Reliant Behavioral Health
Employee Assistance Program (EAP)
2019-20 Plan Year

EAP Services (Covered under PEPM Rate)	
Adult and Eldercare Services	Adult and eldercare specialists assist in finding quality information and services including transportation, meals, exercise, activities, in-home care, day care and housing.
Career Consultation	Face to face counseling sessions for career transition issues. Retirees are eligible for 30 days post retirement. Job search services available at a case rate of $350 to $600.
Childcare Services	Childcare professionals provide information and support on parenting, school issues and other important issues for parents.
Counseling (3, 5, or 6 visits)	Face-to-face or telephone counseling for each new issue, including family, relationship, stress and other common challenges.
Crisis Consultation	Toll free 24-7 access for immediate telephone support for all household members experiencing a crisis.
Financial Services	Free telephone counseling for financial issues such as debt counseling, budgeting or retirement planning. A discount of 25% is available if a CPA is retained. Web site information also available.
Identity Theft Recovery Services	Support and help in planning identity recovery and credit following an incident or theft.
Legal Services	A free, half-hour consultation, by telephone or in person, followed with a 25% discount in legal fees for non-work-related issues.
Personal Advantage	Interactive Work/Life Web site, library of wellness information, assessments and trainings; accessed through MyRBH.com.
Personal Mediation Services	Free 30 minute consultation (in person or telephone) for non-work related issues, such as divorce, neighbor disputes or real estate. There is a 25% discount if a personal mediator is retained.
Relocation & Home Ownership Consultation & Information	E-mail and complimentary telephone consultations with pre-screened service providers for selling or buying a home and obtaining financing.
Substance Abuse Case Management	Management referral of employees for substance abuse case management and DOT evaluations.
Supervisor Consultation	Unlimited telephone consultation for managers seeking guidance for employees with job performance or drug/alcohol issues.

Worksite Services (Purchased Separately under Hourly Rate)	
Bereavement Counseling	Worksite group and individual sessions to help employees deal with the death or significant illness of a co-worker.
Conflict Resolution	Small workgroup facilitation to improve workplace interactions done in conjunction with supervisory performance goals.
Critical Incident Stress Debriefings	Worksite group session and individual sessions to help employees deal with traumatic events.
Critical Response Team Training	Training sessions for staff on critical response techniques.
Disaster Assistance	Worksite group and individual sessions in aftermath of pandemic health crisis, terrorism or national disaster.
DOT Reasonable Suspicion Training	Supervisor/Manager training to indentify substance abuse and reasonable suspicion indicators for Educational Entities under DOT regulations.
Educational & Wellness Seminars	Worksite educational seminars on health and work/life issues, such as time management, healthy eating, and work/life balance.
Employee & Supervisor Orientations	Worksite meeting to present and describe components and answer questions related to EAP.
Employee & Supervisor Trainings	Topics include, stress, communication, emotional intelligence, substance abuse, respectful workplace, etc.
Executive Coaching	In-depth telephone or worksite assistance for supervisors or managers with communication, self awareness, etc.
Leadership Wellness Seminars	Enhanced supervisor training regarding teambuilding, conflict resolution, domestic violence, etc.
Organizational Development	Group team building in face of change or reorganization.
Violence in the Workplace	Worksite training or consultation for supervisors and staff to identify causes and prevent violence in the workplace.