

Maximum
benefit.

Employee Assistance Program

The decision to provide an Employee Assistance Program (EAP) reflects your organization's commitment to supporting employee well-being and performance. Through Maximum Benefit's partnership with Arcora, you can now offer employees and their families a new standard in flexible, outcome-based EAP care.



The Maximum Benefit EAP, provided by Arcora, delivers professional, confidential assistance for personal, family, and work-related challenges through Canada's most trusted network of qualified counsellors and specialists. This program goes beyond traditional EAPs by focusing on whole-person care, continuity, and measurable outcomes.

By implementing the Maximum Benefit EAP, your organization can:

LOWER ORGANIZATIONAL COSTS BY:

- Reducing absenteeism and disability-related expenses
- Minimizing health and benefit costs through early intervention
- Supporting a safe and productive workplace

DEMONSTRATE YOUR COMMITMENT TO EMPLOYEES BY:

- Addressing stress, burnout, and mental health challenges early
- Promoting holistic well-being and work-life balance
- Helping employees and their families access meaningful, ongoing care

ENHANCE WORKPLACE PERFORMANCE BY:

- Building engagement and retention through accessible support
- Reducing the effects of conflict, turnover, and burnout
- Strengthening organizational culture and resilience

**LET YOUR MAXIMUM BENEFIT ADVISOR SHOW YOU HOW TO PUT THE
POWER OF OUR EMPLOYEE ASSISTANCE PROGRAM TO WORK FOR YOU.**

Overview of Services Offered

COUNSELLING SERVICES

Professional counselling support for employees and their eligible dependants—with no barriers to care based on the complexity of the situation. Sessions are available in person, virtually, or by phone, and may cover:

- Stress, burnout, and anxiety
- Relationship and family challenges
- Depression and emotional health
- Grief, loss, and life transitions
- Workplace issues or conflict
- Addictions and dependency concerns

Each individual is matched with a qualified, master's-level counsellor based on their goals, preferences, and needs. Care continues seamlessly as new concerns arise, ensuring consistency and better long-term outcomes.

SPECIALIZED COUNSELLING SUPPORTS INCLUDE:

Eldercare guidance | consultations with qualified professionals to explore care options, access community resources, and support the well-being of aging loved ones.

Nutritional guidance | consultations with qualified professionals to improve nutrition, manage health conditions, and promote lasting wellness.

Childcare navigation support | unlimited access to expert help in finding childcare solutions that fit your family's needs.

LEGAL INFORMATION AND FINANCIAL GUIDANCE

Employees and eligible family members have shared access to qualified professionals who can provide practical, confidential support to help them make informed decisions and move forward with confidence.

Legal information covers topics such as employment law, family law, wills and estates, and landlord/tenant issues.

Financial guidance includes help with budgeting, managing debt, retirement and savings planning, and setting achievable financial goals.

HR AND MANAGEMENT GUIDANCE (LEADERS & MANAGERS)

Leaders and managers can access confidential, professional HR guidance to help navigate a wide range of workplace challenges and responsibilities. Support is available for:

- Addressing employee relations and performance concerns
- Managing sensitive or complex workplace situations
- Building effective, compassionate, and resilient teams

CRITICAL INCIDENT STRESS DEBRIEFING (CISD)

When a traumatic or critical event affects your workplace, timely and structured support is essential. Arcora's CISD service provides professional debriefing and emotional support to help employees and teams recover and regain stability after incidents such as workplace accidents, violence, or sudden loss.

Delivered by qualified professionals trained in trauma response and workplace stress management, these sessions promote recovery, resilience, and a healthy return to work.

DIGITAL AND PREVENTATIVE SUPPORTS

Hugr | Free, unlimited access to Arcora's digital mental well-being app to help employees track emotional health, strengthen social connection, and build resilience.

Online resources | Articles, videos, and tools that support mental, physical, social, and financial wellness available through arcora.ca.

Visit us online at maximumbenefit.ca

