

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

SOLUTION-FOCUSED COUNSELING
Up to 5 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

LEGAL/FINANCIAL SERVICES
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"> • Divorce/Custody Issues • Estate Planning/Wills/Trusts • Landlord/Tenant • Small Claims • Bankruptcy • Buying a home for the first time • Major life event planning • Retirement Planning • Criminal • Real Estate • Personal Injury/Malpractice • Adoption • Budgeting • Foreclosure prevention • College fund planning • Will Preparation

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 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.