

# Your Company's **Complete Mental Health Solution**



**Blomquist Hale**  
SOLUTIONS

# BLOMQUIST HALE SOLUTIONS

Over the years, Blomquist Hale Solutions has seen the importance of a mental health program within an organization. Due to the rise in mental health needs, Blomquist Hale Solutions is providing a personalized and complete mental health package for your organization and employees. When partnering with Blomquist Hale Solutions, your employees will have access to the most proactive and advanced mental health program offered. Employees will have access to face-to-face counseling sessions and other mental health resources.

Blomquist Hale Solutions prides themselves on offering not only mental health services to your employees, but a partnership that your organization can rely on.



Marital & Family Counseling



Stress, Anxiety or Depression



Grief or Loss



Personal & Emotional Challenges



Financial or Legal Problems



Substance Abuse or Addictions



Crisis Response



Senior Care Planning

## HIGH UTILIZATION

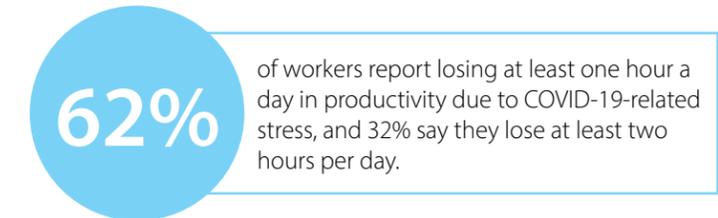
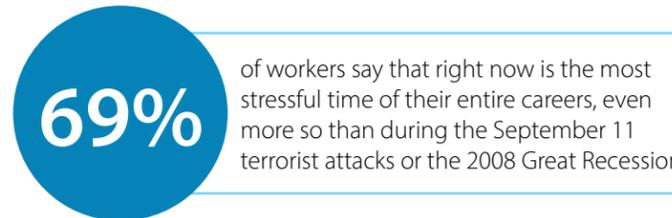
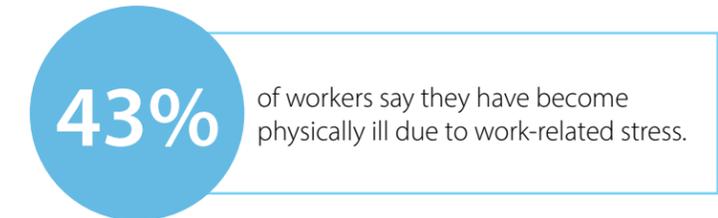
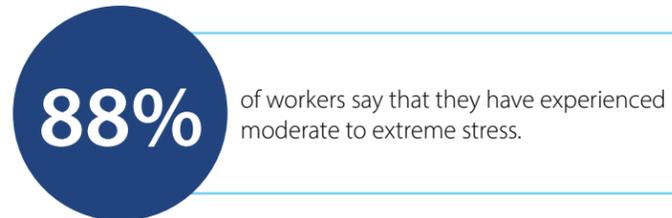
### Why is it so Important?

Did you know that 1 in 4 employees deal with a significant life issue each year? The impact of these untreated life issues will result in higher unscheduled absenteeism, lower job performance, lower motivation and overall decrease in well-being. Also, the ROI is only realized as employees and the organization utilize the resources. **Higher utilization = Higher return on investment.** Many of our competitors strive to have low utilization. This doesn't mean fewer employees are in need of help, it only means more employee issues go untreated and unaddressed. Savings from discounted mental health services are swallowed up in the mounting costs of advanced treatment from outside providers, untreated illnesses that manifest in the workplace, and reduced productivity.

When partnering with Blomquist Hale Solutions, your employees will know and utilize their benefit. Our focus is to increase the number of employees and dependents who get help. In turn, this helps your organization **reduce company cost** and **increase employee performance**.

## RISE OF MENTAL HEALTH NEEDS:

There has never been a greater need than right now to address the incidence of serious anxiety, depression, insomnia and suicidal thoughts amongst your employees. Below are some alarming stats:



Recent research confirms that employers need to make mental health support a priority for moving forward, or risk a dramatic impact on employee health and productivity. While some employers have programs in place, there is a lot of opportunity for improvement. Blomquist Hale Solutions is positioned to help organizations and employees navigate these uncertain times and have the much needed support to positively impact your employees lives.

# DEDICATED SUPPORT &

## RESOURCES FOR LEADERS

Our Business Consultants are experienced in company management & leadership, and will work with you to feel confident and comfortable with the services Blomquist Hale offers. We offer tools, training and resources to support your managers, supervisors, and HR teams. Our leadership support includes training, development and consultations with your leadership teams.

- #1** Your leadership and HR teams will get to know our professionals, because we visit often. We know the importance of building trust and relationships.
- #2** Every quarter we will review your results and strategize new ways to intensify employee engagement.
- #3** You choose a tailored array of workshops and custom training, built for your goals.
- #4** Managers consult us for help with tricky cases like job performance problems or team effectiveness issues.
- #5** On-site crisis support for your organization. When difficult critical incidents occur, Blomquist Hale will be there to support you and your employees.
- #6** Supervisor Trainings - We provide supervisor trainings to help your leaders be more equipped to lead the organization and support employees.

## No Set Limits On Sessions

Blomquist Hale provides real, meaningful help with no set session limits. In addition, Our monitors keep watch constantly for treatment quality, cost-effectiveness, and customer satisfaction.

Quality time with a good counselor is expensive. That's why cut-rate mental health providers keep sessions to a minimum, or they opt to send your employees elsewhere, to costly outside providers. This cost-cutting approach only masks and shuffles problems.

# WHY BLOMQUIST HALE SOLUTIONS?

At the heart of every successful organization, you will find efficient employees. They are the face of your business and your connection to clients. Unfortunately, all employees will face difficult life challenges at some point. In fact, one out of every four employees will face significant life-changing events this year that will inevitably affect their performance at work, and life in general.

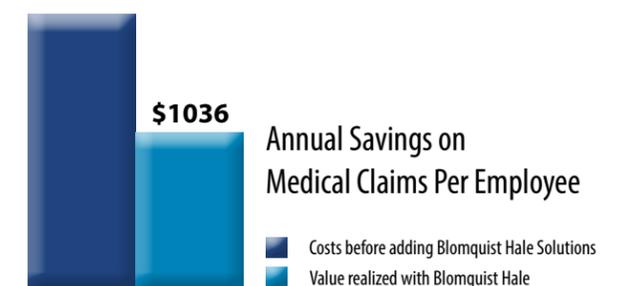


**2 TO 3 TIMES HIGHER EMPLOYEE ENGAGEMENT**

**SAVING YOU MONEY**

## REDUCE YOUR CLAIMS

We focus on solutions, and provide treatment intense enough to deliver those solutions. **Fewer than 20% require a referral** to an outside provider. An independent study examining financial savings shows insurance utilization immediately dropped following the implementation of the Blomquist Hale Employee Assistance. A 12-month before-and-after comparison yielded impressive results.



Source: PEHP Savings with Blomquist Hale Solutions Study

# SERVICES AVAILABLE

## COVID-19 Support

We are positioned to help organizations and employees navigate these uncertain times and have much needed support that so many are seeking.

## Support Now

Through the Blomquist Hale Support Now Program, employees and dependents instantly connect with a licensed therapists via phone, text, email or video. No appointment is necessary.

## Resources for Leaders

We offer tools, training and resources to support your managers, supervisors, and HR teams. Our leadership support includes training, development and consultations with your leadership teams.

## Dedicated Organizational Support

Our Business Consultants are experienced in company management & leadership, and will work with you to feel confident and comfortable with the services Blomquist Hale offers.

## Rapid Crisis Intervention

We are experts in crisis response and are available around the clock by phone for emergencies. We guarantee swift and appropriate critical incident response.

## Legal, Financial & Senior Care

Employees and their dependents have access to legal, financial and senior care consultations.

## Workshops

Blomquist Hale offers a host of educational workshops for your employees (both on-site and via webinar). Topics include stress, anxiety, relationship skills, financial planning, wellness and work-life issues.

## Drug-Free Workplace Services

We provides substance abuse professional (SAP) services, and train your leadership to recognize when an employee may be putting themselves and others at risk through substance abuse.

# ADDITIONAL SERVICES

Blomquist Hale has additional services that are available to purchase. Below is a list of services available to your organization.

## Leadership

First-class leadership program that focuses on providing practical training and tools that allow organizations to forge unified cultures that profit.

## First Responder

We recognize the unique needs and the importance of ongoing understanding, training, and the right therapists partnered with those professionals.

# SUPPORT NOW

## Talk with a Licensed Therapist Instantly

We recognize that none of us are immune to the stresses that life brings. It is important for your employees and their dependents to have the opportunity to discuss the things that are on their mind **instantly**. Through the Blomquist Hale Support Now program, employees and dependents instantly connect with a licensed therapist via **phone, text, email** or **video**. No appointment is necessary.

# HIGH ENGAGEMENT vs

# LOW ENGAGEMENT

Blomquist Hale has remained true to our beginnings by offering a comprehensive high engagement mental health solutions that focus on four critical areas, Prevention, Utilization, Intensity of treatment and Partnering. To provide this vision, Blomquist Hale will not be the cheapest mental health solution, but we will be the most engaged in delivering a critically valuable benefit. In recent years, mental health benefits have been forced to slash their fees to gain business. To still be profitable, they are helping fewer employees and providing less meaningful assistance. They have become interchangeable commodities.

## ENGAGING WHEN PROBLEMS FIRST APPEAR

**#1** Blomquist Hale understands that it is crucial to get employees to resolve problems before they become debilitating, consuming and expensive. With a commodity mental health benefits, employees are rarely aware that the benefit even exists and seldom use it even in crises situations, let alone preventative care. In contrast, Blomquist Hale Solutions recognizes the importance of early access and engages in dramatically amplified outreach efforts to increase awareness and help employees feel comfortable accessing help early.

## ENGAGING AT AN INTENSE PROBLEM SOLVING LEVEL

**#2** Blomquist Hale Solutions delivers its services at an intense level that addresses the problems head on and provides the adequate support to get employees back to full functioning as quickly as possible. Blomquist Hale engages employee with face-to-face appointments rather than attempting to divert them into health plan reimbursed care. Blomquist Hale's high engagement mental health solutions provide intense services that contain upwards of 80% of those who access our benefit, thus referring out very few people.

## ENGAGE MORE PEOPLE

**#3** National studies have confirmed that 25% of employees that work for any organization will face significant life issues each year. The impact of these untreated life issues will result in higher unscheduled absenteeism, lower job performance, lower motivation and overall decrease in well-being. Blomquist Hale prides itself on having a utilization that is typically 2-3 times more than the commodity mental health benefit. By seeing more people, Blomquist Hale reduces the negative impacts of challenging life issues.

## ENGAGE AS PARTNERS

**#4** It is estimated that managers spend as much as 30% of their time helping employees with significant life problems. Blomquist Hale trains, coaches and provides resources to take this burden from the manager and allows them to focus on their most critical functions. Commodity mental health benefits provide very little support in this important area.

# CLIENT TESTIMONIALS

“ Our experience with Blomquist Hale has been outstanding. No matter what the issue, **they have delivered a value in employee assistance that is second to none.** Their immediate response to the needs of our company and to the needs of our staff is what differentiates them from others we have partnered with in the past. If you're looking for service and value in an employee assistance partner, we highly recommend Blomquist Hale.



University of Utah Hospitals and Clinics  
Human Resources

“ The University of Utah offers world class healthcare, education, research and professional development -- and we know our employees help make us one of the best institutions in the region. We value the wellness of our employees by offering one of the most comprehensive benefit packages available, which includes Blomquist Hale Employee Assistance.

For over 11 years, Blomquist Hale has been serving our employee population. **They also continually provide support to our leadership team,** offering assistance with difficult organizational and employee matters. This includes management referrals, crisis services, mediations, seminars and trainings.

We appreciate the partnership we have with Blomquist Hale as they help us take care of our most valuable resource, our employees.

“ **Your service to our organization is beyond words!** You have saved careers, lives and marriages of our employees through your invaluable service. Our law enforcement officers work in a very stressful, dangerous, and life changing environment. Without the services of Blomquist Hale to provide a confidential and professional counseling service for our employees and their family members to discuss mental health, family, financial and many other issues that affect them, many of our employees would be much worse off. The cost to benefit analysis to provide Blomquist Hale services to our employees is a steal!



Unified Police Department  
Human Resources

# SUMMARY OF SERVICES

## 2 to 3 Times Higher Utilization

Employees know and utilize their benefit with Blomquist Hale. By increasing the number of employees who actually get help, your organization will reduce company cost and increase employee performance. Low mental health access doesn't mean fewer employees are troubled, it only means more employees go untreated and unaddressed. Blomquist Hale partners with our clients to increase utilization.

### Other Mental Health Benefit Companies:

- Employees don't realize they have a benefit. They never see it.
- Savings from discounted mental health benefits are swallowed up in the mounting costs of advanced treatment from outside providers, untreated illnesses that manifest in the workplace, and reduced productivity.

## 80% Stay Within Blomquist Hale

We focus on solutions, and provide treatment intense enough to deliver those solutions. Fewer than 20% require a referral to an outside provider. An independent study examining financial savings shows insurance utilization immediately dropped following the implementation of the Blomquist Hale Employee Assistance. A 12-month before-and-after comparison shows insurance utilization immediately dropping by \$1036 annually on medical claims per employee.

### Other Mental Health Benefit Companies:

- The mental health benefit diverts over 50% of treatment costs to the medical plan.
- Low premiums leave the mental health benefit underfunded to provide the intensive treatment necessary for resolution. Expenses leak out to the employees through high deductibles and copays.

## Dedicated Organizational Support

Our professionals go beyond the typical services. We develop relationships of trust with each company we work with. Our mission is to help companies accomplish their biggest goals, while developing leadership to help them reach critical objectives.

### Other Mental Health Benefit Companies:

- Many mental health benefits help so few employees, they're irrelevant.
- Low cost mental health benefits are underfunded. They cannot provide the level of care your employees need and deserve.

## Face-to-Face:

### No Set Limit on Sessions

Quality face-time with a good counselor is expensive. That's why cut-rate mental health providers keep in-person sessions to a minimum, or they opt to send your employees elsewhere, to costly outside providers. This cost-cutting approach only masks and shuffles problems. That costs you big-time, in chronic absenteeism, disengagement, and healthcare costs. Blomquist Hale provides real, meaningful help the only way that counts: Face-to-face. Unlimited sessions, until the issue is solved.

### Other Mental Health Benefit Companies:

- A phone chat with a therapist is frequently all the help many employees receive.
- Strictly limit sessions to a set number, even if one or two more sessions might make the difference.

# SUMMARY OF SERVICES - CONTINUED

## Rapid Crisis Intervention

Because of Blomquist Hales partnership, we are often utilized when companies are facing a critical need. We are ready to assist in those critical moments, as a partner and expert, to help you navigate the effects of these challenging situations. When a crisis occurs, it is important that a licensed therapist is available and on scene rapidly. We are available around the clock by phone for emergencies, and guarantee swift and appropriate critical incident response.

Companies and brokers often reach out to Blomquist Hale to respond to critical events even when they company has another mental health benefit in place. We frequently hear that the "other benefit is not responsive and effective at providing the needed crisis help."

## Resources for Leaders

Management plays a crucial role in building an effective work environment. Employees often come to supervisors with life issues that can reduce productivity, distract from core work duties, and increase liability. Remove the risk and let Blomquist Hale handle these personal issues. We offer employee orientation, tools, training and resources to support your managers, supervisors, and human resource teams.

By effectively working with leadership, we improve communication, time management, and productivity. This in turn helps supervisors focus more on their core work duties and critical functions.

## Courses & Trainings

Blomquist Hale offers a host of educational seminars to assist employees. These are designed to offer specific, helpful suggestions on a variety of topics including relationship skills, financial planning, wellness, work-life issues, work-related skills, and more. Employees having access to these trainings will help improve both their personal and work lives, which in-turn will positively effect their performance on the job.

## Behavioral Wellness

For wellness programs to have maximum efficacy, help must be available to those who need it. Blomquist Hale counselors are change experts who can help individual employees from overcoming the emotional and psychological barriers to making significant health improvements. As a result, we help entire organizations achieve their overall wellness objectives.

## Drug-Free Workplace Services

Blomquist Hale can help you create policy and procedure for a safer and healthier work environment. One of the keys to having an effective drug-free workplace policy is to have a uniform violation process in place for direction when violations do occur.

# **Blomquist Hale** SOLUTIONS

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