



**Coastline EAP**



Partners for Your  
Employees' Success

# NEFI & Coastline EAP

The logo for Coastline EAP features the text "Coastline EAP" in a bold, blue, sans-serif font. The word "Coastline" is slightly larger than "EAP". A blue swoosh underline is positioned above the text, starting under "Coastline" and ending under "EAP".A large, blue, stylized ampersand symbol (&) is centered between the two logos.

*Since 1993 Coastline EAP and NEFI* have been partners in providing high quality employee assistance services to the employees of NEFI member companies.

*Historically*, NEFI companies have relied on Coastline's ability to provide Substance Abuse Professional Services. Coastline EAP provides certified Substance Abuse Professionals (SAPs) to organizations to comply with D.O.T. drug and alcohol testing regulations.

With this *NEW model*, we will help you to make the most of the benefit for **ALL** of your employees and their families!

# EAP Basics

What types  
of **services**  
and **referrals**  
can the EAP  
provide?

In the moment support

Counseling referral

Alcohol and other Addiction referral  
Includes DOT Assessment with SAP

Legal/Financial

Eldercare/Childcare

Health/Nutrition/Career

Convenience Services

# New Program for ALL Employees

## Then (Reactive)

- Only one employee enrolled at a time.
- You would enroll an employee when there was a problem.
- Typically, when a DOT assessment needed to be completed.
- Seldom did an employee contact the EAP for something other than the SAP service.
- Fee didn't cover the actual cost of serving the employee.

## Now (Proactive)

- ✓ Enroll ALL employees to receive benefits BEFORE there is a problem.
- ✓ One fee for ALL employees to maximize the multiple benefits of EAP.
- ✓ ALL employees, including management, has access to supports and services through the EAP.
- ✓ An assessment with a clinical staff person can help to address multiple issues faced by the employee.



# How Your Company Benefits from Coastline EAP?

## Without Coastline

- \$ You can expect to pay up to \$1,000 out of pocket for an SAP to comply with D.O.T. drug and alcohol testing regulations.
- \$ Employees miss work or call out in order to find things like childcare, eldercare, resources for legal or financial issues. Hourly employees can cost an organization as much as \$3,600 a year due to absenteeism.
- \$ You can expect to pay up to \$1,000 for half a day crisis support if your employees experience a traumatic event while on the job.
- \$ Training solutions around company policies to be in compliance with EEOC and other federal regulations can cost as much as \$500 an hour.

## With Coastline

- \$ **All companies that opt-in to the EAP benefit receive ALL the benefits of the program, including: 24/7 access to crisis support for employees and all family members, unlimited follow up and referrals to qualified resources**
- \$ **Employees are less likely to be absent from work when they have support for life's challenges outside of work. Saving your company as much as \$3,600 a year per employee!**
- \$ **You will pay only \$400 an hour for worksite grief and trauma response support.**
- \$ **One-on-one trainings are included the cost: IMPACTS Modules.**

# How the Company Benefits from Coastline EAP?

## Management Tools

Supervisor's Brochure

Last Chance Agreement

Managing Impaired Employees

Visual Observation Checklist

# How the Company Benefits from Coastline EAP?

US Dept of Health and Human Services reports that companies with EAPs have 21% lower absenteeism

An Employee Assistance Program (EAP) is a benefit that provides **your entire staff** with support for personal issues that interfere with work. Full time, part time, seasonal employees are all included in the benefit!

An EAP can help employees find solutions for problems with substance abuse, legal issues, financial difficulties, and other problems that may affect their ability to do their work.

According to recent articles in the *Chronicle of Small Business*, EAPs can help to:

- 🕒 **Reduce absenteeism** for due to non-work-related issues the employee may experience.
- 🕒 **Reduce work-related injuries**; particularly if the cause of the injury is related to alcohol or substance misuse or behavioral health issues, like stress.
- 🕒 Help an employee to **return to work more quickly** after an accident or injury by offering support while an employee is out of work due to the injury.
- 🕒 [May] **reduce the strain on workers' compensation resources** if employees are otherwise feeling supported and can access critical services.

# Who Benefits from Coastline EAP?

## ***Who can use the services?***

Coastline EAP is available to **all employees** of contracted employers **and their family members**, regardless of where they live.

## ***How are services accessed?***

Employees AND their family members can call Coastline EAP for confidential consultation or support anytime, day or night.

## ***What kinds of issues or problems can I get help with?***

- Grief
- Stress, at home or at work
- Anger
- Anxiety
- Addictions
- Depression
- Childcare
- Eldercare
- Financial Worries
- Legal Matters
- Relationship Conflicts
- DOT Assessment

## **Services Include:**

- *Confidential, round-the-clock access to highly-trained, professional clinicians*
- *Unlimited consultation, education and support for work/life concerns*
- *Unlimited assessment, referral and follow-up services for employees and their family members*
- *EAP orientations for employees*
- *Online resources and monthly newsletters*

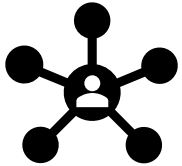


# Coastline Features



**Access:** Multiple points of entry to make it easy to ask for help!

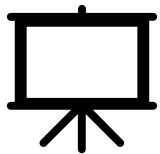
24/7 telephone access, online/web-based services, smart phone app, confidential chat and texting



**Comprehensive mental health assessment! Masters level consultants** take into account all aspects of an employee's life with a particular focus on social and emotional health and wellbeing.



**Coastline Makes the Match!** We do the networking and heavy lifting, so the employee is sure to get to the right mental health provider for them. Qualified referrals to providers that are in the employee's health insurance network and are available.



## **Trainings**

Monthly webinars and archive over 100 webinars and 60 professional development skills courses on our website.

# Coastline Features



**Organizational Wellbeing:** Partner with organization to provide management consultations for challenging situations, as well as orientations sessions for supervisor and employees, participation in health and benefit fairs.



**Workplace Referrals:** job performance problems can be addressed through support from EAP; we follow up with employer (within the confines of HIPAA); support employee along with their treatment provider



**LIVE** wellness sessions via video conferencing mindfulness meditation, breathing, chair yoga, journaling, as well as other positive psychology topics; providing tools for managing stress in their work and personal lives.



**Trauma Response Service:** Support for a sudden or expected loss or tragedy affecting an employer workgroup or workplace.



**IMPACTS Modules:** [Unique to Coastline](#), modules are one-on-one educational programs that employers can require when employees are accused of sexual, other harassment, conflict management issues.

# COSTS

<b>Company Size (Total Employees)</b>	<b>1-24 employees</b>	<b>25 - 50 employees</b>	<b>&gt; 51 employees</b>
<b>NEFI Member Company Fee (includes cost of 1 DOT)</b>	\$ 550.00	\$ 700.00	\$ 900.00
<b>Direct Contract with Coastline Fee Plus cost of DOT</b>	\$ 2,000.00 \$750 per case	\$ 2,500.00 \$750 per case	\$ 3,000.00 \$750 per case
<b>Your Savings as a NEFI Member Company</b>	<i>\$ 2,000.00</i>	<i>\$ 2,550.00</i>	<i>\$ 2,850.00</i>