



Employee Assistance Program (EAP)

NIS Embedded and Enhanced EAP

Service Description		NIS Embedded	NIS EAP Enhanced Services	NIS EAP Gold Enhanced Services
Employee Services	Eligibility	Employees	Employees and household Family Members.	Employees and household Family Members.
	Access	24-hour assistance via toll-free number.	24-hour assistance via toll-free number, live chat, text, mobile app.	24-hour assistance via toll-free number, live chat, text, mobile app.
	In-Person Sessions	Up to 3 in-person sessions per year.	Up to 4 in-person sessions per presenting problem per year.	Up to 5 in-person sessions per presenting problem per year.
	Types of Problems Covered	Including but not limited to: <ul style="list-style-type: none"> Marital/Family Depression Addictions Grief/loss Stress/Anger Life transitions 	Including but not limited to: <ul style="list-style-type: none"> Marital/Family Depression Addictions Grief/loss Stress/Anger Life transitions 	Including but not limited to: <ul style="list-style-type: none"> Marital/Family Depression Addictions Grief/loss Stress/Anger Life transitions
	Work Life Services	Access to: <ul style="list-style-type: none"> Attorneys for legal questions. Financial counselors for financial concerns and debt management. Work Life Specialists for childcare, eldercare, adoption and education referrals and information. 	Access to: <ul style="list-style-type: none"> Attorneys for legal questions. Financial counselors for financial concerns and debt management. Work Life Specialists for childcare, eldercare, adoption and education referrals and information. 	Access to: <ul style="list-style-type: none"> Attorneys for legal questions. Financial counselors for financial concerns and debt management. Work Life Specialists for childcare, eldercare, adoption and education referrals and information.
	Case Management	Provided as needed to assure quality no additional charge if provided within two weeks after the employee was seen.	Coordinated telephone intake, assessment, referral, case management and follow-up. Follow up occurs 7 days and 30 days post intake.	Coordinated telephone intake, assessment, referral, case management and follow-up. Follow up occurs 7 days and 30 days post intake.
	Interactive Website	Included with access to articles, self-assessments, discount centers, online legal form templates.	Included with access to articles, self-assessments, discount centers, online legal form templates.	Included with access to articles, self-assessments, discount centers, online legal form templates.
	Wellness Enhancements	LIFT - automated virtual fitness journeys users access through their mobile device in the LIFT session app.	LIFT - automated virtual fitness journeys users access through their mobile device in the LIFT session app.	Corporate and Personal challenges, Wearable tech integration, Personalized recommendations, Digital health coaching, Tiers/points for engagement, Incentives, Virtual fitness challenges, Advanced TWI analytics, Telephonic health coaching LIFT: Virtual fitness journeys, health coach chat, and global challenges

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Employer Services	Account Management	Not included	Account manager provides program implementation, coordinates promotion and training services, ongoing review of program design and utilization reporting.	Account manager provides program implementation, coordinates promotion and training services, ongoing review of program design and utilization reporting.
	Management Consultation	Not included	Management/supervisor consultation, policy development and procedure review. Supervisor Mandated Referrals included in the program.	Management/supervisor consultation, policy development and procedure review. Supervisor Mandated Referrals included in the program.
	Onsite Training*	Fee for Service*	Two (2) hours of employee and management onsite Value Add training included per year. Hours to be used towards CISD or training*	Two (2) hours of employee and management onsite Value Add training included per year. Hours to be used towards CISD or training*
	Program Promotion	Not included	Employee wallet cards, brochures and monthly newsletters.	Employee wallet cards, brochures and monthly newsletters.
	Reporting	Not included	Quarterly reports provided.	Quarterly reports provided.
	Onsite Crisis Services*	Fee for Service*	Two (2) hours of onsite critical incident support included per contract year. Hours to be used towards Critical Incident Support or Trainings*	Two (2) hours of onsite critical incident support included per contract year. Hours to be used towards Critical Incident Support or Trainings*

	NIS EAP Enhanced Services	NIS EAP Gold Enhanced Services
Rate	1-200 employees: \$3,450 annually 201-1000 employees: \$1.44 PEPM	\$3.18 PEPM Minimum Annual Contract Value of \$2,000.00

*Additional hours can be purchased on a Fee-for-Service basis | Critical Incident Support: Embedded - 3 hour minimum; \$300 per hour plus travel costs; Enhanced Plans: \$250 per hour after bank of hours per contract year plus travel costs| Training hours start at \$600 plus travel costs and range based on topic, duration, attendee #, etc.



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