

## Does your EAP fit your organization?

Employee assistance programs (EAPs) are an affordable way to enhance your benefit package. Savvy employers are seeking EAPs that provide a comprehensive plan that aligns with their unique situations. There are many EAPs, yet most fall into two categories — fixed or flexible.

**A fixed EAP** offers one boilerplate program (possibly attached to another benefit) that does not account for the employer's goals, size or industry. The services are predetermined and the operations are designed to limit program costs for both parties rather than to maximize utilization and effectiveness.


**A flexible EAP** grows with your organization's needs. It is a tailored, multi-tiered program structured to supercharge the effects of your EAP. Managers and HR professionals have specific services to help them identify and address workplace issues. Services are offered in a high touch, personalized manner to enhance utilization and foster a healthy culture.


## CHOOSE FLEXIBLE


**Choose First Sun EAP** and discover the advantages of a full service EAP:


- Help your organization reach its goals.
- Benefit from being a better supported organization.
- Customize a plan to match your organization's growing needs.
- Be more than a client. Become a partner.
- Love your customer experience.

First Sun offers a flexible EAP. Our program is designed to grow with your needs and includes many perks you won't find elsewhere:

-  **Flexible and customizable to ensure high efficacy**
  - Multiple coverage options for your employee populations
  - Ability to serve groups as small as two employees
  - Customized promotional plan and original content
  - Ability to tailor program features to customer's needs
  - Integrate EAP services with your programs

-  **Industry-leading performance management experts**
  - Professional staff averages 25 years of experience
  - Manager, human resources professional and policy consultations
  - No call center — speak directly with expert staff
  - Human resources support for performance and workplace issues
  - Network of professional service partners for HR services, legal services, coaching and training

-  **In-person availability to provide educational opportunities**
  - Free on-site training and benefits fairs representation
  - Free off-site training with HRCI and SHRM credits
  - Free webinars and certificate courses

-  **A powerhouse of features that add value**
  - A dedicated account manager
  - Online personal and professional growth training
  - Employees entitled to use all EAP counseling (in-person, chat, text, telephonic and video)
  - Coverage extends to household family members
  - Discounts on organizational services
  - Employees covered after they separate from the company
  - Separate sessions for life management services
  - Newsletters for employees and leaders
  - Direct-to-consumer tailored reports

## Did you know you can combine your fixed EAP with our flexible EAP?

The cost is minimal but can save you thousands of dollars in added productivity, reduced absenteeism, risk, liability and health care costs. Enhance your current services by adding First Sun EAP.

REQUEST  
A QUOTE

### National reach. Local touch.

Our customers say their organizations are stronger with our solution-focused EAP than any other they've experienced. EAP is our core business, and we are dedicated to providing you lasting value and first-rate services. Call us directly to experience how "We Help People Be Better at Work."