

Horizon At Work

“81% of workers reported that they will be looking for workplaces that support mental health in the future.” (HHS.gov)

Your **company's** well-being starts with your **staff's** well-being. We can help.

You recognize the importance of a healthy workforce. Perhaps you don't know how to improve that, or have the resources to do so. Our program is designed to provide employers a hassle-free, effective program to achieve this. See below on how we can take this off your plate.

What is Horizon At Work?

Our program offers customizable, easy-to-access support, counseling and education for you to offer your staff and their families.

Is this an EAP?

No. We can function in place of a formal EAP, or alongside your current EAP. Our “At Work” program doesn't charge per capita fees or require utilization rates.

Services Offered

1. Counseling Services. Professional, confidential counseling for:

- **Individuals (ages 3+):** Issues such as substance use, stress, anxiety, depression, grief, and more.
- **Family Counseling:** Marital conflict, parenting challenges, and family discord.
- **Workplace Counseling:** Work-related stress, conflict resolution, and solution-focused counseling.
- **Medication Support:** Access to healthcare professionals who can prescribe and manage medications.
- **Peer Support:** Linkage to peer support programs, and specialized peer support such as veterans, LGBTQIA+, Youth Peer and more.

2. Emergency Support. Crisis intervention services for urgent crises such as an employee's death, traumatic event in the workplace, trauma debriefing and critical incident response.

3. Workshops and Seminars. We can bring educational sessions to your teams on-site or virtually. They can be designed for small team-based seminars or company-wide summits. See wide range of topics below.

Scan the QR Code or visit
horizon-health.org/topics
to see a complete list of topics available.



How it Works.



My staff member needs help.

1. **Self-Referral:** Employees can directly contact Horizon through our confidential email or phone number.
2. **Informal Referral:** A manager or supervisor may suggest our services to an employee if they notice signs of stress, personal challenges or declining emotional stability.
3. **Formal Referral:** If an employee's personal issues are impacting their work, a formal referral may be made. This can involve a process where the manager works with Horizon to connect the employee to the most appropriate services.

We are in crisis. I need help.

Critical Incident Response and Emergency Support: Employers can contact Horizon for immediate support during crises such as workplace accidents, natural disasters or traumatic events.

I want to provide enrichment/preventative programming for staff.

1. **Program Development:** Employers can reach out to Horizon to request workplace seminars, training sessions or wellness programs tailored to their staff's needs.
2. **Collaboration:** Horizon works with the employer to design and implement programs that align with organizational goals and employee well-being.

Cost for Programming

Counseling Services

- **Pricing Model:** Fee-for-service, where employers are charged based on the number of counseling sessions used.
- **Alternative Model:** Per Employee Per Month (PEPM) - Employers may elect to pay a flat fee (\$150) for each employee covered under the program. Price varies based on staff size. This model is a true value-add to staff, as it does not run through health insurance, resulting in no co-pay or deductible.

Emergency Support Services

- **Pricing Model:** \$500 per hour for on-site crisis intervention or trauma debriefing.

Workshops and Seminars

- **Pricing Model:** \$1000 per presentation or \$3500 for bundle of 4 presentations (includes up to 500 staff per presentation).
- **Customization is offered based on staff needs:** Tailored content or specialized workshops. Presentations typically last 1.5-2 hours.

How to Access Horizon at Work

Confidentiality: Your privacy is our priority. All services are confidential, and no information will be shared without your explicit consent.

Contact Information: Christina Pearl

- **Phone:** 716-831-2700
- **Email:** cpearl@horizon-health.org
- **Website:** horizon-health.org

At Horizon, we believe in taking care of our team members.

Remember, you are not alone— help is just a call or click away.