



## HealthPartners® Employee Assistance Program (EAP) Essentials



### Reduce absenteeism and improve morale

Did you know nearly 66 percent of employees who call in sick are actually calling in due to stress, not illness? Discover how you can reduce absenteeism, increase productivity and improve employee morale with HealthPartners EAP.

### Support for your employees

HealthPartners EAP Essentials offers a comprehensive suite of services that provides personal support to your HealthPartners-covered employees and their family members for complex as well as everyday issues. Your employees will receive immediate access to personal and professional counseling and support over the phone.

HealthPartners EAP Essentials is intended for employers with less than 100 employees. For groups with more than 100 employees, check out our regular EAP.



## One-on-one help

### Phone line

You can rest easy that your employees are in good hands. Masters-level, licensed counselors are available 24/7 for when your employees' worries keep them up at night.

Phone sessions are unlimited so your employees receive the ongoing support they need to resolve issues and achieve a better sense of well-being. Your employees will have the opportunity to work with the same phone counselor if they'd like and have access to language interpreters.

### Online help

Your employees will have 24/7, unlimited access to online resources, including:

- Articles
- Financial calculators
- Legal forms & free simple wills
- Resource searches
- Self-assessment tools

## Health plan integration

When behavioral health services provided under the health plan will best meet an employee's needs the EAP counselor will connect them to our Personal Assistance Line to find appropriate services.

## Support for life challenges

### Work/life support services

One major concern for working adults is finding a work/life balance. Our specialists will work with your employees to help with the challenges of daily living through unlimited phone consultations and by identifying appropriate resources on a variety of issues from child and elder care to finding home service providers.

### Legal and financial consultation

Your employees will benefit from our legal and financial consultation services where they can get one-on-one help with their financial and legal concerns. Employees get:

- Free 30-minute in-person or phone consultation with a local attorney or mediator for each legal issue
- 25 percent discount on legal fees if the attorney or mediator is retained
- Free 30-60 minute phone consultation with a financial specialist for each financial concern
- Identity theft support provided by Fraud Resolution Specialists

### Free webinars

Your employees will have access to monthly webinars on a wide variety of topics at no additional cost. Current and past webinars are located online at [hpeap.com](http://hpeap.com).

## Manager Resources

It's important to get managers involved in the promotion and utilization of EAP to support better employee well-being, morale and increased productivity. To do this, we provide consultation and tools to help managers with challenging employee issues.

### Phone consultation

Your managers will have unlimited access to one-on-one help with Management Resource Consultants to help with difficult workplace situations, including:

- Performance management
- Managing difficult employee behavior
- Co-worker conflicts
- Employee relations concerns
- Personal issues

### Online resources

Your managers will have 24/7, unlimited access to online resources, tools and articles covering a variety of workplace issues.

### Critical incident stress management

24/7 critical incident services are available to help individuals and organizations successfully handle:

- Major accidents/injuries
- Natural disasters
- Grief and loss
- Workplace violence

Critical incident support is included with EAP and covers unlimited phone consultation. On-site support is available for a fee.

## Employer Resources

### Promotional materials and on-site communications

HealthPartners is committed to helping employers receive the most value from EAP. As part of our commitment, we provide engaging communications through multiple channels.





With HealthPartners EAP Essentials your employees will get help with a wide variety of issues, including:

#### **Emotional Wellness**

- Alcohol/Drugs
- Depression
- Eating disorders
- Gambling
- Grief/Loss
- Stress

#### **Financial/Legal**

- Budgeting/Planning
- Civil/Consumer issues
- Debt recovery
- Family law
- Home ownership
- ID theft
- Taxes
- Retirement planning
- Saving/Investing
- Wills/Advance directives

#### **Parenting & Childcare**

- Behavior issues
- Blended families
- Childcare referrals
- Child development
- College selection
- Education issues
- Parenting
- Summer camps

#### **Relationships**

- Communications skills
- Divorce or separation
- Domestic violence
- Dual career challenges
- Marital issues
- Personal relationships

#### **Senior Life**

- Caregiver options
- Eldercare referrals
- Health/Safety concerns

#### **Work & Career**

- Adjusting to change
- Career management
- Coping with job stress
- Manager consultation
- Relocation
- Work/Life balance
- Workplace relationships
- And much more!



8170 33<sup>rd</sup> Ave S  
Bloomington MN, 55425

To learn more about HealthPartners EAP Essentials, contact your broker, consultant or HealthPartners sales executive.