



# RMI EMPLOYEE CONNECT



Employee Assistance Programs (EAPs) are employee benefit programs offered by many employers. It is common for employers to have troubled employees. EAPs are intended to help employees deal with personal problems that might adversely impact their work performance, health, and well-being. EAPs generally include assessment, short-term counseling and referral services for employees and their household members.

A recent extensive survey found that about half of all American adults have a significant mental illness at least once during their lifetimes and nearly a third of them have one in any given year.

**Resource Management clients receive an Employee Assistance Program as an included service through Lincoln Financial, our life and disability insurance provider.**

Troubled employees cost money. Substance abusing workers are:

- absent and late three times more often
- have 3.6 times more accidents
- are 5 times more likely to file a workers' compensation claim

On average, each employee with depression will cost his/her employer \$3000 per year due to lost days on the job and reduced productivity.

***Please post the included Employee Connect Flyer in a conspicuous area to provide your employees access to this benefit.***

## THE POSITIVE EFFECT OF EMPLOYEE ASSISTANCE

### Employees and Family Members

Quick and convenient assessment, brief solution-oriented counseling and referral to cost-effective resources

### Supervisors/Managers

An employee assistance program is a resource to more effectively manage the troubled employee with performance problems without getting over-involved in personal problem.

### The Organization

- Retains good employees; reduced turnover and retraining
- Creates goodwill and improved morale by showing your employees they are a valued part of the organization
- Saves money through improved productivity and reduced absenteeism
- Provides additional benefit to employees at no additional costs.

EAPs reach employees in need earlier by:

- Making free, confidential counseling easy to access
- By training managers to identify, confront and refer appropriately, at an early stage without getting over-involved



# SOMETHING ON YOUR MIND?

## EMPLOYEECONNECT THROUGH Lincoln Financial Group®

There are times when we all need a little help. No matter what the issue, *EmployeeConnect* services are available 24 hours a day, seven days a week with confidential support, guidance, and resources.

- Assistance for you or an immediate household family member
- In-person sessions for short-term problem resolution.
- 24 x 7 x 365 telephone and Web access.
- Telephone access to legal counsel
- A 25% discount for services resulting from an attorney referral.
- Work/life services for assistance with:
  - ✓ Parenting and childcare
  - ✓ Eldercare
  - ✓ Relationships
  - ✓ Work and career
  - ✓ Financial



To learn more visit:

[www.eapadvantage.com](http://www.eapadvantage.com)

Password = connect

Or call: (877) 757-7587

[www.helpmewithhr.com](http://www.helpmewithhr.com)

(800) 508-0048

**RMI**

Resource Management, Inc.