

EMPLOYER & SUPERVISOR EAP BENEFITS

In addition to Employee Benefits for personal use, the following are offered:

BENEFIT	INCLUDED	FEE FOR SERVICE
<p>Management Consultations <i>Consultation topics include deteriorating performance, suicidal statements (vague or direct), threats of violence, excessive absenteeism, domestic violence, dysfunctional teams, providing difficult feedback, promoting EAP and much more.</i></p>	<ul style="list-style-type: none"> Unlimited management phone or email consultations. 	<p>Any customized or specialized solutions recommended by the account executive may be subject to fees. Fees vary based on project or solution and will be presented to client in advance for approval.</p>
<p>EAP Program Promotion <i>Print materials include benefit and educational flyers, topic posters, website access, employee orientations. E-copies are also available, including templates for employee and manager focused promotions.</i></p>	<ul style="list-style-type: none"> Unlimited access to tools, resources, articles and information online. Customized print promotional and educational flyers, and posters. Development and production of topic-specific educational or promotional materials. Consultations around promotional strategies. 	<p>Non-standard promotional pieces such as postcard mailers are subject to additional fees.</p>
<p>Mandatory Referral Support <i>Assess for and identify any underlying problem(s) impacting work performance including substance abuse, mental health or situational stressors.</i></p>	<ul style="list-style-type: none"> EAP will provide initial consultation to determine appropriateness and level of supervisor referral. EAP will conduct thorough assessment to review mental health concerns, substance abuse or life circumstances potentially contributing to work problems. Treatment recommendations will be made <i>IF</i> an underlying issue is identified that directly impacts work performance. EAP will monitor compliance for the duration of treatment. 	<p>Cases involving Department of Transportation are billed at an additional charge.</p>

SUPERVISOR BENEFITS

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<p>Orientations <i>Orientations can be as short as 10 minutes and as long as an hour, depending on your scheduling needs. We have one version for employees and another expanded version for supervisors. In many circumstances, we can provide orientations in person. For locations outside of the greater Seattle area, we can explore online orientations or webcasts.</i></p>	<ul style="list-style-type: none"> • Web based, self-guided orientations available on-demand. • EAP video available online on-demand. • In-person orientations available, 1 annually. • Out of Puget Sound area orientations available via webinar. 	<p>If the client desired to have Wellspring travel out of state for an orientation, that could be arranged for an additional fee.</p>
<p>On-site Grief and Trauma Support/Psychological First Aid/Critical Incident Stress Management <i>EAP can provide on-site group and individual support to help employees work through traumatic issue or difficult losses. If an incident occurs at your workplace, you may contact your Account Executive for support.</i></p>	<ul style="list-style-type: none"> • EAP will assess your situation, the level of need, and timing of the support. We will make any additional recommendations that may be helpful. If needed, we can provide assistance designing the communication that is shared with staff about the event or the organization’s response. • Your Account Executive will then coordinate the onsite support* with one of our experienced grief/trauma experts to ensure your employees have the support and tools they need to process their experiences and move forward in a resilient manner. 	<p>On-site support fees are \$200.00 per hour, plus reasonable travel time.</p>

SUPERVISOR BENEFITS

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<p>Seminars and Workshops <i>Wellspring EAP offers 30+ workshop and Lunch and Learn topics that can be delivered onsite at client locations for both employees and supervisors. Topics range from Wellness (Sleep, Nutrition, Stress) to Managerial/Organizational (Communication, Conflict Resolution, Handling Challenging Behavior) to Work Life (Parenting & Eldercare) and Leadership.</i></p>	<ul style="list-style-type: none"> Account Executive will provide consultation to identify areas of need, and recommend appropriate topics ranging from off-the-shelf 1 hour <i>Lunch and Learns</i> to multi-hour customized workshops. 	<p>On-site seminars or workshop fees range from \$250.00 to \$600.00 per hour, plus reasonable travel time.</p>
<p>On-site Management Services/Organizational Development <i>Wellspring EAP offers many solutions for organizational needs. These include leadership training, mediation, executive & employee coaching, conflict resolution, team building & facilitation, change management support, wellness trainings, lunch and learns and more.</i></p>	<ul style="list-style-type: none"> Account Executive will provide consultation to identify areas of need, and recommend appropriate solutions, which may include a variety on-site service. 	<p>On-site Management Solutions range from \$250.00 to \$600.00 per hour, plus reasonable travel time.</p>
<p>Website Services <i>A dedicated supervisor website with tools, resources and information including, supervisor EAP benefit information, supervisor EAP manual, page by page access points, monthly features and tip sheets, performance strategies, mandatory referral information, promotional library with instant access to downloadable EAP promotional and educational materials.</i></p>	<ul style="list-style-type: none"> Unlimited access. 	<p>N/A</p>