

Help employees handle life's ups and downs

Offer them resources through your Employee Assistance Program (EAP)

Resources for life's challenges

Life's unpredictable. You never know what your employees may be experiencing. But you do know every business runs on the same fuel — the energy of its people. When your employees are able to manage their personal ups and downs, they'll be more productive on the job.

That's what the Employee Assistance Program (EAP) from Principal® is all about. With an EAP, your employees have access to resources to help them handle life's everyday — and not so everyday — challenges. Relationship issues, anxiety, addiction, aging parents to care for — all can make balancing work and life stressful.

Provided by Magellan Healthcare, Core EAP services are automatically available to your employees and their family household members when you offer Principal short- or long-term disability coverages — either employer-paid or employee-paid.¹

Why offer an EAP?

An EAP can increase productivity and boost overall work performance. And that's a win-win for you and your employees. Plus, an EAP can help your company:

- Increase productivity
- Cut health care costs
- Reduce absenteeism and turnover
- Reduce lost earnings
- Increase work satisfaction

Services for your employees and their families

The EAP offers access to a range of services to help employees and their families live their best lives, including:

- LifeMart Discount Center, with savings on a variety of products and services
- Self-care mobile apps to help with insomnia, anxiety, depression, substance use, obsessive compulsive disorder and chronic pain
- Health and wellness articles, guides, webinars and podcasts
- Online assistance with elder care, child care and other family life resources
- Help with teen and adolescent issues, including eating disorders and relationships
- Tips on parenting and grandparenting
- 24/7 phone consultation with licensed mental health professionals and referrals to supportive resources
- Ongoing personal coaching sessions with scheduled telephonic appointments

Best of all, EAP services are available at no cost to employees and their families. And if they need assistance beyond the scope of the EAP, a counselor will help find an affordable solution. (Employees are responsible for any fees resulting from referrals outside the EAP, including those associated with medical benefits.)

Help is just a click or call away — 24/7

Online: MagellanAscend.com

Enter **Principal Core** for the company name

Call: 800-450-1327

International: 800-662-4504

TTY: 800-456-4006

And there's support for managers and supervisors, too:

- Consultation to help recognize and address work-related issues²
- Guidance when an employee returns to the work team from leave
- Training on EAP procedures, Substance Free Workplace and more³
- Online resources specifically for managers
- On-site counselors after traumatic events (Critical Incident Stress Management)³
- Program orientation and wellness training²

Make the most of your EAP

Making the most of your EAP means letting your employees know they have access to confidential help when they need it. Here are some no-cost ways to promote your EAP:

- Sign-up to receive the Momentum campaign. Just send your e-mail address to EAPNews1327@magellanhealth.com. Each month, you'll receive a newsletter featuring timely and relevant articles and insights about how you, your managers and employees can get the most out of daily life. The newsletter also includes a link to register for the monthly webinar.
- Display posters and flyers ordered through your local Principal sales office.
- Reference the EAP as a resource in company policies and procedures, e.g., safety, work-life and substance free workplace, or implement an EAP policy and procedure at your company.
- Use the EAP yourself so you have first-hand experience with the services available.

More about your EAP provider

Your employees rely on the customized service, fast response time and real solutions offered through their Magellan EAP. Magellan Healthcare is committed to helping people find a healthy balance and resolve work and personal issues. With 50 years in the industry, Magellan Healthcare specializes in providing employee assistance, life management, managed mental health and other behavioral health services, and has a nationwide network of clinical providers. To learn more about Magellan Healthcare, Inc., visit www.magellanhealthcare.com.

¹ Not available with self-funded coverage.

² Option to formally refer employees if needed.

³ Additional fees may apply.



Principal Life Insurance Company, 711 High Street, Des Moines, IA 50392.

Principal® has arranged with Magellan Healthcare to make its Employee Assistance Program (EAP) available to employees with group disability coverage insured by Principal Life Insurance Company. EAP isn't part of the insurance contract or policy and may be changed or canceled at any time. Magellan is responsible for all EAP services provided through this program. EAP services in California are provided through Magellan Health Services of California, Inc.— Employer Services. Magellan isn't a member of the Principal Financial Group®.

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