

Restore the Balance

From employee health
to balance sheet



When Hormone Health Is Ignored, Everyone Pays !

In today's competitive landscape, every organization fights fiercely for top talent. But what if a silent, fundamental biological concern — Hormonal Health — is quietly undermining your employees performance?

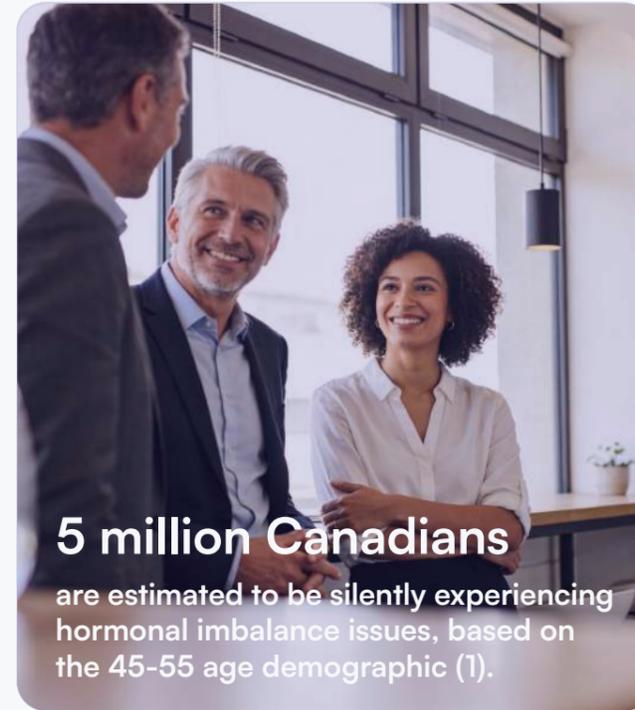
The Canadian workforce struggling with hormonal imbalances is often lost in confusing online advice and faces long waits for specialists (2), leaving them without proper care. This silent struggle is not just a personal problem; it's a critical issue directly impacting their productivity, well-being, and long-term retention. Men typically begin experiencing hormonal imbalance (low testosterone) **around age 30** (3), and women **around age 40** (4), creating an alarming landscape for employers across the country.

The Goal of This Report: We aggregated data from **over 4,000** active members treated by Science&Humans. This report contrasts the hidden economic costs of untreated hormonal decline—presenteeism, attrition, and brain fog—against the verifiable outcomes of clinical intervention.

The Bottom Line: Hormonal restoration is a productivity engine. Across our study of 3,242 men and 735 women, improvements in energy, mood, and focus consistently **exceeded 75%**, offering companies a clear path to restore the balance of their workforce



(1) Statistics Canada Population demographics between 30-60 years <https://www150.statcan.gc.ca/t1/tbl/en/tv.action?pid=1710000501>
(2) <https://www.fraserinstitute.org/studies/waiting-your-turn-wait-times-for-health-care-in-canada-2025>
(3) <https://www.mckinsey.com/featured-insights/week-in-charts/canadas-needed-health-shift-for-women>
(4) <https://www.ipsos.com/en-ca/awareness-attitudes-towards-andropause-among-canadians>



5 million Canadians are estimated to be silently experiencing hormonal imbalance issues, based on the 45-55 age demographic (1).

The minimum waiting time for a specialist consultation across Canada is 28.6 weeks (2).

In Canada, early heart attack signs are missed in 78% of women, contributing to the fact that cardiovascular conditions are a primary driver of the health gap (3).

While a majority of Canadians (71%) recognize common andropause symptoms like decreased energy and reduced sexual function, less than half (49%) are aware of more serious risks such as osteoporosis or increased cardiovascular risk. (4)

The Invisible Operating System

We often speak of workforce wellness in terms of mental health, physical fitness, or reducing burnout. Yet, we rarely discuss the biological operating system that regulates all three: Hormonal Health.

Hormones are the body's inner compass. When this compass drifts—due to menopause or androgen deficiency—the professional impact is immediate. For decades, these shifts were dismissed as **personal problems**. This is a strategic error. Hormonal imbalance is a massive driver of presenteeism (working while unwell) and preventable attrition.



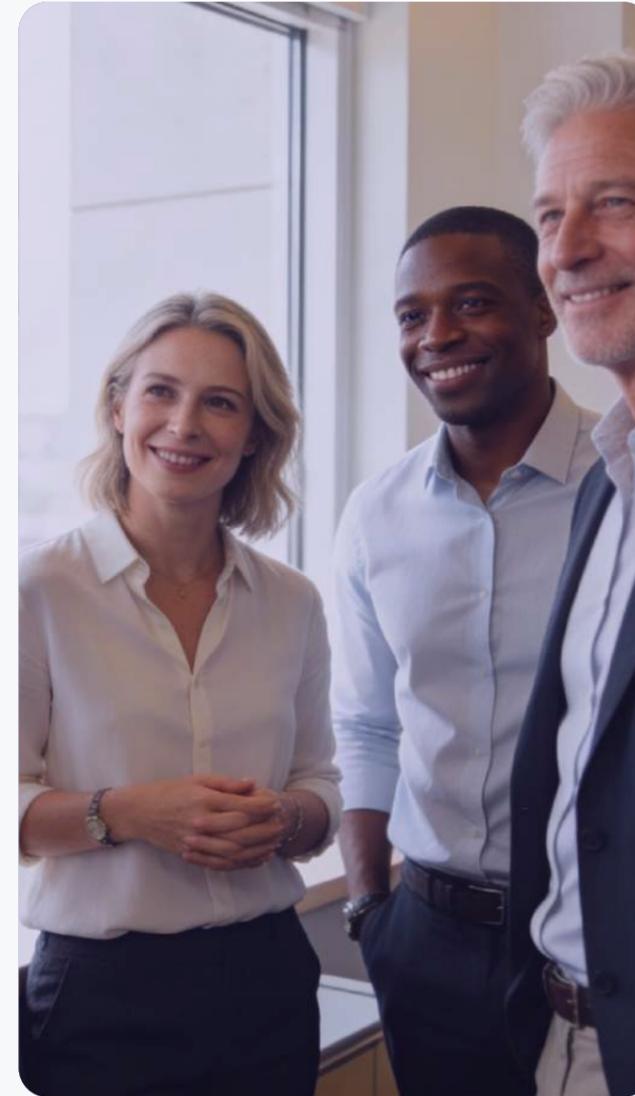
The Economic Impact of Silence

The cost of hormonal health is not found in the line items of a benefits package; it is found in the unseen losses.

- **The Presenteeism Tax** : Closing the women’s health gap could boost the Canadian economy by \$37 billion annually by 2040 (3).
- **The Menopause Penalty** : Women suffering from severe symptoms often reduce hours or turn down promotions, not due to lack of capability, but due to lack of health support (6).
- **The Cost of Replacement** : Replacing a senior employee costs **1.5x to 2x their annual salary** (7). It costs more than money. When a 15-year veteran leaves due to misdiagnosed burnout, the organization loses institutional memory that money cannot buy.



(3) <https://www.mckinsey.com/featured-insights/week-in-charts/canadas-needed-health-shift-for-women>
(6) Faubion, S. S., Enders, F., Hedges, M. S., et al. (2023). Impact of Menopause Symptoms on Women in the Workplace. Mayo Clinic Proceedings. (Source for the economic burden and reduction in work hours/earnings due to symptom severity).
(7) Gallup. (2019). This Fixable Problem Costs U.S. Businesses \$1 Trillion. McFeely, S., & Wigert, B. (Standard verification for the cost of employee turnover being 1.5x - 2x annual salary).
(8) <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>



Employee Replacement Costs

Voluntary turnover means losing your reliable winners, constant innovators, and most effective problem solvers, which Gallup describes as, You just lost the future. (7)

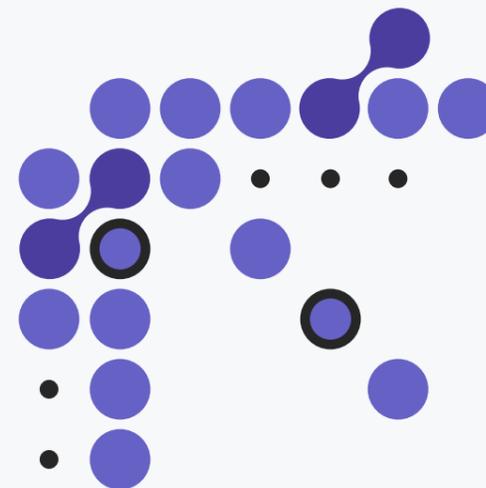
Leadership Diversity Loss

Research from McKinsey shows that a substantial differential likelihood of outperformance—48%— separates the most from the least gender-diverse companies (8).

Efficiency Costs

The economic potential of closing the women’s health gap is concentrated in Ontario and Quebec (\$20 billion combined), followed by Alberta (\$6.1 billion) and Saskatchewan (\$1.4 billion) (3).

Behind these big numbers are the silent, everyday struggles of a workforce whose unmet need for dependable support is driving personal challenges and operational risks.



The Silent Struggle of The Workforce

Lacking timely care from community providers and extensive wait-times for specialists, employees are often forced to seek advice from social media influencers, leading to dangerous misconceptions. These myths prevent your workforce from seeking the treatment they need.



★★★★★

I was struggling with hormonal...

I was struggling with hormonal disruption and felt dismissed by my family practitioner. The service provided by ScienceandHumans is top notch. I highly recommend their services to anyone feeling like they're falling through the cracks. Mediocre is not okay. We should be able to feel Optimal.

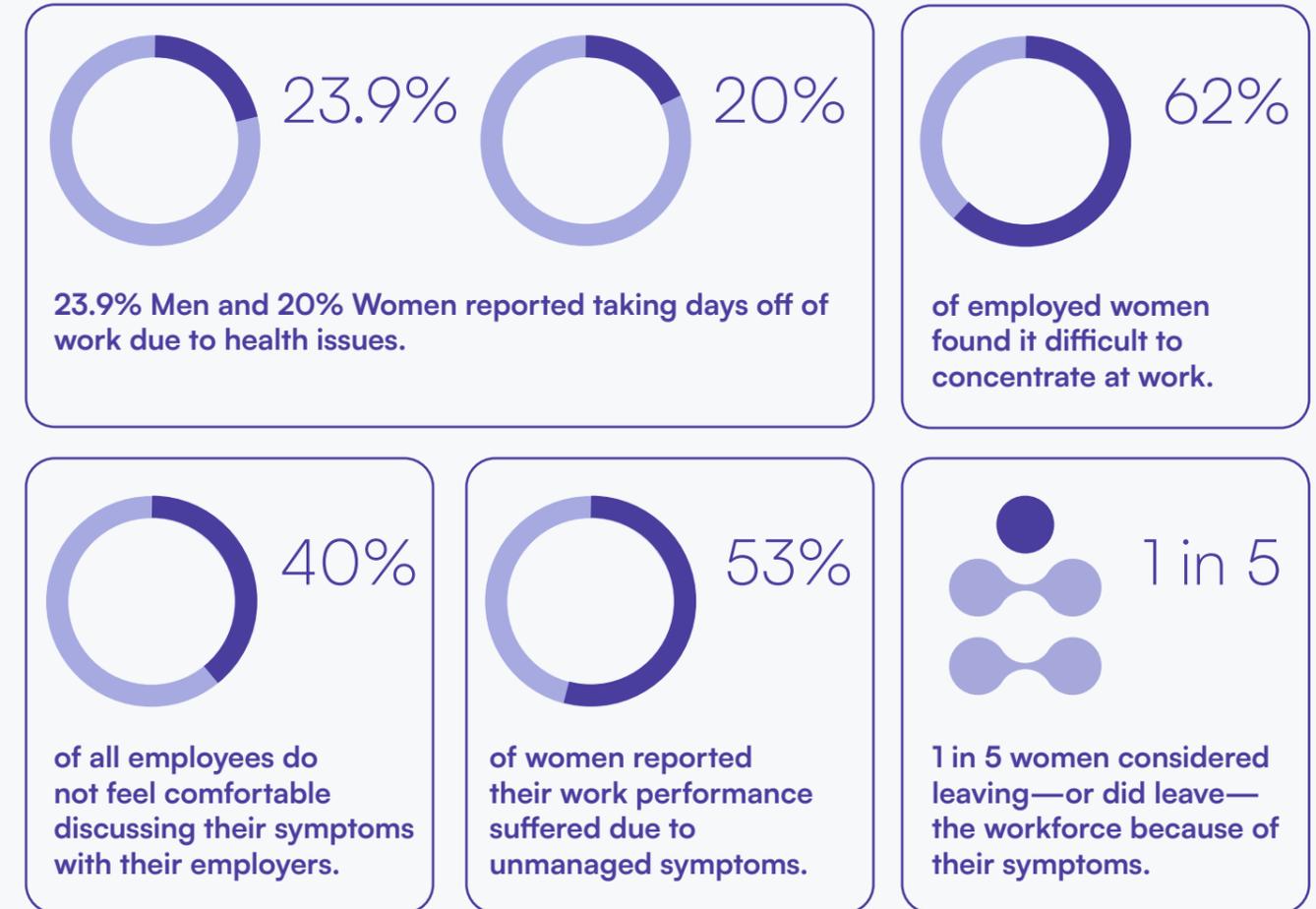
ScienceandHumans is allowing me to feel optimal!

Trustpilot review from a S&H customer.

The Reality of the Workplace

To understand the real-world impact of these myths, we surveyed over **300 individuals** (avg. age 30+ for men, 51 for women) regarding their performance before seeking treatment. The results paint a stark picture of the silent struggle :

The data is uncomfortable - And impossible to ignore



The message is clear. The sheer lack of trusted, clinician-led support to cut through the noise presents a unique opportunity for employers to confidently address their workforce's silent struggles with clear evidence.



Men

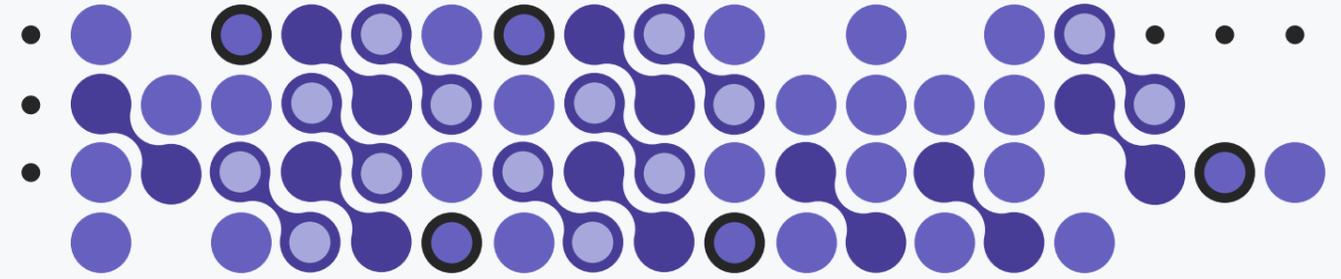
Myths	Low Testosterone levels only affect older men.	Annual bloodwork for men skip hormone testing in its entirety.
Facts	Low Testosterone levels hit as early as 30 years of age in Men (9).	It is a critical part of men's wellbeing for healthspan and longevity (10).



Women

Myths	Menopause happens overnight or only happens at the age of 50.	Hot Flashes is a transient phase that stops at menopause.
Facts	This is a gradual phase (Perimenopause, menopause, postmenopause) spanning several years of women's life (11).	1 out of 3 women experience hot flashes for 10 or more years during post-menopause phase (5).

(5) Freeman EW, Sammel MD, Sanders RJ. Risk of long-term hot flashes after natural menopause: evidence from the Penn Ovarian Aging Study cohort. *Menopause*. 2014 Sep;21(9):924-32. doi: 10.1097/GME.000000000000196. PMID: 24473530; PMCID: PMC4574289.
 (9) <https://nouvelles.umontreal.ca/en/article/2025/05/18/andropause-rising-interest-in-falling-testosterone>
 (10) <https://www2.gov.bc.ca/gov/content/health/practitioner-professional-resources/bc-guidelines/testosterone-testing>
 (11) Mayo Clinic. (2023). Menopause - Symptoms and causes. * Reference: The North American Menopause Society (NAMS). (2022). The Menopause Guidebook.



Bridging the Gap: From Confusion to Clinical Outcomes

The traditional healthcare system often treats symptoms in isolation—prescribing sleep aids for insomnia or antidepressants for mood—without addressing the root cause.

The Science&Humans Difference We restore balance through a data-driven, combined care model. This is not a one-size-fits-all approach; it is precision medicine at scale.



Diagnostics

Comprehensive blood work to identify hormonal deficits and metabolic dysfunction.



Access

Virtual access to specialized Nurse Practitioners, removing the barrier of wait times.

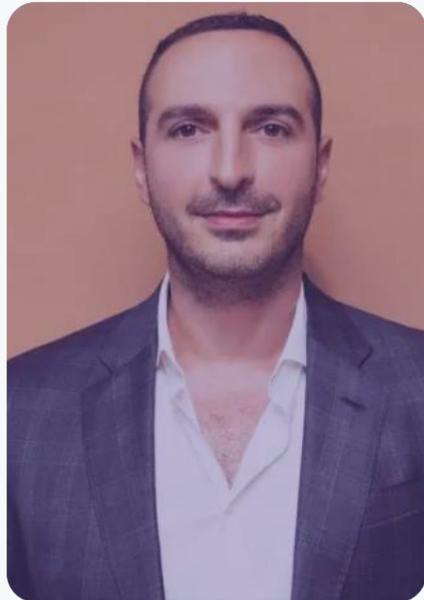


Holistic Support

Integration of Bio-Identical Hormone Replacement Therapy (BHRT) or Testosterone Replacement Therapy (TRT) with nutrition and lifestyle coaching.



Supporting Men with Testosterone Replacement Therapy



Dr. Fady Hannah Shmouni
Chief Men's Health Advisor

I treat the whole man, not just a lab number. Too often, men accept diminished drive, foggy thinking, and declining strength as inevitable. This is unacceptable. No one should 'tough out' a medical deficiency. It's time to replace silent endurance with proactive, precision-based care.

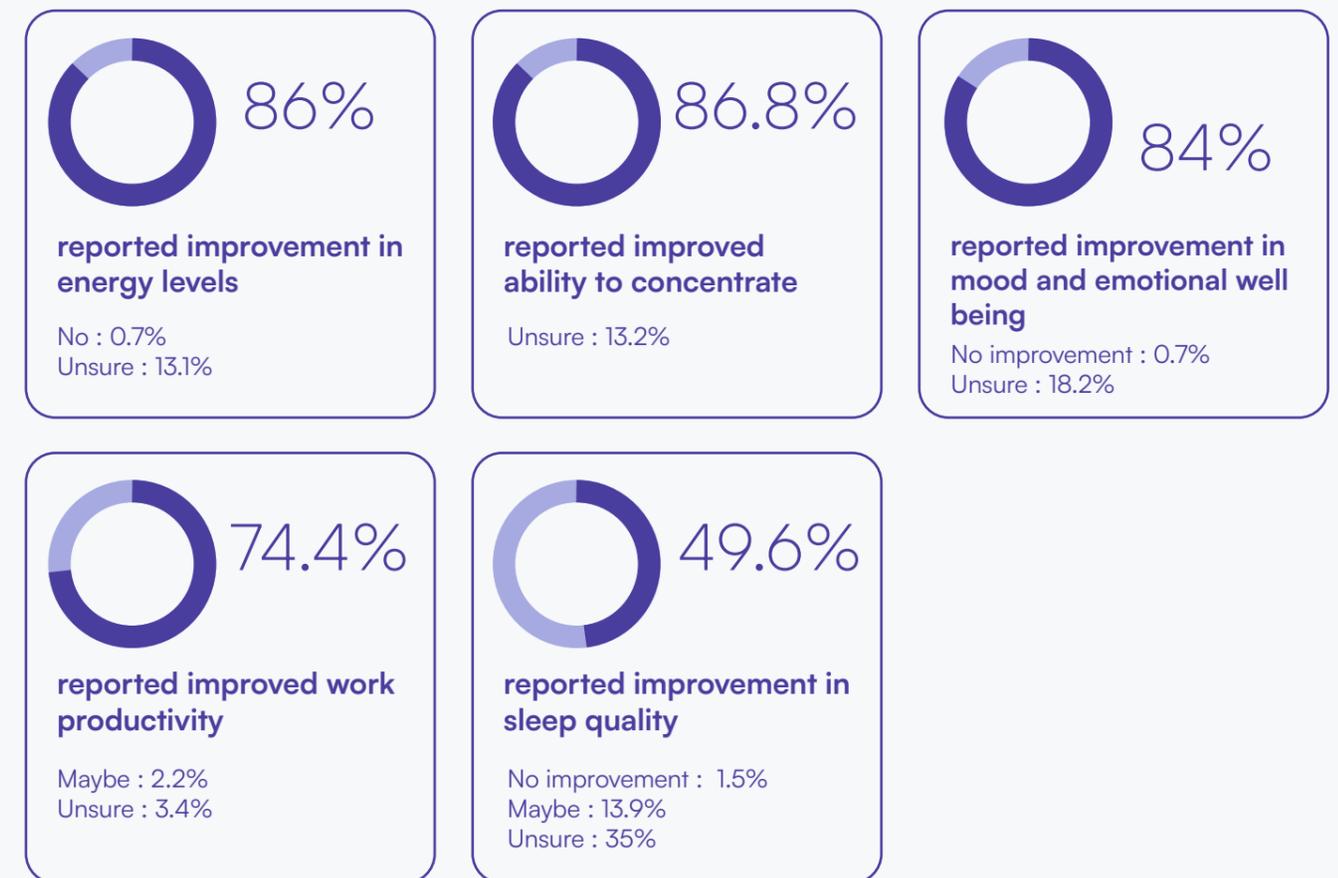
Whether through lifestyle optimization or targeted therapies like TRT, safe pathways exist to restore balance. You deserve a partner who won't let you settle for a 'new normal' that feels anything but.



Men's Health & TRT: Our approach to men's health focuses on addressing the common but often overlooked issue of hormonal decline, primarily low testosterone. TRT (Testosterone Replacement Therapy), is a clinically proven therapy to help men restore optimal testosterone levels, alleviating symptoms such as fatigue, decreased libido, muscle loss, and mood disturbances.

We have conducted a comprehensive male hormone therapy survey to gather unbiased, real-world data on the impact of hormone replacement therapy on Science&Humans Members. Structured across six sections—ranging from basic information, employment status, and pre-treatment baseline to quality of life improvements, work outcomes, treatment effectiveness, and overall satisfaction—the survey utilizes both quantitative scales and qualitative measures. This approach captures a full perspective on the patient journey, focusing on baseline status alongside post-treatment progress, with the findings relying entirely on voluntary, self-reported member experiences.

We surveyed **137** active members (Mean Age: 43) to measure the impact of Testosterone Replacement Therapy (TRT) after 1 year of TRT treatment on their well being and professional performance.

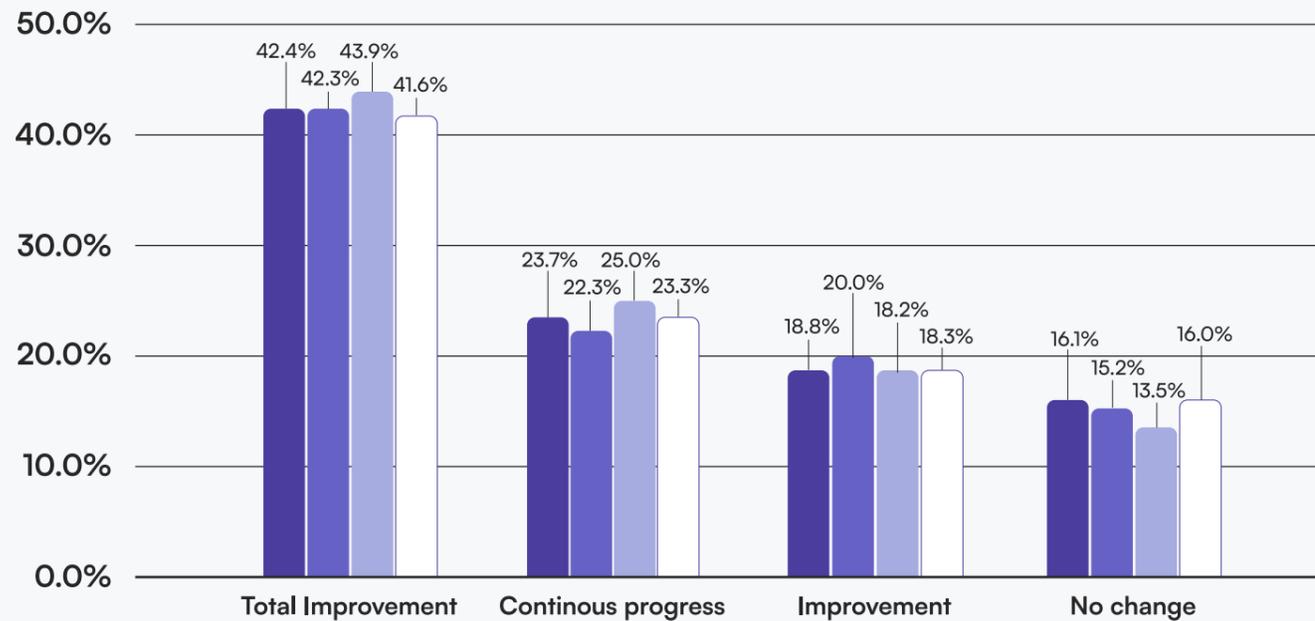


Our commitment to personalized, effective care is backed by rigorous data collection. We utilize targeted progress questionnaires to monitor the impact of TRT on mental health, physical health, quality of life, and sexual well-being.

Analysis of a 2025 dataset featuring 3,242 members (all receiving treatment for 6+ months) reveals a high standard of care: the vast majority of active members reported total improvement (a sum of continuous progress and improvement), with some experiencing no change in their outcomes yet.

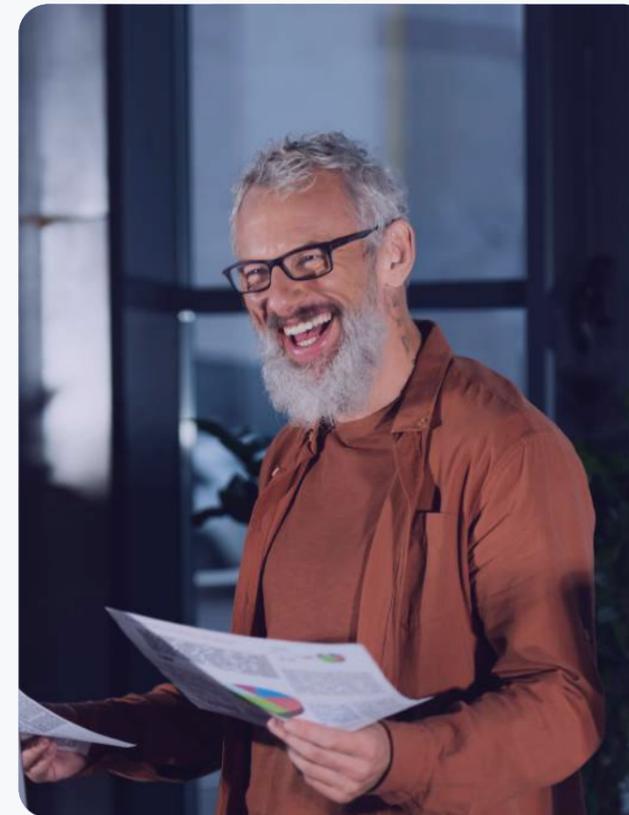
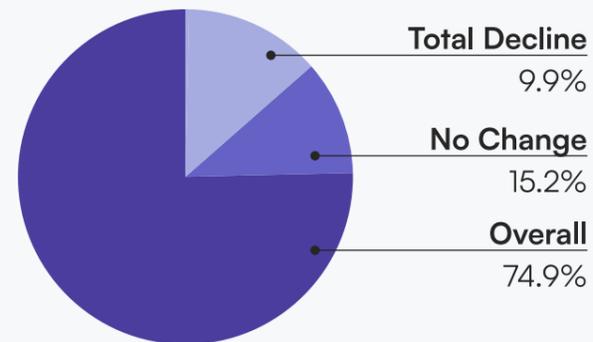
Clinical Outcomes (TRT)

■ Mental Health
 ■ Physical Health
 ■ Quality of Life
 □ Sexual Health



The trajectory is overwhelmingly positive: 74.9% of members reported overall clinical improvement.

This holistic progress is driven by consistent gains across all key health pillars, specifically quality of life (43.9%), mental health (42.4%), physical vitality (42.3%), and sexual well-being (41.6%). These outcomes provide clear evidence that vitality can be successfully restored through targeted therapy.



★★★★★

1 year with ScienceandHumans

I have been using this service for 1 year now. They have consistently delivered an impressive product. Between the health care practitioners, the communication, ease of booking, I have nothing bad to say about the services they have provided. I have recommended ScienceandHumans to several friends who were suffering from similar symptoms I was.

Trustpilot review from a S&H customer.



★★★★★

Been with Science&Humans for about a year on TRT and HCG. My energy levels have improved so much, it's made a real difference in my day-to-day life. Getting this kind of treatment through regular healthcare would have been a nightmare of waiting and referrals. They made it straightforward and actually focused on helping me feel better.

Worth the money for sure. If you're dealing with low energy and thinking about hormone therapy, definitely give them a look.

Trustpilot review from a S&H customer.

Helping overcome barriers to menopause care for women



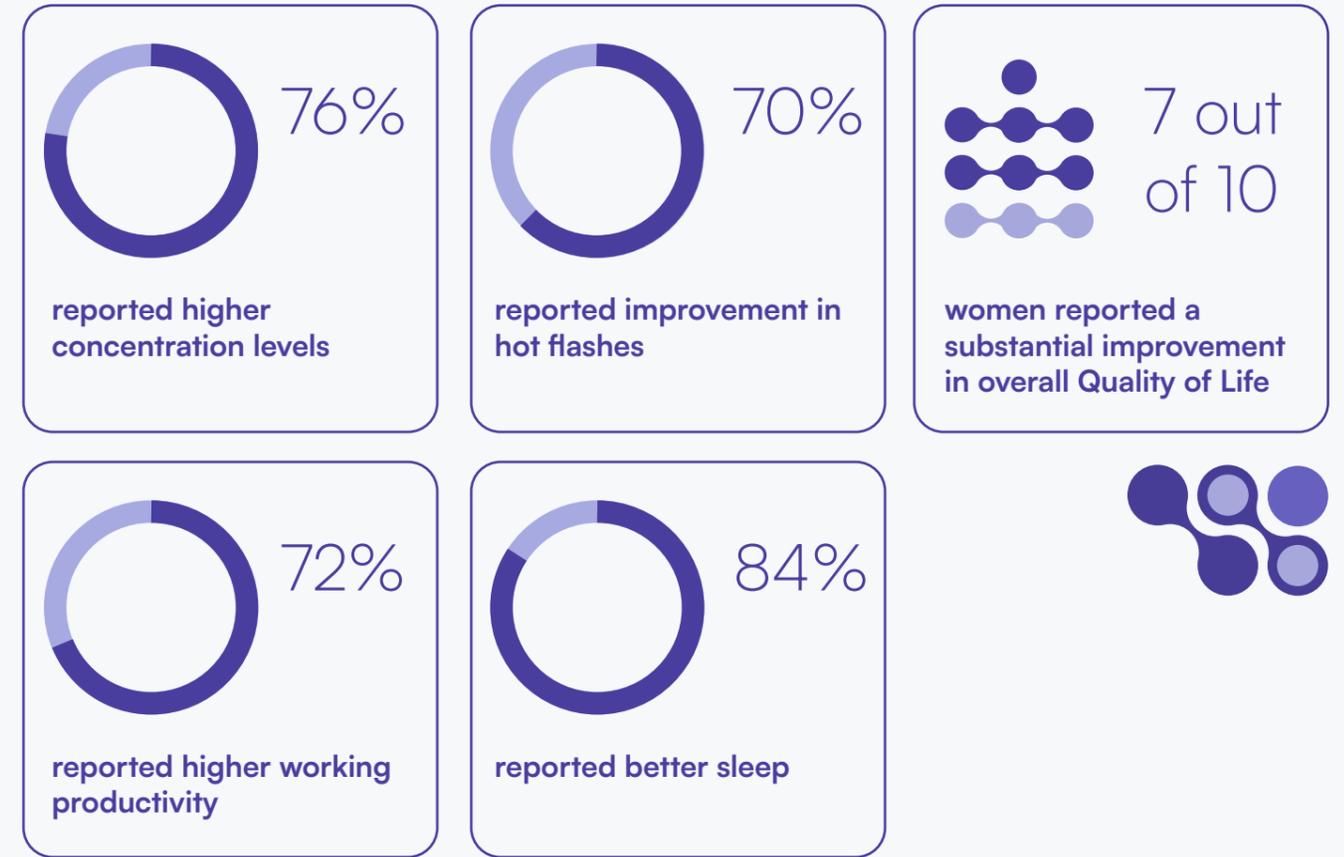
Women often feel dismissed or overwhelmed by their hormone symptoms. What I value about Science&Humans approach is the way it bridges evidence-based care with accessible support. It empowers women to understand their bodies and make informed decisions throughout their health journey. That level of personalised, consistent care is exactly what women deserve—and why this work matters so deeply.

Dr. Kristy Prouse
Chief Women's Health Advisor

Women's Health & BHRT: For women, BHRT (Bio-identical Hormone Replacement Therapy), is a cornerstone of our hormonal health strategy, specifically designed to address the complex symptoms associated with perimenopause and menopause. Unlike synthetic hormones, bio-identical hormones are structurally identical to those naturally produced by the body (estrogen, progesterone, and testosterone), leading to a more harmonious response. Our ScienceandHumans team is dedicated to validating the impact of our care through the voices of the women we treat. The Menopause Symptom & Workplace Outcomes Survey was designed to capture our member's experiences as an anonymous tool used to assess the effectiveness of the Science&Humans BHRT program.

By comparing pre-treatment baselines against post-treatment progress, this survey tracks changes in key menopausal symptoms—such as brain fog, sleep disruption, and mood—alongside their specific impact on your professional life and productivity. Their feedback provides the vital data needed to deliver inclusive care and helps us advocate for better menopause support in both clinical and professional settings.

For women, BHRT is a cornerstone strategy for managing perimenopause and menopause. We surveyed **179** women. These women were receiving a combination therapy (bio-identical estrogen, progesterone, testosterone) based on their symptoms for 6 months or more. This data analyzed symptoms progress data for **735** long-term female members (Average Age: 51) receiving therapy to measure efficacy.

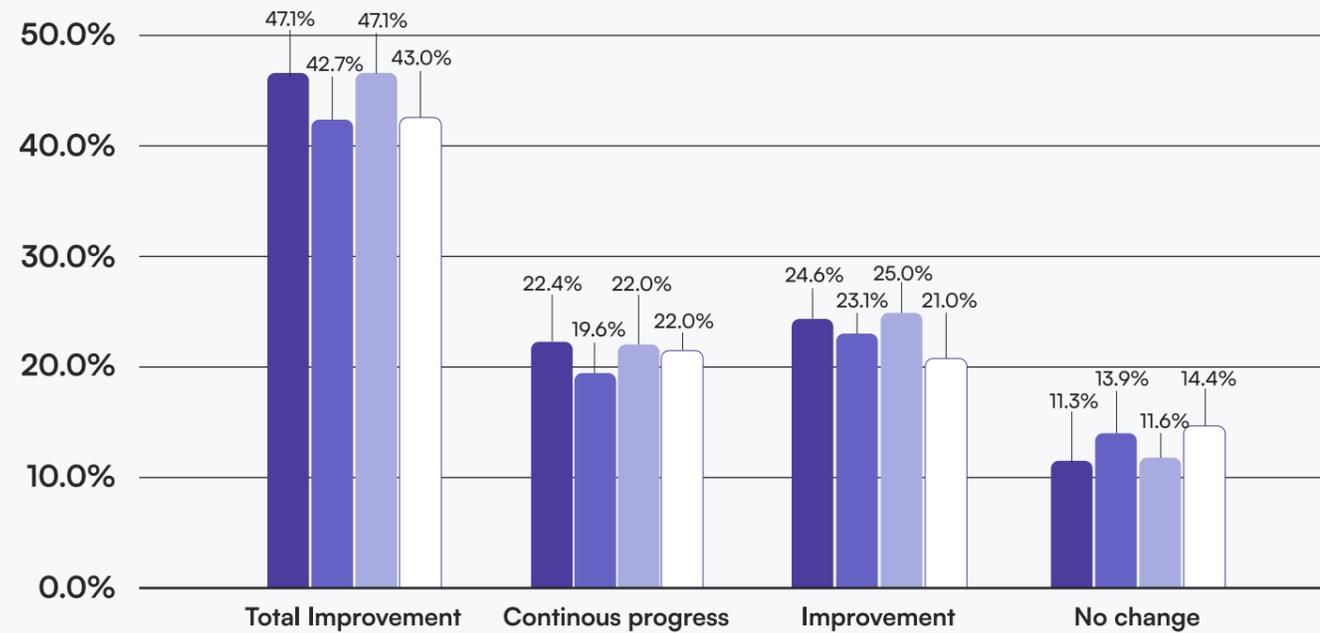


Our dedication to personalized and effective care is supported by strict data monitoring. We use specific progress questionnaires to evaluate how Bioidentical Hormone Replacement Therapy (BHRT) affects mental health, physical health, overall quality of life, and sexual wellness.

Reviewing a 2025 dataset of 735 members who have been in treatment for at least six months confirms our high standard of care: most active members reported total improvement (either continuous progress or improvement), while a small number reported no change in their current outcomes.

Clinical Outcomes (BHRT)

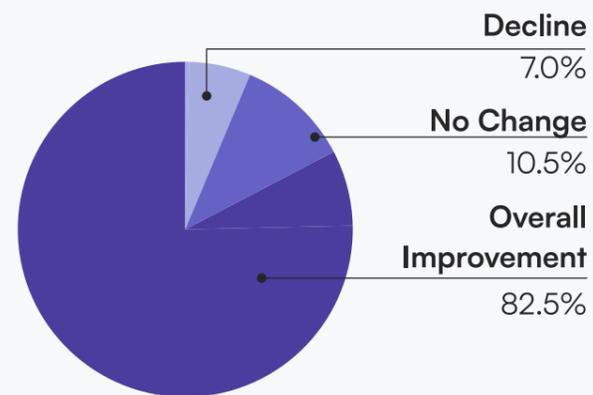
■ Mental Health
 ■ Physical Health
 ■ Quality of Life
 ■ Sexual Health



This data reveals a powerful trend toward recovery: **82.5%** of women reported Overall Improvement.

Specifically, **45%** of patients saw total improvement in mental health, quality of life, and physical vitality. This data confirms that the fog of menopause is a treatable biological imbalance, not a permanent state.

Overall Outcomes (BHRT)



Having this covered by insurance would be a game changer, it is really hard as a single parent to afford the costs.

S&H BHRT Member Feedback.

★★★★★

One year on HRT with Science&Humans, truly life-changing!

I've been on hormone replacement therapy with ScienceandHumans for just over a year now, and the experience has been nothing short of amazing. From day one, the team made me feel heard, supported, and fully informed. They really took the time to understand my needs and goals, and created a personalized plan that worked for me. The process was simple and efficient, and their platform makes everything—from appointments to prescriptions—convenient and stress-free. Any time I had questions or needed adjustments, the support team was quick to respond and genuinely helpful.

One year later, I feel like a better version of myself

Trustpilot review from a S&H customer.



★★★★★

Best thing I ever did

Our health system is very discouraging. This was fast, received the help I needed with compassion.

Trustpilot review from a S&H customer.

ROI analysis: Proactive Care and Sustainability

When an organization sponsors specialized hormonal care, the investment delivers a strong Return on Investment by turning invisible struggles into measurable savings and productivity gains.

This case study based on a Canadian Employer and Insurance Provider with 20,000 insured lives demonstrates the compelling financial impact of a targeted hormonal health program. By investing \$1.0 Million in a specialized program (screening, virtual care, and bio-identical/TRT coverage), the employer and insurer realize a combined \$7.0 Million in claims containment and savings.

This powerful financial model is grounded in two key assumptions : first, a measurable increase in employee productivity and a reduction in both voluntary turnover and presenteeism (working while unwell), which are the largest cost drivers for the employer; and second, a higher adoption rate of preventative screenings and a more aggressive reduction in high-cost Short-Term Disability (STD) and Long-Term Disability (LTD) incidence, the largest cost drivers for the insurer.

ROI = (Net Benefit/ Cost of Investment) x 100 = (\$6 M/\$1 M) x 100 = 600%

This savings model focuses on the high-cost claimants within the 30-60 age demographic, assuming annual salary of \$85,000 - \$95,000 (CAD) for mid-career professionals (male and female) in Ontario/BC (1) and a disability benefit coverage of 66.7% (12). The savings are realized by targeting the largest cost drivers in high-risk employee demographics.



(1) Statistics Canada Population demographics between 30-60 years <https://www150.statcan.gc.ca/t1/tbl/en/tv.action?pid=1710000501>
 (12) <https://www.policyadvisor.com/employee-benefits/mandatory-group-benefits-in-canada/>

S&H Therapy Transforming Lives, One Moment at a Time

Employer's Savings	Focus	Insurance Provider Savings	Focus	Financial Impact
Retaining Leadership & Focus		Reducing Misdiagnosed Disability Claims (14)		\$3.8 Million
Retention / Turnover Avoidance	Preventing the "Brain Drain" (14)	LTD & STD Claim Avoidance (13-15)	Preventing premature exit due to hormonal symptoms (11).	\$1.9 - 2.5 M
Presenteeism Reduction	Treating "Brain Fog" & Fatigue (8,14)	Pharmacare Consolidation (11)	Replacing "polypharmacy" (e.g., sleep aids, SSRIs) with targeted HRT (11).	\$0.8 - 1.9 M
Energy, Focus & Burnout Defense		Metabolic & Cardiac Risk Reduction		\$3.2 Million (14, 15)
Productivity Optimization	Restoring Executive Energy (16)	Chronic Disease Prevention (17)	Reduced incidence of Type 2 Diabetes and cardiovascular interventions.	\$1.5 - 1.8 M
Burnout & Absenteeism	Reducing "Casual" Sick Days (18)	Mental Health & ED Drug Savings (14, 15)	Moving from symptom management to root-cause hormonal correction.	\$1.2 - 1.4 M

By addressing the root cause of hormonal imbalance, the program proactively off-ramps high-risk employees before they become six-figure retention costs or disability claimants. This makes hormonal health a critical strategy for both cost containment and workforce retention, ensuring the employer protects its most valuable asset by transforming presenteeism and high voluntary turnover into measurable productivity and a retained, high-performing workforce.

(11) Mayo Clinic. (2023). Menopause - Symptoms and causes. * Reference: The North American Menopause Society (NAMS). (2022). The Menopause Guidebook. (13) <https://www.hrrreporter.com/focus-areas/compensation-and-benefits/mental-disorders-make-up-2-in-5-ltd-claims-in-canada-report/392401#:~:text=Mental%20disorder%20was%20the%20most,some%20point%20in%20their%20lives.> (14) <https://www.sunlife.ca/workplace/en/group-benefits/advisor/advisor-latest-news/new-designed-for-health-report--available-now-/> (15) <https://www.canadalife.com/content/dam/canadalife/documents/resources/thought-leadership/thought-leadership-report-en.pdf> (16) https://www.get-carrot.com/ebooks/carrot-global-insights-report#:~:text=The%202024%20Global%20Insights%20Report,* (17) Canadian Diabetes Cost Model. Toronto: Diabetes Canada; 2024. (18) <https://www.endocrine.org/news-and-advocacy/news-room/2024/statement-in-support-of-gender-affirming-care>



Restoring the Balance

When organizations support access to specialized hormonal care, they are not just providing a perk; they are unlocking a reservoir of productivity. By helping employees restore their inner compass, companies protect their most valuable asset—their people.

Turn the Invisible Struggle into Visible Results

You've seen the costs of silence. Now, see the value of action. Science&Humans is ready to help you reclaim the productivity, energy, and retention of your most valuable employees through accessible, data-driven hormonal care.



scienceandhumans.com
scienceandhumans.com/Partners
partnerships@scienceandhumans.com