**Vanina Walsh**  
Nurse Practitioner

Unlock the power of a healthier, more productive workforce with Science&Humans.

The premier virtual platform for personalized hormone health care.

**Schedule A Call**

<https://www.scienceandhumans.com/partnership>  
[partners@scienceandhumans.com](mailto:partners@scienceandhumans.com)



# REFERENCES AND CITATIONS

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