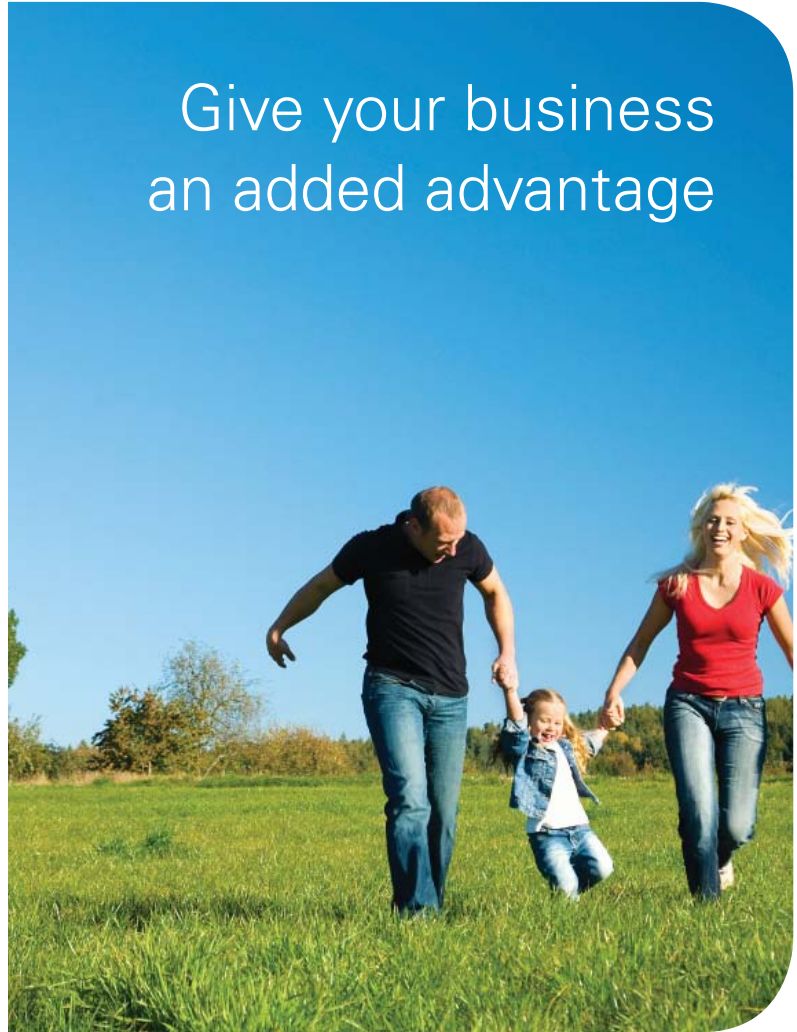





EMPLOYEE ASSISTANCE
AND WORK/LIFE PROGRAM

Give your business
an added advantage



American General
Life Companies



Keep your business running smoothly. An Employee Assistance and Work/Life Program helps employees manage their personal and professional lives.

Assistance When You Need It Most

Reduce absenteeism, increase productivity, and improve stability by helping employees balance their personal and professional lives.

Employee Benefit Solutions by American General Life Companies (American General) is pleased to offer an Employee Assistance (EAP) and Work/Life Program as a value-added benefit to your organization to demonstrate your commitment to your employees' well-being, while helping your business.

Under this program you'll be able to:

- Help your employees handle personal issues before they escalate into the workplace. Master's-level and Ph.D.-level counselors will be available to advise employees facing challenging life situations.
- Give owners, managers, and supervisors the tools and resources they need to address legal, financial, and operational concerns.
- Provide employees with tools and training to effectively deal with issues at home and at work.
- Attract and retain a stable workforce with employee benefits that showcase your commitment to personal support and growth.

Eligibility

A core Employee Assistance and Work/Life Program is included, at no additional cost, for all employer-funded long-term disability plans with ten or more insured employees. Additional buy-up options are available to help meet your needs.

Employee Resources

Help your employees balance their lives and work and perform better with professional consultations and ongoing training:

Confidential Counseling — Master's-level and Ph.D.-level counselors are on call 24/7 to assist employees and their family members with personal and work-related issues that increase stress and hurt performance, such as:

- Adult care and child care concerns
- Marital or divorce issues
- Loss of a loved one
- Legal concerns
- Alcohol or substance abuse
- Depression or anxiety

Work/Life Program — Employees receive access to extensive information and support, to achieve a better balance between work, life, and family, including assistance and self-search locators to find service organizations and providers for:

- Parenting and child care
- Education
- Adult care
- Health and wellness
- Everyday issues

Employer Resources

The Employee Assistance and Work/Life Program includes tools and resources for business owners, managers, and supervisors to help them be more effective, including:

Manager Consultations — Master's-level and Ph.D.-level consultants are on call any time of the day to offer objective advice in handling issues that affect your organization's needs, values, and concerns.

Legal and Financial Services — Get help with operational issues such as employment law, regulatory assistance, taxes, budgeting, and managing cash flow. Get a free 30-minute consultation with a network attorney or financial expert and a 25 percent discount on fees thereafter.

Online Tools for Managers — Management tools are provided to help you conduct performance reviews, along with assessments, quizzes, and access to an extensive article library.

A high-angle photograph of two men walking away from the camera on a circular mosaic floor. The man on the left is wearing a light blue shirt and dark trousers, and the man on the right is wearing a dark suit. The floor is composed of concentric circles of small, light-colored tiles, creating a radial pattern that draws the eye towards the center. The lighting is bright, casting soft shadows on the floor.

Help your employees
and your business with
the Employee Assistance
and Work/Life Program
from Employee Benefit
Solutions.



Program Features

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- 24/7 toll-free access to master's- or Ph.D.-level Counselor for assessment, referrals, and counseling for personal and professional issues.
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- Comprehensive online and telephonic employer resources including management consultations, employee referrals for performance issues, and online *Tools for Managers*.
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- Legal and Financial services include a 30-minute free consultation with a network attorney, CPA, or financial expert and 25 percent off providers' fees thereafter.
-
- Work/Life services for help with daily issues from child care to adult care to education to home repairs. Online services include the interactive *My Child Care Assistant*SM and *My Elder Care Assistant*SM to help participant's assess their concerns and find local resources.
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- Online access to over 70 locators to find local resources, thousands of articles, newsletters, quizzes, interactive assessments, *Cool Minds*SM site for children, *Think Global*SM, and multimedia tools including webinars, podcasts, and audio files.
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- EAP Counselors follow up with all members to ensure satisfaction.

Program Options

Telephonic EAP with Online Work/Life Services

Telephonic EAP with Full Work/Life Services

Face-to-Face EAP with Full Work/Life Services

Core Program

Buy-Up Option 1

Buy-Up Option 2
(for groups with 500-plus employees)



- Same as core program plus in-person counseling with a network affiliate



- Same as core program plus telephonic access to Work/Life Specialists for assessment, consultation, referrals to local resources with availability screening, and educational packets

- Same as core program plus telephonic access to Work/Life Specialists for assessment, consultation, referrals to local resources with availability screening, and educational packets



Your Source for Industry-Leading Employee Benefits

More and more individuals are relying on their employers for insurance products that protect themselves and their families. So in the ongoing challenge to attract and retain top-quality talent, organizations that offer attractive benefits packages hold a significant advantage over their competitors. With Employee Benefit Solutions from American General Life Companies, you'll not only find the solutions to help you stay ahead of your employees' needs, you'll find a solid partner who's committed to keeping your paperwork under control and your benefit budgetary goals within reach.

About Harris, Rothenberg International, LLC

Harris, Rothenberg International (HRI), LLC, helps organizations all around the world solve their most challenging and complex people issues. In everything we do, we work to remove the barriers that prevent organizations and employees from achieving their best. Combining professional expertise and the latest technologies, HRI provides integrated solutions to clients, drawing on seven core service areas: Employer and Employee Assistance Programs (E/EAP), Work/Life Services, Executive Coaching, Training, Organizational Development, Consulting, and Web Development.

For more information, contact your Agent, Broker or Employee Benefit Solutions Representative.

Employee Benefit Solutions is a division of American General Life Companies. American General Life Companies, www.americangeneral.com, is the marketing name for the insurance companies and affiliates comprising the domestic life operations of American International Group, Inc.

Employee Assistance Program (EAP) and Work/Life services are provided by Harris, Rothenberg International (HRI), LLC. These services are not insurance and are not provided by member insurers of American General Life Companies.

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