Principal®

Group benefits

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 families when you offer Principal short- or long-term disability insurance.[1]

Services for your employees and their families

In-person or virtual counseling

One valuable way to work through personal or work issues is by talking with a professional. Employees and their families can meet with a licensed, EAP professional in person, via text message, or by live chat, video, or phone sessions. Three counseling sessions per year are included.

Legal, financial, and identity theft services[2]

Employees and their families have access to legal services to help deal with issues such as car accidents or family law. The financial wellness resources provide help with issues such as budget planning or debt consolidation. And identity theft resources can help restore their identity if stolen.

For legal assistance and identity theft resources, members receive one free 60-minute consultation. For financial coaching, members receive three free 30-minute consultations. Additional consultations are available at discounted rates.

Work-life web services

Employees can access webinars, live talks, and articles on topics such as child and elder care, education, parenting, and more.

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 a resource. (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: Member.MagellanHealthcare.com
Enter *Principal Core* as the program name

CALL: 800-450-1327

INTERNATIONAL: 800-662-4504 | **TTY**: 711

And there's organizational support, too

Workplace support services. Managers have access to specialized workplace support consultants to help assess challenging situations. One resource available is a mandatory referral for employees who are having performance issues, providing an opportunity to resolve the problem.

Critical incident response services. After a traumatic event, confidential sessions are offered to help minimize the long-term effects on staff and the organization and accelerate recovery.

Professional guidance. Managers receive guidance when an employee returns to work.

Trainings. Manager trainings are available on topics such as drug-free workplace, resolving conflict, and team building strategies.

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.
- 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

Magellan Healthcare's employer solutions are built upon 50 years of behavioral health expertise, with services designed to improve organizational effectiveness and employee well-being at every stage of life. Magellan's employee assistance program (EAP) enhances emotional wellness, reduces stress, and increases productivity. Magellan offers easily accessible emotional, physical and life enrichment services to support employees and their household members with life's ups and downs.

[1] Not available with self-funded coverage.

[2] Not available to group policies issued in New York.

Principal®

Magellan HEALTHCARE℠

Insurance products issued by Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.

Principal® has arranged with Magellan Healthcare to make its employee assistance program (EAP) available to employees with select group 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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