



Employee Assistance Counseling Benefits

Unlimited telephonic counseling – Calls answered **directly** by Masters & PhD degreed counselors
24/7/365

In-office counseling sessions – Up to three (3) per issue per year

Network of 40,000+ counselors nationwide

Telehealth & Text Counseling is also provided

Counseling for: Depression, Stress, Anxiety...Family Issues...Relationship Issues...Loss and Grief...Workplace Difficulties...Alcohol/Drug Abuse...etc.

Work/Life Counseling Benefits

Help and expert resources to address the challenges and concerns of daily living

Child care and daycare

Aging issues and elder care

Health and wellness

Parenting

Financial planning

Education planning

Legal Benefit

First consultation with attorney per legal issue provided at no cost; 25% reduction in fees thereafter

Certified Financial Coaching Benefit

To address budgeting, credit, debt and money-management issues

- Unlimited telephonic Financial Coaching provided by certified professionals
- Financial Assessments
- Financial Education – over 200 Personal Finance and Investing tutorials

One-on-One Personal & Professional Coaching

Designed to help Employees grow and succeed both personally & professionally

Coaching programs conducted by Masters and PhD level coaches in the following areas:

- Wellness Coaching (Smoking Cessation; Fitness; Weight Loss; Substance Abuse)
- Balancing Life at Work & Home
- Resilience
- Effective Communication
- Home Purchasing
- Student Debt
- Yoga & Meditation
- Retirement

Self-Help Resources Benefit

Resources on thousands of topics provided online at www.theEAP.com

Thousands of articles on various topics

Over 1,900 Health & Wellness videos

Over 150 Financial calculators...Over 800,000 daycare & eldercare providers

Will and other legal templates

A monthly Webinar

Training Benefit (powered by Biz Library)

More than 11,000 free online personal & professional development trainings.

- Career growth and advancement
- Develop leadership & managerial skills
- Improve interpersonal communication
- Strengthen current job skills and gain new skills
- Find solutions for on-the-job challenges
- 24/7/365 access at each employee's own pace and style
- Constantly changing – 100+ new trainings added each month

Wellness Resource Center

Articles, videos, self-assessments for dealing with stress, diet, fitness, smoking

Hundreds of wellness article, videos, training materials on everything from arthritis to women's health

Lifestyle Savings Benefit

Discounts and cash back offers on everything from auto insurance to electronics to restaurants and entertainment and tickets.

Adoption Benefit

Adoption counseling, referrals to adoption agencies and support organizations

Adoption specialist is available throughout the adoption process

Special Needs Benefit

Special Needs Counselor to assist employees with children with a broad range of special needs

Conduct needs assessment, discuss options, make referrals, provide ongoing counseling

Caregiver Benefit

Access to counselors with special training

Help finding local resources; providing information on medical and home care needs

Stress Assessment Program

A specialized stress assessment and remediation program

Includes a thorough assessment, identification of critical sensors, counseling intervention, stress reduction exercises and strategies tailored to the employee's specific needs

Personal Assistant Benefit

Help with day-to-day problems and hundreds of issues (summer camp options, rental issues, scholarships, finding a local medical provider, etc.)

Mobile App

Offers all the great tools, benefits and resources that are accessible via computer

App is downloadable free for iOS and Android

Employer Assistance Benefits & Resources

Human Resource Consultations

Unlimited HR consultations available for complex employee situations and virtually any HR issue

Managers may contact our clinical staff or certified SPHR's

Administrative Referral

A formal process to address employee policy violations and unacceptable job performance

Process is geared to work in tandem with HR to save employees

Supervisor Resource Center

Forms, policies, articles designed to help develop people management "best practices"

Topics include:

- HR Trends
- Interviewing & Onboarding
- Regulatory Matters
- FMLA

- Workplace Violence Resources
- Recruiting & Hiring

HR Web Café

ESI's weekly workplace blog about employment issues, people matters and work trends

Automated Digital Communications

Allows ESI to engage in periodic e-mail communications with employees
Regular employee communications about EAP services & benefits
A valuable service that increases utilization

Activity Reports

Detailed EAP Activity Reports provided on a monthly basis
Reports are statistical in nature to maintain confidentiality
Reports are not provided to organizations with less than 25 employees

Training Reports

Reports regarding online trainings are provided on a monthly basis
Training reports include course title, employee name and date of completion

Program Publicity

Comprehensive employee orientation and communications provided

- Employee and supervisor orientation sessions
- Continued Awareness Campaign to include: brochures, wallet cards, posters, flyers, table top displays, monthly newsletters, video presentations, new benefit announcements

Municipalities 101-150 Employees

- \$3,500