



Employee Assistance Program

2024 plan designs and rates for Anthem medical groups with less than 1,500 employees

A smart investment in your company's most valuable asset

An employee's emotional well-being can significantly affect work performance, and that can affect your company's bottom line. For just a few dollars a month, our Employee Assistance Program (EAP) offers support to help your employees and their household handle life's challenges.

Our EAP can get you results

An EAP can help reduce absenteeism, improve employee engagement and productivity, and provide support for those affected by critical events in the workplace.

67%

issue resolution without using the behavioral health benefit²

90%

of users reported better workplace performance³

Choose from our Basic or Enhanced offerings

Our EAP provides two program options to best fit your organization's needs. The Basic plan provides employee-focused solutions, while the Enhanced plan includes all the services of the Basic plan, plus employer services and more!

Basic EAP services include:

- Toll-free, 24-hour consultation and referral
- No cost counseling with a conveniently located, licensed provider for employees and their household members
- Legal and financial referrals and consultations
- Tobacco-free resources
- Child and elder care search tool
- Articles, tools, links, podcasts, shopping discounts and more on comprehensive website
- Employee and Manager Orientation videos
- Implementation and ongoing communications materials to inform your workforce

Enhanced EAP includes the above Basic services, plus:

- Digital tools and resources to support emotional well-being
- Phone consultations with a work/life specialist
- Unlimited telephone consultations for managers and supervisors; case assistance for management referrals
- Substance abuse policy recommendations and consultation
- Periodic utilization reports
- Enhanced EAP includes on-site critical incidence services; supervisor/manager trainings; employee-wellness seminars/webinars; health fair representation; and open enrollment events (bank of hours by company size)

Plan designs and rates:

| Plan Design | 2024 Rate | 2025 Rate | 2026 Rate |
|------------------|-----------|-----------|-----------|
| Basic 3-Visit | \$0.44 | \$0.45 | \$0.46 |
| Enhanced 4-Visit | \$1.17 | \$1.21 | \$1.24 |
| Enhanced 6-Visit | \$1.63 | \$1.68 | \$1.74 |

| Training and Critical Incident Response (CIR) Hours by Group Size | Critical Incidence Response (CIR) Hours | Training Hours |
|---|---|----------------|
| 11-99 Employees | 4 | 4 |
| 100-499 Employees | 4 | 6 |
| 500-999 Employees | 4 | 8 |
| 1,000-1,249 Employees | 4 | 10 |
| 1,250-1,499 Employees | 4 | 12 |

PEPM = Per Employee, Per Month

Rates are net of commission

The Employee Assistance Program is intended for all employees and their household members, regardless of medical plan election.

Printed materials will be shipped to a central client location for distribution. Shipping to additional locations will be priced and billed separately.

Pricing may be subject to revision should assumptions detailed above change.

Additional on-site supervisor/manager training and/or education workshops are available for \$250 per hour.

Additional Critical Incident Response (CIR) services are available at \$300 per hour per facilitator and location. Travel fees are billed at cost.

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