


# Healthy Employees Healthy Lives Healthy Business





Your employees are your  
company's greatest asset.

We want to be your partner in  
success! We promote a healthy work  
environment and help maintain the  
well-being of your entire company.

As we move through life's seasons...

Invest EAP is there. We provide comprehensive, customized employee assistance services that promote the health and well-being of employees and the organizations we serve. Our program has been demonstrated to reduce employee stress and increase workplace morale and productivity.

We know that:

- Personal problems often interfere with job performance.
- Research informs us that, each year, 20% of employees have personal problems that reduce their productivity by 25% or more.
- Unaddressed personal issues and stress have multiple impacts: reduction in focus and productivity; contribution to workplace accidents; conflicts with co-workers and supervisors, which consumes work time; and illness, frequent appointments outside of work, and absenteeism.
- Unhappy or poorly performing workers lead to turnover and related rehiring and retraining costs.

We can help!

Our licensed counselors help people to assess and identify the exact nature of the issues that confront them and help obtain the proper resources to remedy the problems.



# Life Happens

None of us are immune from life's challenges.

## Here's where EAP will help:

- Home relationships
- Workplace conflicts
- Parenting issues
- Stress
- Substance use
- Legal problems
- Financial stresses
- Anxiety
- Depression
- Loss/Grief
- Childcare resources
- Eldercare resources
- Domestic Violence
- Health and Wellness

Our supervisor and management hotline is a critical resource for you.

## EAP Saves You Money

Over 70% of all US companies have an EAP, primarily because it saves them money and increases their organizational effectiveness. In addition to lowering healthcare costs and increasing productivity, our supervisor and management consultations help you to resolve difficult employee issues using best practices that benefit the entire organization.

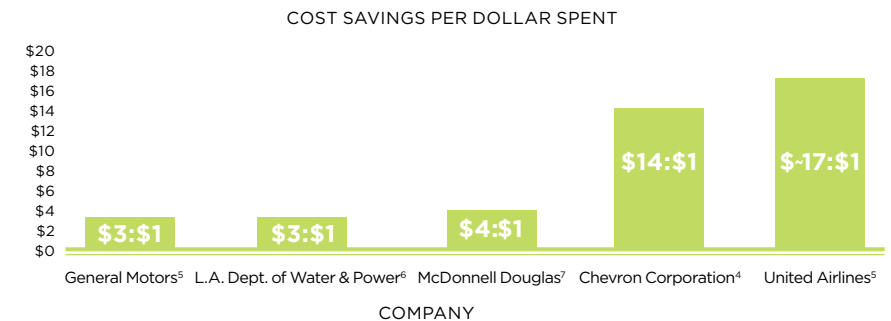
The relationship between Human Resources/management in your company and our EAP is an essential one. We have a mutual goal – that of fostering a workforce that performs with success and harmony. Just as individual employees benefit from self-referral to the EAP when they are under stress or grappling with personal or work issues, supervisors and managers benefit from reaching out to our Clinical Manager when they are faced with a staff member's declining performance. Human Resources professionals can consult directly with EAP as well, or they can coach managers and supervisors to immediately contact EAP.

Simply stated, Invest EAP improves the bottom line through higher productivity.

### Research demonstrates the cost savings

The U.S. Department of Labor reports that for each dollar spent on EAP, employers save on average between \$5 and \$16.<sup>2</sup>

The U.S. Department of Health and Human Services reports: "All of the published studies indicate that EAPs are cost-effective."<sup>1</sup>



<sup>1</sup>Blum T.C., & Roman, P.M. Cost-Effectiveness and Preventive Implications of Employee Assistance Programs. U.S. Department of Health and Human Services, 1995

<sup>2</sup>U.S. Department of Labor, What Works: Workplaces without Drugs. (1990), p.17

<sup>3</sup>Goetzl, R.Z., Juday, T.R., Ozminkowski, R.J., What's the ROI? Worksite Health. Summer 1999, 6(3), pp. 12-21.

<sup>4</sup>Collins, Kenneth R. "Cost/Benefit Analysis Shows EAP's Value to Employer" EAP Association Exchange, Nov/Dec 1998

<sup>5</sup>ASIS O.P. Norton Information Resources Center, Substance Abuse: A Guide to Workplace Issues, August 1990, p. 23

<sup>6</sup>Amaral & Phelps, 1996, EAPA Conference.

<sup>7</sup>Alexander and Alexander Consulting Group, 1985-1989

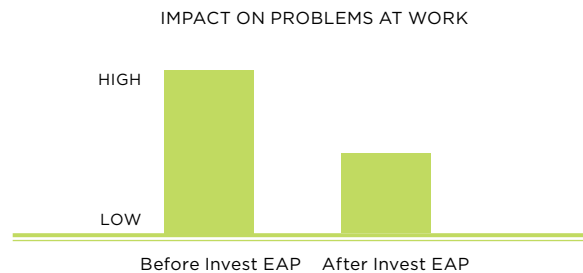
# Why Invest EAP?

Invest EAP also provides consultation and training to your HR and management team regarding the impact and resolution of behavioral/mental health and productivity problems. Our goals are less management time taken up by employee problems and improved morale. We are also available to provide crisis counseling and support/grief counseling directly in the workplace.

## Demonstrated Return on Investment

- Independent data confirms that Invest EAP accounts save an average of \$13 for every dollar spent on EAP.

## Demonstrated Performance



Based on employee surveys conducted 2 months after intervention.

## Prevention and Intervention Help Keep Personal Issues Out of the Workplace

### Strong, Local Presence

Our in-person company and management orientations will be your first introduction to Invest EAP. We have licensed, certified counselors within 20 minutes of all of your employees' homes and their workplace as well. At no cost to them, we provide highly confidential consultation, private short-term counseling, resources, and referrals for any work/life, family or personal concerns. All of our services extend to employees and their entire household.

### Invest EAP offers:

- ✓ Free, unlimited in-person orientation and supervisor trainings
- ✓ Master's level clinicians on-staff who do only EAP
- ✓ Master's level clinicians available 24/7 via our toll-free number
- ✓ Dynamic website with wellness videos, self-assessments and online access to counselors
- ✓ Special on-site counseling program
- ✓ Worksite-based resource counselor to ensure retention of lower wage employees
- ✓ Free, extended services for employees with disabilities



# Our Services



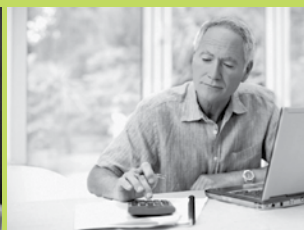
## Our Personal Touch

Our Account Managers regularly contact all of our accounts to review customer satisfaction from the employer's viewpoint. Year after year, Invest EAP scores extremely high on such reviews, receiving numerous accolades for our service delivery.

One of our most valuable resources for employees is access to legal information and lawyer referrals, including a 30 minute free consultation with a local attorney in our network. Invest EAP also offers debt counseling, budget review and strategy, and information on more complex money matters such as investment and tax planning.

Your regional EAP counselor offer outstanding personal services and is available to both you and your employees for individual short-term counseling and to advise you on many personnel matters. Our clinicians will help you and your employees develop strategies to improve their performance and build healthy workplace relationships and environment.

Our specialty is assisting employees to find the best fit between their personal and work worlds. We're eager to build a close working relationship with Human Resource directors, understanding that we have a mutual goal: fostering and supporting your workforce to perform with success and harmony.



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