

The Hidden Cost of Problem Gambling in Your Workplace



WORKPLACE
WELLBEING

Problem gambling doesn't just stay at the casino or on the betting app. When an employee is struggling, the fallout shows up where leaders can see it: in **performance, attendance, expense reports, and culture**. Here is the business case for putting problem gambling on HR's radar.

Missouri By The Numbers

1 in 25

Missouri adults (4.1%) meet DSM-5 criteria for gambling disorder.

1 in 5

Missouri adults (20.8%) are at risk for gambling disorder.

~\$14B

Estimated annual U.S. social cost of problem gambling.

27.5%

Adults with gambling disorder reporting suicidal thoughts due to gambling.

Source: 2022 Missouri Gambling Prevalence Study; National Council on Problem Gambling

WHERE IT SHOWS UP AT WORK



Lost productivity from preoccupation, distraction, and absenteeism.



Higher risk of theft, fraud, or expense-report manipulation in severe cases.



Increased EAP utilization, mental-health claims, and short-term disability.



Strained team trust, turnover, and reputational risk for the business.

Source: NCPG Gambling in the Workplace Toolkit; The Better Institute.

WHO IN YOUR WORKFORCE IS MOST EXPOSED

Employment increases exposure: **working-age Missourians are roughly 2.6x more likely** to have a gambling disorder than non-employed peers.

POPULATION	AT-RISK	DISORDER
Employed adults in Missouri	23.2%	5.8%
Not employed adults	18.1%	2.2%
Adults aged 25-34 (peak GD)	28.7%	7.0%
Active-duty or veteran in MO	22.8%	5.6%

GD = gambling disorder

Source: 2022 Missouri Gambling Prevalence Study.

WHY HR SHOULD CARE

Problem gambling sits at the intersection of mental health, financial wellness, and workplace policy. Addressing it now protects employees and the business before harm escalates.

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