

Regence



UTAH



GROUPS OF 1–50 ON METALLIC PLANS

# Support your team with the Employee Assistance Program

Health is more than checkups, exercise and a good diet. How your employees deal with life's challenges is a key part of being healthy and productive. That's why Regence offers an embedded Employee Assistance Program (EAP) in our small group metallic plans.

## What is the EAP?

The EAP puts professional support in the hands of employees quickly, conveniently and without additional cost to them. The program offers a range of services to support your employees' mental health, emotional well-being and life-balance needs.



## Counseling

### Confidential counseling

Up to four counseling sessions for relationship issues, anxiety, work stress or other challenges, available in person or over phone, video or chat; employees can schedule appointments online or by calling the toll-free line for assistance

### 24/7 crisis help & referral

Master's-level behavioral health clinicians available around the clock and in multiple languages to provide crisis help, needs assessment and referral to an in-network provider

### Online communities

Topic-based support forums for individuals struggling with similar issues, such as grief and loss, life balance and resiliency, family conflicts and more



## Family

### Child care

Support finding local resources for parenting, adoption, education/college planning, teenager challenges, day care and other issues for parents

### Adult & elder care

Specialists who help find information on transportation, meals, exercise programs, activities, in-home care, daytime care, housing and more



## Legal/financial

### Legal help

Consultations over the phone with in-house attorneys for help with family law, identity theft, custody, real estate and more, plus local referrals to in-person consultations and a 25% discount on legal fees

### Financial guidance

Consultations over the phone with in-house financial experts for help with budgeting, debt counseling, improving credit, saving for college, retirement/estate planning, taxes and more

## EAP in the workplace

The EAP also supports the organizational resiliency of your business with a range of resources for your team.

### Critical incident stress management

A 24/7 dedicated toll-free line, onsite or virtual counseling, and coordination with emergency resources to help employees effectively deal with traumatic incidents and return to normalcy more quickly

### Resources for managers

Training and development programs, as well as consultations in coordination with HR-specific policies, to help your managers address issues such as workplace conflicts and performance problems

### HR support

Digital toolkits to support awareness efforts in the workplace such as diversity, equity and inclusion, plus comprehensive communications and tools to promote engagement in the EAP

## Anytime access to the EAP

Employees can access all their EAP resources through an easy-to-use website and app that includes on-demand trainings and articles on wellness, relationships, work, education, legal help, financial guidance and much more. They can get started at [guidanceresources.com](https://guidanceresources.com) or by downloading the GuidanceNow<sup>SM</sup> app. Or, they can sign in to their [regence.com](https://regence.com) account for information on accessing resources. If employees have questions, they can always reach out to Regence Customer Service.



To learn more about the EAP, contact your producer or sales representative.

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