

A CURE FOR THE COMMON "COLD" THAT CAN BOOST YOUR BOTTOM LINE

Managers know the cough, sneeze, snuffle of the last-minute sick call may be feigned – they've probably made those calls themselves from time to time. According to the 2007 CCH Survey on *Unscheduled Absence*, only 34% of employees report the reason for their absence as "personal illness," while the other two-thirds cite "family issues" (22%), "personal needs" (18%), "stress" (13%) or "entitlement mentality" (13%). And it all adds up: absenteeism typically costs U.S. businesses 15% of their payroll.¹

How can you get at the root of the problem and protect your bottom line?

By addressing the many reasons employees miss work – from physical illness to stress, childcare issues to financial problems, substance abuse to domestic violence.

By offering an Employee Assistance Program that can help your employees *before* behavioral health, daily life and wellness challenges result in absenteeism and diminished productivity.

By partnering with MHN.



MHN is a leading national healthcare company that provides comprehensive behavioral change services for the workplace. Beginning with our flagship Employee Assistance Programs (EAPs) and extending through health and wellness services and managed behavioral healthcare, MHN's clinically-proven services drive positive behavior change, increasing productivity and boosting your organization's bottom line.

Based in California with offices and call centers throughout the United States and abroad, MHN serves employers, health plans, unions and government agencies.

CONTACT US

MHN delivers real results – including a measurable return on investment. To find out how we can enhance your organization's effectiveness and boost your bottom line, contact us today!

Call
(800) 327-7526

Visit
www.mhn.com

- 1 Mercer Human Resource Consulting, 2002.
- 2 Nicholson, Sean, et al. "How to Present the Business Case for Healthcare Quality to Employers." *Applied Health Economics and Health Policy*, 2005.
- 3 As estimated by the American Institute of Stress (www.stress.org).
- 4 *Journal of Occupational & Environmental Medicine*, 2005.

WORKPLACE PERFORMANCE SOLUTIONS *with* BOTTOM LINE RESULTS



EMPLOYEE ASSISTANCE PROGRAMS &
BEHAVIORAL HEALTH SERVICES
FROM MHN

\$74 billion
lost to U.S. business
annually due to
absenteeism²



ONE MILLION
employees miss work due to stress each day in the U.S.³

POWERFUL TOOLS FOR EMPLOYERS

MHN provides comprehensive resources for managers, supervisors and human resources personnel. Our management consultants can help you target the workplace issues that are specific to your company, delivering measurable business results. We offer:

ORGANIZATIONAL DEVELOPMENT CONSULTATIONS

MHN's management consultants provide your managers with expert guidance and support for managing workforce challenges. Their background in organizational psychology, counseling, human resources and business equips them with insight and assessment skills that are crucial to your organization's success.

In a series of confidential, professional discussions, our consultants coach your managers on how to confront and handle a variety of workplace issues, such as:

- » Employee performance
- » Attendance problems
- » Workplace violence
- » Organizational change
- » Domestic violence
- » Substance abuse
- » Mental illness
- » Workplace wellness

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

When a traumatic event occurs (such as a colleague's death or illness, a natural disaster or workplace violence), MHN provides onsite assistance and helps you plan and implement a timely response. Our national network includes more than 1,000 counselors with specific expertise in trauma recovery.

JOB PERFORMANCE REFERRALS (JPR)

MHN provides objective, professional help when an employee's behavior, noncompliance or lack of productivity requires a formal plan of action.

TRAININGS AND WORKSHOPS

MHN offers almost 100 training programs. Topics include health and wellness, work-life balance, employee skill development, workplace safety, and much more. Trainings and workshops designed specifically for managers and supervisors, which can have a resounding impact on your organization, include:

- » *Supervisor EAP Orientation* – Explores ways in which EAP and Organizational Development Consultation can be used to effectively address employee challenges
- » *Skills for Supervisors* – Examines different leadership styles and characteristics of effective leaders
- » *Creating a Positive Work Environment* – Teaches supervisors how to share the corporate vision, communicate clearly, develop trust and encourage participation
- » *Managing Change* – Analyzes change from the perspective of a manager handling the reactions of his or her employees
- » *Harassment Awareness* – Defines sexual harassment and explains corporate responsibility for clear policies and reporting procedures
- » *Domestic Violence Awareness* – Coaches supervisors on how to recognize possible domestic violence and when and how to appropriately intervene



REAL RESULTS: WE IMPACT YOUR BOTTOM LINE



MHN has developed an ROI calculator based on how much depression, substance abuse and emotional problems cost the average American business. That means we can give you an estimate of how much MHN's EAP can save your company – before you make a final purchasing decision. All we need from you is a few simple numbers.

Call (800) 327-7526 today for an ROI estimate

Or visit the employer section of our website, www.mhn.com

EMPLOYEE ASSISTANCE BOOSTS BUSINESS

Few challenges impact workplace performance more than personal issues – when your employees live better, your company works better. That's why Employee Assistance Programs (EAPs) are such an important tool for the employer.

MHN's EAP is designed to help employees and supervisors identify and resolve emotional health issues and other potential problems before they become costly workplace issues.

MEMBER SERVICES THAT DELIVER REAL RESULTS

Online and toll-free via telephone, assistance is available 24 hours a day, seven days a week.

- » *Clinical Services* – Help with stress, anxiety, grief and other emotional health issues, family and relationship problems, work-life concerns, substance abuse and domestic violence (provided by licensed, experienced professionals in our nationwide network)
- » *Telephonic Work & Life Services* – Consultations for financial, tax and legal issues (including retirement and estate planning), childcare and eldercare assistance and referrals, plus a broad range of daily living services
- » *Online Member Services* – Self-assessments and self-help programs (for everything from smoking cessation to insomnia); emotional health, work-life and health and fitness information and tools; provider searches and self-referrals and more

WELLNESS PROGRAMS

MOTIVATIONAL COACHING FOR WEIGHT MANAGEMENT

According to the U.S. Department of Health and Human Services, obesity costs U.S. companies an estimated \$13 billion a year in increased health insurance, sick leave, life insurance and disability insurance costs. MHN's Motivational Coaching for Weight Management Program can help employees regain control of their weight and lower the cost to your company. The telephonic group program complements the participant's existing diet and exercise regimen with behavioral coaching designed to facilitate lifelong weight management.

SMOKING CESSATION COACHING

The CDC (Centers for Disease Control and Prevention) estimates that the average employee who smokes costs your company \$3,391 per year: \$1,760 in lost productivity and \$1,623 in excess medical expenditures. MHN's Smoking Cessation Coaching Program combines the American Lung Association's successful Freedom from Smoking® program with our telephonic group coaching to help your employees kick this dangerous and costly habit for life.

ANGER SELF-MANAGEMENT GROUPS

Recommended for employees who want – or have been asked by their employers – to learn how to manage their anger in a positive way. This program, available in group telephonic format or in a face-to-face classroom setting, is designed to give participants the tools they need to control angry behavior. The result? Happier, healthier employees and a reduced risk of workplace violence.



5.6 HOURS

of each 40-hour week are reported as unproductive by depressed workers⁴

OTHER EMPLOYEE PROGRAMS

MANAGED BEHAVIORAL HEALTHCARE

MHN offers comprehensive managed behavioral healthcare to address mental health and substance abuse disorders, integrated seamlessly with our EAP or as a stand-alone product.

SUBSTANCE ABUSE SERVICES

Drug and alcohol assessments, outpatient programs for chemical dependency and programs for DUI offenders are available in California. If you have employees struggling with substance abuse, these powerful programs can help get them back on track.

DOT REFERRALS (WORKPLACE DRUG AND ALCOHOL TESTING)

MHN provides a fully compliant rehabilitation process with the National Substance Abuse Professional Network for employees who are candidates for workplace drug and alcohol testing programs under Federal Department of Transportation (DOT) regulations.