



## ComPsych Workforce Solutions

### Innovative Workforce Services

ComPsych is the world's largest provider of employee assistance services, equipping employees with the resources and guidance to deal with life's stresses. Our "Build-to-Suit" solutions for Employee Assistance Programs (EAP), work-life, behavioral health, absence management and wellness address the unique challenges and needs of each organization we serve, and our unrelenting commitment to service creates exceptional experiences and results for customers and their employees. ComPsych provides services under the GuidanceResources brand to more than 50,000 organizations covering more than 109 million individuals throughout the U.S. and 160 countries.

### Employee Assistance Programs

We support employees facing challenges related to behavioral and emotional health, family or other personal matters through one-on-one counseling with licensed experts. Our comprehensive offerings include:

- 24/7/365 live access to clinical experts
- In-person, telephonic and video counseling sessions
- Crisis intervention support
- Tools for HR managers, including formal referral assistance, management and consultation
- Orientation, training and personal development workshops
- The award-winning GuidanceResources® Online website (also available in a mobile version for smartphone users) offering a comprehensive library of topics, resources and tools for health, wellness, consumer, family, career, education, legal and financial information
- Tailored employee communications to encourage program visibility and utilization
- Comprehensive EAP services offered globally through a combination of ComPsych service centers located throughout the world and local provider networks that ensure consistent quality and delivery and local program relevance

**Specialty Employee Assistance Services** – Our drive and commitment to creating exceptional customer and client experiences results in innovative solutions such as disability outreach and management, and prescription management that integrate with our EAP to solve unique challenges.

### The ComPsych Difference

- Unparalleled, responsive service that puts the needs of the customers and their employees first.
- Industry knowledge and expertise that delivers practical, leading-edge programs that engage the workforce.
- "Build-to-Suit," innovative solutions that meet the unique needs of our customers and deliver the best return on investment.
- Seamless integration of services across the benefits spectrum to create an exceptional experience for employees and customers.
- A partnership focused on delivering cost-effective solutions that deliver better outcomes and results.

**Stay Ahead of Performance, Productivity and Health Issues**

CONTACT US

800.851.1714

info@compsych.com

www.compsych.com

### Work-Life Services

ComPsych offers a full suite of work-life services to support employees. Seamlessly integrated into a comprehensive GuidanceResources program, these services deliver a complete solution for employees and their families. We provide:

- Personal research and referrals by in-house work-life specialists for child/elder care, education, relocation, pet care, home repair, retirement support, and other items on an employee's personal "to do" list.
- Legal information from staff attorneys covering topics such as family law, civil law, estate planning, identify theft, landlord/tenant relations, bankruptcy and probate; when representation is required, local attorney referrals and discounts on legal services are included.
- Financial information services by staff financial professionals covering topics such as budgeting, credit problems, tax questions, estate planning and retirement.
- Innovative, specialized solutions such as a professional assessment and consultation program for elder care needs, and online financial, estate and will planning services.

**Health Care Navigation Services** – ComPsych helps employees better understand and use their health care plans with one-on-one services that address employee questions and challenges, connecting them with the right resources and advocating for timely and fair resolution of issues. The ComPsych HealthChampion<sup>SM</sup> program is staffed by administrative and clinical experts who understand the nuances of any given health care concern.

### Managed Behavioral Health

ComPsych behavioral health programs improve clinical outcomes and employee satisfaction while delivering substantial behavioral health cost savings. Our hands-on approach in administering and paying claims, underwriting and case management ensures that employees and their family members receive the best level of care throughout the treatment process.

### Wellness

Drawing on 30 years of behavioral health expertise, ComPsych offers a holistic approach to wellness that empowers employees and family members to make healthy lifestyle changes while helping them overcome barriers to success such as emotional and mental health issues. ComPsych HealthyGuidance<sup>®</sup> programs provide knowledge, guidance and encouragement to employees through health screenings, online information and personal health coaching.

Our wellness solutions can be integrated with a ComPsych EAP or can be purchased as a stand-alone service. We immerse ourselves in an organization's unique challenges and needs to specifically design a comprehensive, targeted program that complements existing health plans and disease management programs. Our program components include:

- Health Risk Assessments (HRA) that provide each employee a comprehensive overview of risk factors, action steps and overall wellness score to benchmark progress
- Biometric Screening to test for key health indicators such as cholesterol, blood glucose, blood pressure and body composition
- Behavior change programs such as Tobacco Cessation, Weight Management, Lifestyle Coaching and Sleep Coaching
- Customized Worksite Wellness Challenges, such as weight loss and walking challenges, to help motivate and engage your employees in healthy behaviors
- Incentive management programs are customized for each employer to track and reward employee participation in wellness activities
- Award-winning employee communications to promote and encourage employee participation and engagement

### Absence Management

The complexity of the federal and state regulatory landscape for absences covered under the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA) has never been more challenging or fraught with risk. Managing the employee through the life of an absence will involve programs and processes. Without compliance and clinical expertise, an organization may find itself facing major liability and costs.

ComPsych FMLASource<sup>®</sup> provides subject matter expertise and high-quality solutions for the expert management and administration of FMLA and ADA leaves. Our fair, accurate and consistent absence management administration can greatly reduce an organization's absence-related costs and liability risk. We can improve leave compliance with carefully facilitated decision-making support and clear, consistent leave administration. And while we don't administer disability or time and attendance, we offer management of short-term disability claims intake to ensure an exceptional and well-informed experience for employees.

ComPsych FMLASource services include:

- Federal- and state-related family leave administration (FML) encompassing eligibility determination, correspondence, tracking, document compliance, guidance/consultation and return-to-work oversight
- ADA leave administration with clear documented processes, proactive identification of FMLA absences requiring ADA analysis, correspondence, tracking and guided decision facilitation
- Management of additional leaves including statutory, company, jury, military leave, and others
- Short-term disability claims intake and coordination with the group carrier

**"Customized program integration under the GuidanceResources brand provides employees with the most effective spectrum of support for all life's challenges, while lowering employer costs and improving workforce efficiency and productivity."**

### About ComPsych

ComPsych<sup>®</sup> Corporation is the world's largest provider of employee assistance programs (EAP) and is the pioneer and worldwide leader of fully integrated EAP, behavioral health, wellness, work-life, HR, FMLA and absence management services under its GuidanceResources<sup>®</sup> brand. ComPsych provides services to more than 50,000 organizations covering more than 109 million individuals throughout the U.S. and 160 countries. By creating "Build-to-Suit" programs, ComPsych helps employers attract and retain employees, increase employee productivity and improve overall health and well-being.

**CONTACT US**

800.851.1714

info@compsych.com

www.compsych.com