



**Reliant Behavioral Health
EAP - Employee Assistance Program
2021-22 Plan Year**



| EAP Services (Covered under PEPM Rate) | |
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| *NEW* Digital Behavioral Health Self-guided Tools and Coaching | This is an app-based tool that provides intelligent, on-demand skill-building courses personalized to each user. Based on their individual needs & preferences, using their answers to their 11-question Emotional Wellbeing Check, members are provided a wellbeing score and a stress score, along with next steps for support in many areas, such as relationships, sleep, stress, etc. Four (4) sessions of coaching are also available for added support. |
| Counseling (6 visits) | Face-to-face or telephone counseling for each new issue, including family, relationship, stress and other common challenges. |
| Online Peer Support Group | 10 sessions provided at no cost to the member. Groups are confidential and led by Certified Peer Specialists or Recovery Coaches. Topics include: Addiction Recovery, Anxiety, Grief, Depression, Parenting Support and Frontline Employees. |
| Tess - Emotional Support Chatbot | 24/7 chatbot for emotional support and check-ins to boost wellness. Helps build resilience and self-awareness by practicing coping skills. Reminders and check-ins help reinforce skills learned. The more chats with Tess, the more she will learn needs and preferences. |
| 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. |
| 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. Work with a Financial Advisor for 30 consecutive days. 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. |
| Supervisor Consultation | Unlimited telephone consultation for managers seeking guidance for employees with job performance or drug/alcohol issues. |
| Substance Abuse Case Management | Management referral of employees for substance abuse case management and DOT evaluations. |
| Bereavement Counseling | Worksite group and individual sessions to help employees deal with the death or significant illness of a co-worker. |



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Worksite Services (Purchased Separately under Hourly Rate)

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| Violence in the Workplace | Worksite training or consultation for supervisors and staff to identify causes and prevent violence in the workplace. |
| 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 identify 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. |