

How does an EAP save my organization money?

The U.S Department of Labor reports that for every \$1 invested in an Employee Assistance Program (EAP), employers generally save anywhere from \$5 to \$16.

Reduced Health Care Costs

- Depression & Anxiety alone cost companies \$17 billion a year in lost work days and \$24 billion in lost productivity. It's also one of the highest co-morbidity conditions; meaning it is one of the biggest factors that drive up your company's healthcare costs. Wayne Corporation's EAP allows employees to get the help they need without consulting their health insurance company.

Increased Productivity

- The support that employees receive through an EAP, allows them to focus on work related tasks instead of worrying about personal problems such as depression, childcare, eldercare, legal, or financial issues.

Increased Employee Retention

- Every time an employee leaves your organization, you lose between 50% and 200% of an employee's annual salary in turn-over costs. Wayne Corporation's EAP is a benefit that boosts employee satisfaction and retention.

Decreased Absenteeism

- Every day that an employee is absent, whether due to illness or an inability to juggle household and work tasks, costs the employer money. EAPs help employees solve these problems before they lead to missed work days.

Employee Assistance Program

Employees who seek help solving personal, work and family problems tend to feel better about their employer – and themselves. They are often more motivated, dedicated, and effective. EAP's are a way to help:

- Improve productivity
- Improve employee retention
- Reduce absenteeism
- Reduce mental health and medical costs

For the Employer

- Assigned EAP Account Manager – personal contact for leadership.
- Management consultation.
- Supervisory training.
- Referrals for job performance problems.
- EAP policy development and coordination.
- EAP orientation for employees.
- EAP communication/awareness materials.
- Quarterly utilization reports with discussion on trends.
- Client satisfaction surveys.

For the Individual

- Coverage for all household members.
- 24-hour telephone line – answered live.
- Confidential assessment and counseling services (up to 6 sessions per problem per year).
- Referral support, tracking, and follow up.
- Licensed providers to support employees in all locations.
- Emergency intervention/critical incident stress debriefing (CISD).
- Legal, Financial, Eldercare, Childcare & daily living resources & support (telephonic & face-to-face).
- Work-Life website with articles, videos and live/archived webinars.
- Health Fair Attendance – put a face to the program.

Contact us today to learn how a full-service EAP will help your organization – Request a Proposal Today

Wayne Corporation: 502-451-8262 or 800-441-1327

Email: info@waynecorp.com

Employee Assistance Program Guide



What is the Employee Assistance Program?

The Employee Assistance Program (EAP) provides professional help to employees and their household members who are struggling with issues such as:

- emotional difficulties
- stress
- relationship problems
- parent/child/family conflicts
- marital distress
- alcohol/drug problems
- financial & legal

This benefit is administered by Wayne Corporation, a firm specializing in personal counseling. The EAP is provided without charge to you because your employer values each employee. The professional staff at Wayne Corporation believes you are important too, and that is why we pledge confidential, timely, and caring service. When you need us, give us a call.



www.waynecorp.com

How does the Employee Assistance Program work?

As an eligible individual you may contact the EAP directly, and be confident that there are no fees or co-payments for the services provided. If services outside the EAP program are recommended, the EAP counselor will make a referral to the appropriate provider. These situations will be discussed between you and the EAP counselor to ensure an in-network professional or community resource is utilized.

Confidentiality

The right to privacy is one of the most crucial aspects of the program. Whether self-referred or supervisor-referred, your right to confidentiality is respected. To the extent permitted by law, Wayne Corporation will not share any information regarding our client's involvement with the EAP without your written permission.

Telephone Consultation

Individuals may contact the EAP by calling Wayne Corporation at 502-451-8262 or 1-800-441-1EAP between 8:00AM and 5:00PM Eastern time. After hours emergencies are handled personally by one of our professional counselors.

It's free. It's confidential. We can help!



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