

# Employee Assistance Program

*Improve your employees' well-being, both on and off the job*

The Employee Assistance Program (EAP) offered by ComPsych® through OneAmerica® can provide the support needed for the well-being of employees, both on and off the job. Good physical and mental health are equally important factors that contribute to an employee's overall productivity at the workplace and affect the company's bottom line.

### The value of an Employee Assistance Program

OneAmerica recognizes that employee health and productivity are significant concerns for employers worldwide, and that proactively addressing employee problems helps organizations stay ahead of workforce issues, enabling them to maximize efficiency and contain costs. It is more important than ever to offer

an EAP — a confidential service that helps employees manage personal difficulties such as emotional problems or substance abuse — before those problems spill into the workplace. The result is employees with better focus at work, greater productivity, less absenteeism and reduced medical costs.

### Plan options

	Free standard three-sessions	Buy-up standard three-sessions	Buy-up enhanced six-sessions
<b>Eligibility requirement</b>	Group must have at least one traditional coverage and one other coverage (traditional or voluntary)	Group must have at least one coverage (traditional or voluntary)	Group must have at least one coverage (traditional or voluntary)
<b>Cost to the group (must cover all employees)</b>	No charge	\$ .23 PEPM <sup>1</sup>	\$ .50 PEPM <sup>1</sup>
<b>One-on-one short-term counseling sessions</b>	✓	✓	✓
<b>24/7 dedicated support via telephone, online, or in-person (multilingual access available)</b>	✓	✓	✓
<b>Integrated work-life services (with unlimited consultation/support):</b> <ul style="list-style-type: none"> <li>• FamilySource®</li> <li>• LegalConnect®</li> <li>• FinancialConnect®</li> <li>• EstateGuidance® (free will prep)</li> </ul>	✓	✓	✓
<b>Quarterly company-specific reporting</b>			✓

<sup>1</sup> Costs are noted per employee per month (PEPM).

### Why ComPsych GuidanceResources® EAP through OneAmerica

OneAmerica offers an EAP solution through their relationship with ComPsych. The ComPsych GuidanceResources program is available at no cost to employers if they have at least two lines of coverage with OneAmerica in which one must be traditional. EAPs can help fill the gaps of standard benefits plans and allow employers to help safeguard the mental health of their employees. Having an EAP program is a win-win: Employees enjoy access to much-needed services, and, with positive results, employers enjoy a productive workforce.

### EAP plan options

The ComPsych GuidanceResources program is offered in two types of EAP plans, standard and enhanced. The enhanced plan is designed to accommodate extra employee visits if needed.

In addition, the services below are available to supervisors and managers:

#### *Management consultation and HR support on:*

- Coordination with HR-specific policies
- Drug-free and substance abuse workplace programs
- Post-accident referrals
- Addressing performance issues
- HR policies, workplace conflicts, employee issues and events/incidents

#### *Critical incident stress management provided with<sup>2</sup>:*

- Internal expert-staffed CISM department available 24/7
- Onsite CISM counseling within hours
- Coordination with other emergency resources and disaster planning
- Ability to establish preferred CISM providers
- Prevention services
- Alerts (natural disasters, other)

<sup>2</sup> Available for an additional charge

### About ComPsych

ComPsych Corporation is the world's largest provider of EAP services. Founded in 1984, this privately owned corporation pioneered a fully integrated EAP, legal, financial, work-life and wellness service. Their services are available 24 hours a day, seven days a week year round to ensure they are there when their customers need them. ComPsych has a 30-year track record of superior growth, performance and stability.

**Note:** OneAmerica® markets ComPsych services. ComPsych Corporation® is not an affiliate of OneAmerica and is not a OneAmerica company.

To learn more about  
the ComPsych  
GuidanceResources  
program, please contact  
your OneAmerica sales  
representative today.