



Employee Assistance Plan Benefit Summary for Waukee School District

Maintaining work-life balance is more stressful than it's ever been. An Employee Assistance Plan (EAP) provides a variety of counseling, consultations, resources, and coaching benefits for you and your family members to help with small concerns, big problems, and everything in between. **Your EAP benefits are cost free to you, confidential, and available 24/7/365.** Let us help you get the services and resources you need. Here are some of issues and concerns we can help with:

<ul style="list-style-type: none"> • Managing Stress • Relationship Concerns • Personal Growth & Development • Coping with Anxiety or Depression 	<ul style="list-style-type: none"> • Personal Family or Legal Issues • Caring for elderly family members • Credit Concerns and Reports • Identity Theft Resolution 	<ul style="list-style-type: none"> • Resources for Elder Care • Managing Budgets and Debts • Legal Questions & Concerns • Tax-Related Questions
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(800) 327-4692 · Call us anytime 24/7/365 · www.efr.org

Service provided	Per person	Services provided are confidential and at no cost to the covered person
Phone-Based Support	Unlimited	Call us anytime you have an issue, concern, or question. Calls are answered by masters-levelled clinicians.
In-person Counseling	6 Sessions per issue, per year	Confidential, free in-person, face-to-face assessment and counseling sessions with a licensed mental health therapist near your home or work location. Each person in your family/household is eligible for 3 in-person counseling sessions per year for each separate issue/concern/problem at no cost.
Telephonic Life Coaching	6 Sessions per year	Confidential scheduled telephonic sessions with a life coach for matters such as improving time management skills, work-life integration, goal setting, communication skills, and other areas of personal growth. Sessions renew annually.
Telephonic Financial Consultation	1 session per issue	For each separate issue/concern a 30 minute telephonic consultation with a financial professional with expertise in the area of concern. Access to a free financial check-up, financial library and a large variety of financial tools & calculators at http://efr.clcmembers.com/ . (Additional services can be purchased at the discretion of the member, at a discounted cost.)
In-Person or Telephonic Legal Consultation	1 session per issue	For each separate issue/concern a 30 minute telephonic or in-person consultation with a licensed attorney with expertise in the area of need. If the member chooses to retain the attorney for ongoing legal representation, it will be provided at 25% discount off the attorney's usual rate. Access to over 5000 free self-help (& fill-in) legal documents and a variety of other legal information is available at http://efr.clcmembers.com/ . <i>All legal issues are covered except employment related, which are specifically excluded.</i>
Eldercare Resources	As needed	Information, referral resources and support for those caring for an aging parent or other family member, including connections to local resources for in-home care, alternative living arrangements, legal and financial issues and more.
Childcare Resources	As needed	Childcare resource referrals where locally available. Referrals are only to state licensed/ certified childcare providers.
Additional Benefits & Resources:		<i>Real Life Solutions</i> (monthly newsletter), monthly topical live webinars, a library of previously recorded webinars and recorded benefit orientation webinars and other information is available via your HR manager or on our website www.efr.org