



Chestnut Global Partners' Workplace Outcome Suite (WOS) Validates the Effectiveness of Local/Regional Employee Assistance Programs (EAPs)

Bloomington, IL — September 1, 2015 — Chestnut Global Partners (CGP), a provider of culturally-aware employee assistance and wellness programs to companies worldwide, today announced the results of a yearlong study of nine local/regional EAPs (employee assistance programs) to determine the workplace effectiveness of their services. The participating EAPs are members of the Workplace Collaborative (WC), an invitation-only group of local/regional EAP firms that meets regularly to openly share ideas, work practices, results, and lessons. Using CGP's *Workplace Outcome Suite (WOS)*, the first scientifically validated tool that tracks workplace effectiveness resulting from EAP services, the study found that the EAPs delivered significant improvements in work absenteeism, work presenteeism and life satisfaction.

Established in 1994, the WC includes 14 EAP firms from 14 different states and is represented by CEOs or Senior Leadership who have decision-making authority for their organization. WC members are committed to the principle that EAP, like health care and politics, is practiced and delivered locally and that there is no substitute for local decision-making and working alongside local employers. WC EAPs believe they are better positioned to integrate with local work sites than some of the "mega" EAP firms, based on their strong sense of loyalty towards their communities and customers.

Using CGP's Workplace Outcome Suite (WOS), the WC study indicated a post-test 37% reduction in work absenteeism hours, a 22% decrease in the level of work presenteeism, a 7% increase in level of work engagement, a 12% decrease in the level of work distress, and a 21% increase in life satisfaction.

The following EAPs participated in the study:

- Cascade Centers, Inc., Portland, Oregon
- Cope, Inc., Washington, D.C.
- Employee Assistance Network, Asheville, North Carolina
- Frank Horton Associates, LLC, Raleigh, North Carolina
- H&H Health Associates, St. Louis, Missouri
- Human Development Company, Inc., Louisville, Kentucky
- MKS Performance Solutions, LLC, Concord, New Hampshire
- Southwest Employee Assistance Program, Inc., Little Rock, Arkansas
- Worker's Assistance Program, Austin, Texas

1003 Martin Luther King Drive • Bloomington, IL 61701 • USA

toll-free: 1.800.433.7916 • phone: 1.309.820.3604 • fax: 1.309.829.2744

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"The WC study conclusively debunked the notion that regional or local EAPs are unable to deliver outcomes on par with the bigger, nationally known EAPs, who are perceived to offer a more extensive service portfolio and support network," said Tim Hobart, CEO at H&H Health Associates and a charter member of the Workplace Collaborative. "As we've found in our service models, there is great value in being part of the community that's being served. Employee assistance is only as effective as the ability to create trusting counselor-employee relationships, which is the strong suit of local or regional EAPs where there are opportunities for greater familiarity and bonding."

Used by over 400 EAP and wellness organizations, the WOS is psychometrically tested, validated, workplace-focused, easy to administer and free. The WOS brings EAP in line with the data-driven approaches that are changing the way organizations conduct all phases of their business—from product design to customer service, to marketing and talent acquisition. This approach translates improved productivity into quantifiable results and makes the business case for if or when investing in EAP and Health/Wellness Coaching makes sense.

For a summary of the study and our findings, visit chestnutglobalpartners.org/publications. Copies of the free WOS are available at www.eapresearch.com.

About Chestnut Global Partners

Chestnut Global Partners (CGP) is a behavioral health organization based in Bloomington, IL, that offers a full range of culturally aware employee assistance and related workplace services. CGP combines EAP with wellness, disability, high risk maternity, employee safety and compliance management programs, designed to promote employee well-being, improve performance and reduce absenteeism.

Chestnut Global Partners serves companies in over 140 countries, including Brazil, China, India, Mexico and Russia, as well as companies across Central Europe. CGP also supports Native American Tribes and Casinos in North America. Chestnut Global Partners' Division of Commercial Science develops and deploys scientific assessment technologies, outcome measures, and analytical methodologies so that EAPs, wellness companies, disease management entities and purchasers the world over can determine the effects and/or worth of their programs. For more, visit www.chestnutglobalpartners.org.

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For editorial information, contact:

Charles Epstein
BackBone, Inc.
che@backboneinc.com

1003 Martin Luther King Drive • Bloomington, IL 61701 • USA

toll-free: 1.800.433.7916 • phone: 1.309.820.3604 • fax: 1.309.829.2744

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