

EAP Employer & Employee Assistance Program BROUGHT TO YOU BY **FIRST REHAB LIFE**

Our Employer & Employee Assistance Program is more than an EAP, it's like having 5 specialized consultants in 1 – and on call 24/7:



HR & BUSINESS ADVISOR
MANAGEMENT CONSULTANT
EMPLOYEE CONFIDANT
RESEARCH ASSISTANT
LIFECOACH

\$3 *per*
employee/month to
simplify your life!

2+
employees

Wouldn't you like to address and solve your workforce's engagement, productivity, and health and wellness concerns before they turn into issues that affect your business?

Now you can, with our help.

It's like having 5 specialized consultants in 1 – and on call 24/7.

-  **HR & Business Advisor**
-  **Management Consultant**
-  **Employee Confidant**
-  **Research Assistant**
-  **LifeCoach**

ASSISTANCE FOR YOUR BUSINESS & MANAGERS

WHY BUY?

Running and building a business is hard work. The upkeep of products and services alone is a full-time job. Many small businesses don't have the resources and tools to properly address the other issues – the people issues that invariably arise, such as addressing employee concerns, HR policies, helping with management problems, and legal issues. Owners of small businesses need tools to make their lives easier while improving their employees' productivity.

That's why we've partnered with Harris, Rothenberg International, Inc. (HRI) to design our Employer & Employee Assistance Program, a Workplace Resources program with **targeted features for both employer and employee**. The level of support, advice, and expertise provided by our Employer & Employee Assistance Program used to be an advantage only large companies had. But through us this fundamental advantage is **now available and affordable even for the small business owner**. It gives you access to knowledge and experts for your complex HR and business issues all for one low fee while employees can get support through Employee Assistance and Work/Life Programs.

Helps you keep your employees productive & engaged, so you can focus on keeping your business thriving & profitable.

Advantages for your business		Advantages for your Employees
Reduce absenteeism	Retain your top talent	Have a confidential partner to speak to
Increase employee focus	Train managers in HR matters	Get guidance on personal issues
Manage HR issues before they escalate (e.g. harassment or bullying)	Reduce use of mental health benefits under your medical plan (helps manage premiums)	Get emotional and crisis support
Crisis support for unexpected events affecting your business		Reduce stress and time needed for research around life issues/events



HR & BUSINESS ADVISOR

HR and business support are essential to running your business smoothly – and our Employer & Employee Assistance Program is here to help with:

HR Resources

- Consultations and resources to find specific solutions for employee and organizational issues
- Help review your HR policies, identify ways to document staff performance, and enhance morale through changes your business may encounter
- Quarterly webinars give access to experts in HR fields on a variety of subjects

Business Resources

- Access to a dedicated team of Management Consultants (see below)

Legal & Financial Resources

- Legal and financial advice through a network of attorneys and financial experts, **even for your employees:** One 30-minute consultation with an attorney per issue/year included (discount of 25% on additional legal services and tax preparation services.)
- Access to the latest information on employment laws to help your business **stay compliant**
- Helps you and your employees resolve legal and financial issues to focus better on work

Identity Theft Response Support

- Helps alleviate the emotional stress in case of identity theft for **you, your employees, and household members**
- One consultation with a fraud resolution specialist and other tools



How to help your employees cope with the effects of layoffs | guide new managers to grow into new roles of your expanding business | you're writing a substance abuse policy | you're looking for basic tax guidance for your business or help understanding business loans | help resolving employee conflict



MANAGEMENT CONSULTANT

Our Management Consultants can assist you and your managers on a variety of workplace issues.



team building | employee evaluation | conflict resolution | enhancing communication | dealing with employees and stress | essential management skills (e.g. delegating, assertive conversations)

You and your managers also get recommendations on how to handle and manage difficult employee situations and touchy subjects.



substance abuse | depression | anger management | harassment | personal hygiene challenges



EMPLOYEE CONFIDANT (TRADITIONAL EAP)



ASSISTANCE
FOR YOU, YOUR
EMPLOYEES &
HOUSEHOLD MEMBERS

You and your employees have access to our Employee Confidant component. This classic form of an Employee Assistance Program (EAP) may reduce stress in your workplace by identifying and helping resolve personal or work-related issues. Resolving these issues helps **improve employee performance** by refocusing attention back on work and **reducing stress, distraction, and absenteeism**.

- **24/7 live access** through a dedicated toll-free phone number or via Skype. Sessions can even be **face-to-face!**
- Up to 3 sessions per issue for an unlimited number of issues
- **Confidential** and **HIPAA-compliant**, per law



Relationships | depression | alcohol and/or drug use | emotional issues | stress | health | anxiety

Together, our Employee Confidant (EAP) and Research Assistant help lift the weight of personal and work-related issues off employees so that they are more productive at work and take less time off to deal with their personal issues.

RESEARCH ASSISTANT



Our Work/Life Research Assistant Program helps you and your employees achieve a better **balance between work, life, and family** by providing information and support – this can range from the **most daunting to life's daily issues**:

- **24/7 live access** through a dedicated toll-free phone number to experts in their field, who provide resources and referrals for **adult care/child care** as well as convenience services.
- You get help with an unlimited number of research needs.
- Referrals are always customized and verified regarding vacancy, cost, location and hours of operation.



Locating qualified child or adult/elder care services | locating adoption services | finding pet care | researching home repairs, movers, specific products, restaurants and hotels | planning vacations and recreational activities

Not all EAP providers are created equal. Here's what makes ours different:

- The expertise and depth of knowledge of our counselors: we do not use customer service representatives or subcontract our after-hours call center services to a third party;
- Counselors hold **Ph.D. or Master's Degrees**;
- Personal attention by clinically trained professionals who assess the callers' needs.

LIFECOACH



The online LifeCoach Program partners with you and your employees to **establish healthy habits**. It helps you **turn "best intentions" into a reality**:

- A **dedicated, trained, personal coach** works with you to identify goals and reach them
- The coach may provide referrals to community resources, gyms, weight loss programs, smoking cessation programs, etc.



Stop smoking | lose weight | establish healthy habits | become better organized | enhance friendships | communicate better | improve your spending habits

Interesting Facts & Figures:

- ✓ Research has shown that companies **save between \$5 and \$16 for every dollar invested in an EAP**¹
- ✓ **34%** of employees who **call in sick** at the last-minute do so **because of family or personal issues**²
- ✓ Employees who are emotionally well do not use as many medical benefits³

1. U.S. Department of Labor, What Works: Workplaces without Drugs.
2. CCH Cost of Unscheduled Absence Survey
3. Employee Assistance Program Association





BONUS: SPENDLESS DISCOUNT PROGRAM

As a bonus feature, you and your employees have access to discounts from thousands of local and national retailers. The average member has saved over 20% more on purchases than the previous year.



ONLINE PORTAL

Our online portal provides 24/7 access to current and relevant information to help you, your employees, and household members:

- Articles, tip sheets, calculators, checklists, podcasts, webinars, live chats and videos on **various work and life-event topics, etc.**
- "Improving Your Financial Wellness" section provides tools to help with common financial issues
- Resources for the LifeCoach program: articles, videos, interactive health risk assessments, tools to check medication interactions, and a medical dictionary

A section dedicated to owners and managers:

- Tools on dealing with difficult employees, enhancing communication skills, developing HR policies, and addressing drugs and alcohol in the workplace
- Assessments, quizzes, interactive training, webinars and more on various essential topics

OUR PARTNER - HRI

Founded in 1982, Harris, Rothenberg International, Inc. (HRI) is a pioneer and leader in the field of Human Resource (HR) strategy, leadership development, and employee productivity. HRI comes with a proven track record: their superior customer service has a 99% satisfaction rate across all of their programs and services. Through our partnership with HRI, we are able to bring our Employer and Employee Assistance Program to your business. Programs like this used to be an **advantage only large companies had**. But through First Rehab Life this fundamental advantage is **now available and affordable, even for the small business owner**.

FOR MORE INFORMATION CONTACT:



*Please Note: **This is NOT insurance.** All services of this Employer & Employee Assistance Program are provided by Harris, Rothenberg International, Inc. (HRI). HRI offers an array of comprehensive, integrated human resource programs and services designed to maximize organizational and employee performance. The Program fee is per enrolled employee and is in addition to insurance premiums if insurance coverage is in force for any given group. Individuals who access the Program services will be required to provide their group # to verify service eligibility. Program materials and information can only be provided to staff members enrolled in this Program. Program resources and services are only available to enrolled employees and their household members. Hence, manager referrals can only be applied to employees covered under this Program. First Rehab Life is not providing legal, financial, or investment advice which should be obtained from an appropriately licensed professional.*

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FIRST REHAB LIFE (THE FIRST REHABILITATION LIFE INSURANCE COMPANY OF AMERICA)
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