

**SUBSTANCE USE DISORDERS AFFECT ALMOST 21 MILLION PEOPLE ABOUT 1/3 OF THE U.S. POPULATION)....
75% OF THIS NUMBER ARE EMPLOYED.**

HOW IS MY BUSINESS IMPACTED?

INCREASED JOB TURNOVER & TRAINING

The average cost of recruiting and training replacement workers consumes **21% of a worker's annual salary.**

POOR EMPLOYEE HEALTH

Substance abuse and addiction jeopardize physical and mental health. Basic health needs are neglected causing **increased use of health benefits and sick time, and more absenteeism and tardiness.**

DECREASED PRODUCTIVITY

Impaired employees function at around **67% of their working potential.**

SAFETY RISKS

The effects of substance abuse can increase accidents and result in more worker's compensation claims: **38% - 50% of claims are due to substance abuse.**

LOW EMPLOYEE MORALE

Substance use can strain relationships and **negatively affect teamwork, trust, confidence, quality of work, turnover, and positive culture.**

INCREASED ABSENTEEISM

Workers with substance use disorder **miss nearly 50% more days of work** than peers. Workers with opioid use disorder miss nearly **3x as many...**

COMPANY IMAGE & COMMUNITY RELATIONS

Employers who don't take steps to support employees with substance use issues, can reflect **negatively on the organization as a whole** and reduce the ability to attract high-quality employees and deter customers.

HOW MUCH DOES UNTREATED ADDICTION COST ?

- **NH Estimated Economic Impact = ~\$2.36 BILLION annually**
- **Costs Incurred by NH Businesses = \$1.56 BILLION annually**

reality check