

HELP YOUR TEAM  
**THRIVE**

**Balance EAP** is an established Employee Assistance Provider since 1979. We provide Employee Assistance Programs to small business customers as well as large private employer groups, representing: manufacturing, health care, banking, insurance, education, consulting services, utilities, construction, labor unions, government and benefit managers.

Our small business product, called **THRIVE**, is a membership consortium created expressly for the small business client. Employee Assistance Programs are no longer just for large corporations.

**What is an Employee Assistance Program?**

An Employee Assistance Program (EAP) is an employer paid, non-medical benefit offered to employees and their household family members. EAPs help employees address personal problems that may adversely impact job performance, health, and wellbeing. The benefit includes the following: solution focused counseling, legal services, financial services, work-life balance solutions, and wellbeing website.

[We help solve the challenges people bring to work.](#)

**What is the value of an EAP?**

- Decreased absenteeism
- Increased productivity and engagement
- Improved employee retention and talent acquisition
- Reduced medical costs arising from early identification and treatment of mental health and substance abuse issues
- Support to Human Resources managers

**THRIVE Employee Assistance Program**

<b>SOLUTION-FOCUSED COUNSELING</b>
Up to 3 face-to-face assessment, counseling and/or referral sessions, per issue, per year
Available to employees and household family members
Telephonic counseling option
National credentialed provider network
Intake specialist available 9:00 a.m.-5:00 p.m., Mon.-Fri.
After hours "on call" counselor available for urgent matters

<b>LEGAL/FINANCIAL SERVICES</b>
24/7/365 criminal response
Free 30 minute consultation with a local attorney or money coach
25% discount on their hourly rate, in most cases
Fraud Resolution and Identity Theft Services
Consultation, resource and referrals include: <ul style="list-style-type: none"> <li>• Divorce/Custody Issues</li> <li>• Estate Planning/Wills/Trusts</li> <li>• Landlord/Tenant</li> <li>• Small Claims</li> <li>• Bankruptcy</li> <li>• Buying a home for the first time</li> <li>• Major life event planning</li> <li>• Retirement Planning</li> <li>• Criminal</li> <li>• Real Estate</li> <li>• Personal Injury/Malpractice</li> <li>• Adoption</li> <li>• Budgeting</li> <li>• Foreclosure prevention</li> <li>• College fund planning</li> <li>• Will Preparation</li> </ul>

## WORK-LIFE BALANCE SOLUTIONS

Work-Life consultation, resource and referrals include:

- Adoption
- Parenting
- Elder/Adult Care
- Pre-natal and Post-natal Care
- Summer Care
- Child Care
- Education
- Pet Care
- Special Needs
- Wellness

Educational materials to support each customized consultation include:

- Tip sheets on specific topics
- Checklists to help evaluate resources
- Digital articles
- Provider profiles
- Educational resources

## WELLBEING WEBSITE

Articles, quizzes, calculators, assessments

Webinars and videos

e-Learning courses with certificates of completion, including harassment training

Legal and medical forms

“Live Chat”

Content in English and Spanish

## PROGRAM MANAGEMENT

Management referrals and consultation to the EAP

Dedicated account manager

Annual utilization report

Monthly promotional materials, brochures and wallet cards

## Fast Facts

- 90% of Fortune 500 companies participate in an EAP.
- Drug-related issues cost employers around \$81 billion a year, according to the National Council on Alcoholism and Drug Dependence.
- Only 9% of companies with fewer than 50 employees offer an EAP.
- 78% of employers report productivity is negatively affected by financial concerns.
- The U.S. Dept. of Health and Human Services found that companies with an EAP have a 21% lower absenteeism rate and a 14% higher productivity rate.
- 60,000+ workers, who reported a great amount of difficulty completing their daily work because of emotional problems, showed a 73% productivity improvement rate after using EAP services. (Federal Occupational Health study)

## THRIVE Membership Pricing

Number of company employees	Cost/company/year enrolled in <i>Thrive</i>
2-5	\$240
6-10	\$360
11-20	\$480
21-30	\$660
31-40	\$880

It's easy to become a member of THRIVE. Visit [www.ThriveWithBalance.com](http://www.ThriveWithBalance.com) and enroll online.

*For over 35 years, Balance EAP has saved relationships, jobs and lives.*

*Let us support the values and goals of your organization.*