



Teva has been caring for patients for over 100 years —and we care for employees in the same way

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## About Teva Pharmaceuticals

Teva Pharmaceuticals is the largest generic drug manufacturer globally, with more than 36,000 employees across multiple regions. As a leader in pharmaceutical manufacturing, Teva attracts and retains some of the most experienced scientists, researchers, and professionals in the industry.

Teva is constantly evaluating and innovating in its approach to employee benefits. In 2023, the company hosted a caregiving-focused webinar that drew 2,000 participants. Their research revealed **the toll caregiving takes on employees, impacting productivity, absenteeism, leave, and attrition**—driving Teva's commitment to better support employee caregivers.

### Teva's Response: Building a Culture of Care

"Caring" is a core Teva value, reflected not only in the medicines they make, but also in how they support employees. Recognizing the need for stronger caregiver support, Teva introduced a comprehensive program featuring:

- Circles of Care Peer Groups for employees
- Targeted Webinars & Expert Education
- Policy Enhancements such as paid caregiver leave and flexible work arrangement.
- Mellie's Care Navigation Platform

2,000 employees attended Teva's 2023 caregiving webinar — revealing a hidden workforce challenge.

## The Challenge: Caregiving in the Workforce

Across the U.S., 1 in 3 employees is also a family caregiver—supporting aging parents, children with special needs, or loved ones with chronic conditions. For employers, the impact is substantial:



# 11%

Productivity loss on average for caregivers



# 6.6

Days of absenteeism annually



# 20%

Caregivers reduce hours or take leave



# 16%

Caregivers quit their jobs



## Engagement & Impact

Within the first twelve months, Teva saw measurable traction and value:

|                                |   |
|--------------------------------|---|
| Revealing the Hidden Workforce | More than 20% of Teva's US workforce are estimated to be caregivers                       |
| High Engagement                | 25% of identified caregivers engaged with Mellie—including 20% within the first 30 days   |
| Seamless Benefits Connections  | Strong integration with Teva's benefits ecosystem (EAP, ERGs, leave programs)             |
| Productivity Improvements      | Mellie saved engaged employees an average of 4 days and up to 14 days in more acute cases |

## Why it Matters

By embedding caregiving into its benefits strategy, Teva:

**Strengthened**  
employee retention and productivity

**Reduced**  
volatility in leave and disability claims

**Reinforced**  
its brand as a caring employer in both culture and practice

# Key Takeaways

for Employers & Group Benefit Insurers

- Caregiving is a business issue, not just a personal one
- Early intervention pays off by preventing crisis-driven leave
- Partnership between employers, carriers, and caregiving solutions is essential



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