



BENEFITS

Employee Assistance Program (EAP)



The Employee Assistance Program (EAP) is a service designed to help you manage life's challenges. Through the EAP, a professional counselor can be provided to help you or your eligible family members assess personal problems that can affect your health, family life, abilities and desire to excel at work. You and your eligible family members are entitled to up to six complimentary sessions per individual, per incident, per calendar year. Longer-term treatment referrals can also be made if necessary. The EAP also provides telephone counseling for a broad range of issues, including:

- Marital, family and other relationship problems
- Alcohol/drug dependence
- Depression, stress, emotional problems
- Financial or legal difficulties
- Child- and elder-care assistance
- Retirement planning
- Federal tax consultation

You can also access EAP information and tools online by going to the Web site: members.mhn.com. Register on that site with the access code: **CNO**. With the click of a mouse you can:

- Search for an MHN counselor and get a referral
- Manage your stress with interactive tools
- Take a health risk assessment
- Ask their expert an emotional health question

How to use

EAP sessions are prepaid and the confidential counseling is provided by Managed Health Network (MHN). For assistance or to schedule an appointment, call (800) 977-7637, 24 hours a day, 7 days a week. Any contact you have with the EAP will be completely confidential.

Eligibility

All associates are automatically enrolled in the Employee Assistance Program on the first day of the month following one calendar month of employment. There is no enrollment form to complete. CNO pays the enrollment fees.

Your ability to access the EAP ends on the last day of the month in which your employment terminates, unless you elect COBRA continuation coverage under the medical plan.

Coverage for your dependents

Your spouse or same-sex domestic partner and children under the age of 19 are also automatically enrolled in the Employee Assistance Program. "Children" includes biological children, stepchildren, your legally adopted children, any foster child or child for whom you are the legal guardian, pursuant to court order. Unmarried children at least 19 years old but under the age of 23 may be covered if they are full-time students and dependent on you for support.

