



American businesses lose an average of 2.8 million work days each year due to unplanned absences (U.S. Bureau of Labor Statistics). These unscheduled absences cost upwards of \$74 billion.

—Ernst & Young

Work/Life Services

We recognize that your employees—like our own—need help to maintain work/life balance and productivity. Life is complex: demanding schedules may overwhelm employees. A growing number of employees are single parents or in households where both spouses work; and in some cases, employees are responsible for the care of both children and elders.

Employers have recognized that Work/Life issues such as dependent care concerns, often turn into bigger, more costly issues if they are not effectively addressed early on. Complications related to child and elder care and many other personal issues can impact the workplace and cause tardiness, absenteeism, turnover and low morale.

THE BEACON HEALTH OPTIONS SOLUTION

Beacon Health Options' Work/Life services offer a range of online and telephonic support that help members manage their day-to-day concerns and needs. Because we understand that workplace demands can spill over and affect spouses and families, our Work/Life services are tailored to support effective management of work and home responsibilities to assist both employees and families. The result: reduced stress and greater peace of mind, improved morale and retention, reduced absenteeism and restored productivity.

We connect program participants with Work/Life Specialists who are specially trained to identify their needs and preferences. Our spectrum of Work/Life services include referrals and information on:

- Adoption
- Adult care

- Aging
- Balancing work and family
- Child care
- Children and adults with special needs
- Daily living
- Education
- Emergency dependent care
- End-of-life issues
- Health and wellness

ORGANIZATIONAL SERVICES

Beacon's Organizational Services Include:

- Implementation support materials such as employee orientation presentations, posters, or tip sheets
- Experienced account management support and consultation
- Quarterly/annual utilization reporting
- Quarterly member newsletter, available in both English and Spanish
- Ongoing tools to market and promote the service throughout your workplace, available in both English and Spanish

- Moving and relocation
- Parenting and child development
- Pet care
- Retirement

Employees and dependents also have unlimited access to our award-winning behavioral health and wellness website, Achieve Solutions. This web-based resource offers tools and information such as podcasts and webinars, self-search locators for dependent care and education, tip sheets, articles and quizzes. For example, an employee concerned about child care can access a library of articles on how to select a child care provider and then use our online provider search tool to find lists of local providers in the community.

ENHANCED WORK/LIFE SERVICES

We offer a number of additional services that can extend the reach of your program:

- Geriatric/Adult Care Management
- Subsidy Assistance (Adoption Assistance, Tuition Assistance)
- Lactation Services
- Concierge Services
- Customized Kits
- Back-up Care
- Nanny Find

A LEGACY OF RESULTS

Beacon is committed to the well-being of your workforce. We strongly believe that providing your employees with Work/Life Services will help them resolve areas that cause significant stress, ultimately enriching their lives and your bottom line.

With over 30 years of experience, Beacon is the national leader in providing EAP and Work/Life services across every type of employer organization. We are experts in designing and implementing customized programs that combine proven best practices and innovative EAP service delivery. These efforts improve not only employee health and wellness; but also the fiscal health of your organization. Our EAP supports businesses and employees in key areas to:

- Increase employee productivity, job satisfaction and morale
- Reduce employee stress, absenteeism, costly turnover and health care expenses
- Promote healthy living skills for employees and their families
- Attract and retain a skilled workforce



300
clients



BEACON HEALTH OPTIONS' CUSTOMERS:

- Regional and local health plans
- 43 Fortune 500 companies
- Large and medium-sized employers
- Taft-Hartley Plans and trade unions
- Non-Profit Organizations
- Colleges and Universities
- Federal, State and Local Governments