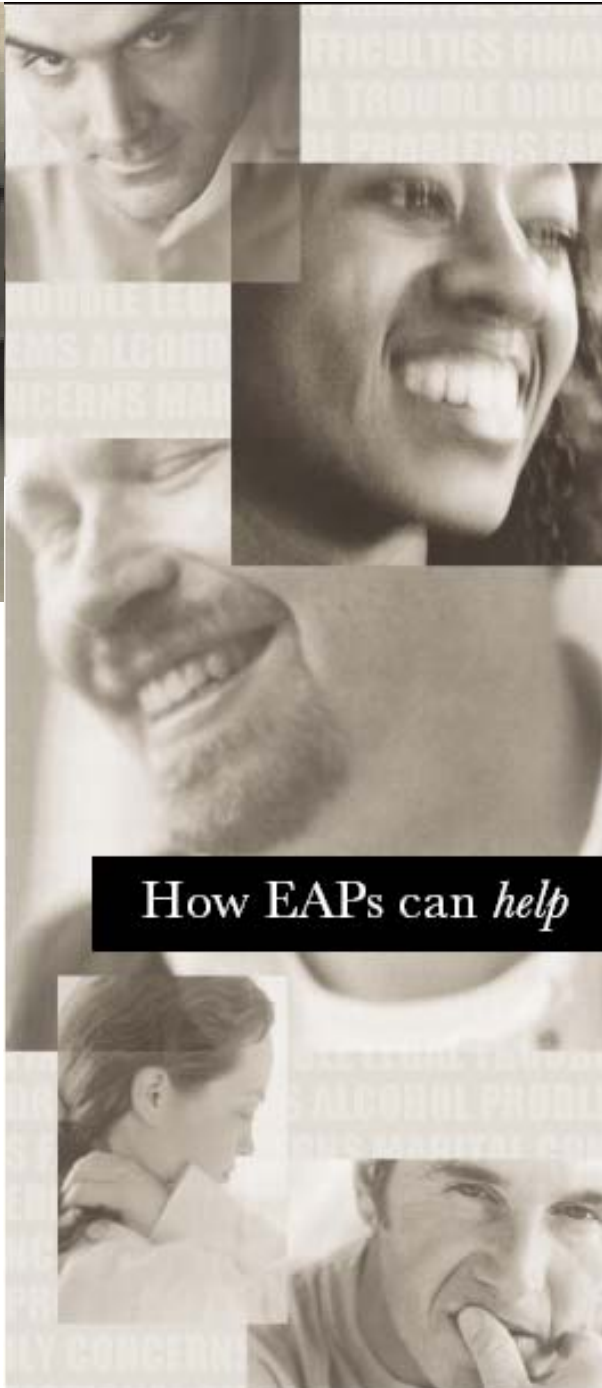




National studies show one in every five U.S. employees are currently experiencing serious personal problems, which negatively impact their job performance and productivity. Most recent estimates place the cost of untreated mental illness and substance abuse in excess of \$200 billion annually in lost productivity.



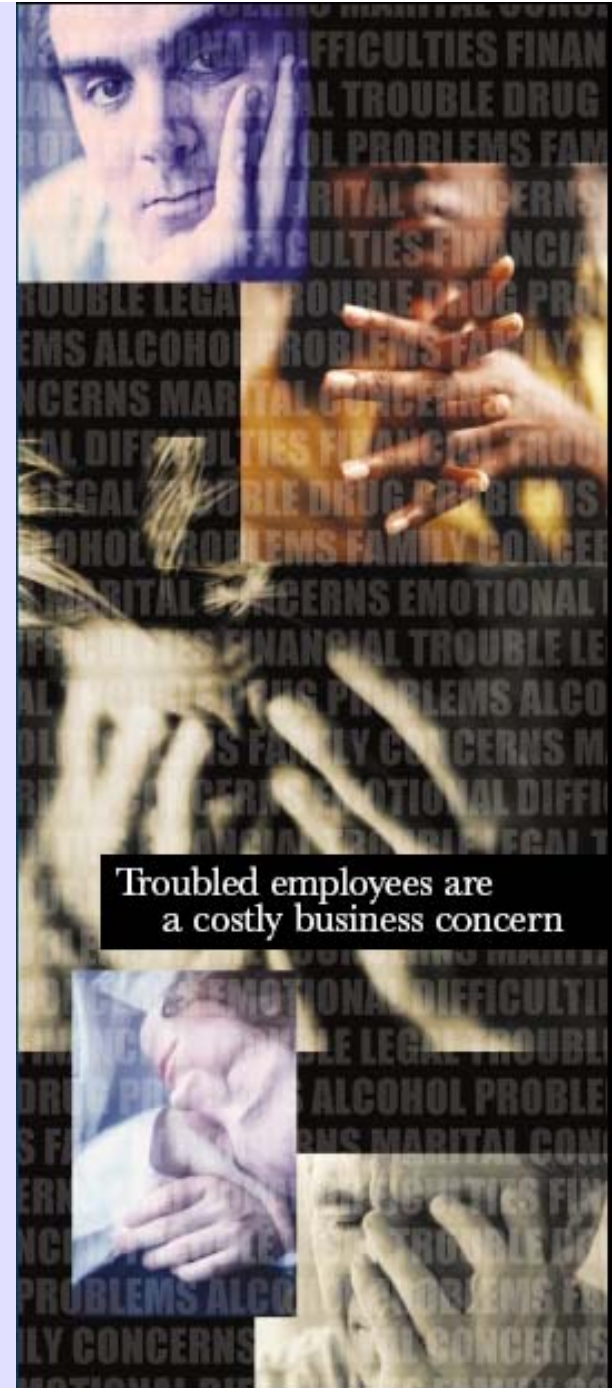
How EAPs can *help*



Shelby County Counseling Center, Inc.

1101 N. Vandemark Rd., Sidney, OH 45365

For more information:
Call 937-492-6970 Ext. 201



Troubled employees are a costly business concern

“ We consider the EAP an excellent supplement to our employee benefit program, as well as an effective management tool. In today’s society a healthy balance between work and home is essential.

- Director, Human Resources ”



When personal problems undermine an employee’s job performance, traditional supervisory and managerial efforts seldom prove effective. Instead, job performance usually continues to decline and managers find their time increasingly consumed by monitoring and counseling the troubled employee. Personal problems contributing to poor job performance are usually complex and multi-faceted. They often include:

- ◆ Family and Marital Concerns
- ◆ Emotional Difficulties
- ◆ Financial or Legal Troubles
- ◆ Drug or Alcohol Problems



Fortunately, there’s a practical, affordable solution available to help companies like yours address these troublesome and costly personnel concerns. Since their introduction, Employee Assistance Programs (EAP’s) have evolved from simply an innovative new concept to an accepted management institution.

In addition to providing employees with confidential short-term counseling and/or referral services an EAP gives supervisors a structured and safe system for handling employees’ personal problems that impact the workplace. The EAP is a primary resource for identifying and arranging services for troubled employees as well as another management tool for supervisors.

“ The EAP gives employees the help they need during critical periods in their lives and returns to us employees who are less distracted by their personal problems and therefore more productive. ”

Besides reducing costs associated with employees’ personal problems, Shelby County Counseling Center’s Employee Assistance Program provides training for managers and supervisors to help them develop skills and confidence in resolving employee performance issues. The program also offers training modules for management and staff on issues such as sexual harassment, promoting a drug-free workplace, stress management, parenting, and many other human resource development and wellness topics.

The Employee Assistance Program enhances existing benefit programs and demonstrates a company’s commitment to, and concern for, its employees’ well being. SCCCI’s Employee Assistance Program is one of the best investments an organization can make.



Having a program like this can help your organization contain costs in many important ways, including....

- ◆ Reduced absenteeism & Tardiness
- ◆ Lower Health Care & Compensation Costs
- ◆ Improved Morale & Lower Turnover Rates
- ◆ Increased Safety & Security & Productivity
- ◆ Fewer E.E.O.C. Claims
- ◆ Better Personal Management & Quality Control
- ◆ Improved Union/Management Relations

The Shelby County Counseling Center, Inc.’s Employee Assistance Program can provide your workplace with a customized program of services that will meet the current and future needs of your organization.

For additional information about bringing Employee assistance services to your company contact the EAP at **937-492-6970 Ext. 201**

Can your business afford not to?