



GROUP BENEFITS

Help your employees handle **life's ups and downs.**

Offer them resources through your employee assistance program (EAP).

Resources for life's challenges

Life's unpredictable. You never know what your employees may be experiencing. But you do know every business runs on the same fuel—the energy of its people. When your employees are able to manage their personal ups and downs, they'll be more productive on the job.

That's what the employee assistance program (EAP) from Principal® is all about. With an EAP, your employees have access to resources to help them handle life's everyday—and not so everyday—challenges.

Provided by ComPsych®, Core EAP services are automatically available to your employees and their families when you offer Principal short-term or long-term disability insurance.⁽¹⁾ This gives them **24/7 access** to support through phone consultations, a mobile app, online resources, and self-screening tools. They can connect with licensed professionals for counseling, coaching, and more—**in person, by text, live chat, video, or phone.**

Make the most of your EAP.

Making the most of your EAP means letting your employees know they have access to confidential help when they need it.

Services for your employees and their families

In-person or virtual counseling

One valuable way to work through personal or work issues is by talking with a professional. Individuals can call 24/7 to speak with a licensed professional or use GuidanceConnect® to schedule a time that works for them. Users are then matched with a local provider. Three counseling sessions per person, per issue, per year are included.

Work life services

Individuals can receive support from licensed professionals with FamilySource®, FinancialConnect®, and LegalConnect® services.

- **FamilySource** provides employees and their families with an initial assessment and consultation, followed by customized, timely referrals for child and elder care, adoption, education, pet care, and other personal needs.
- **FinancialConnect**⁽²⁾ connects individuals with financial experts, including certified public accounts (CPAs), certified financial planners (CFPs), and experienced professionals, who can address a wide range of issues.

- **LegalConnect**⁽²⁾ connects users with attorneys for non-employment legal issues, plus tools for simple wills, legal forms, and resources on topics like estate planning, complaints, housing, and identity theft.

Coaching

Mental health, work-life challenges, and physical issues are often intertwined. Certified coaches understand this vital connection between mind, body, and lifestyle—they offer coaching services that address mental health, physical health, and overall well-being through one holistic solution. Coaches work one-on-one with participants to reduce personal roadblocks before they evolve into long-term, bigger challenges.

Computerized cognitive behavioral therapy (CBT)

The EAP offers an interactive, multilingual digital program—accessible via app, tablet, or desktop—that addresses common behavioral health challenges. Guided modules help users reduce stress, overcome mental barriers, and improve well-being, with content covering topics such as depression, anxiety, mindfulness, sleep, self-esteem, and resilience.

Services for your organization

Training—in-person and via webinar. Users can access on-demand learning modules and podcasts anytime—plus a generic monthly webinar series for managers and supervisors—all at no cost. These webinars provide guidance on using the EAP to tackle job performance, substance use, and workplace challenges. In-person training is available for employee orientation, manager orientation, personal development, and more. This service is offered for a fee.

Critical incident stress management (CISM). Critical incidents, such as natural disasters, fatal accidents, corporate restructuring, or other large-scale crises, can be traumatic for organizations and employees alike. When things like this happen, CISM services are available for managers, groups of employees, or individuals to help minimize the long-term effects on the organization and accelerate recovery. Three hours of consultation per event are included.

Management referrals. When employees are referred to the EAP, referral specialists will assist managers or HR professionals throughout the process. Referrals can be either voluntary or formal:

- **Voluntary referrals:** If an employee or manager notices a problem, the manager can remind the employee that the EAP is available. It's the employee's choice whether to use it.
- **Formal referrals:** If an employee's performance or behavior is causing problems or breaking a policy, the manager may require them to contact the EAP for support.

24/7 live
assistance

Visit guidanceresources.com and when you create an account, enter *PrincipalCore* as the program name.

Download the **GuidanceNowSM** app

Call 844-869-2365 | TTY 711



Scan for
**more
resources.**



More about your EAP provider

ComPsych GuidanceResources[®] isn't just a support solution—it's a lifeline. With over 40 years of experience and more than 160 million people supported, ComPsych offers services that enhance employee well-being and strengthen organizational effectiveness at every stage of life. Through its employee assistance program (EAP), ComPsych provides meaningful support to help individuals manage stress, improve mental health, and navigate life's challenges through their network of 120,000+ clinical care providers. ComPsych also helps businesses reduce absenteeism and offers support during critical incidents. These programs are built to meet the unique needs of employees while equipping employers with tools to create healthier, more resilient workplaces.

⁽¹⁾ Not available with self-funded coverage.

⁽²⁾ Not available to group policies issued in New York.



Insurance products issued by Principal Life Insurance Company[®], a member of the Principal Financial Group[®], Des Moines, IA 50392.

Principal[®] has arranged with ComPsych to make its employee assistance program (EAP) available to employees with select group coverage insured by Principal Life Insurance Company[®]. EAP is not part of the insurance contract or policy and may be changed or canceled at any time. Not all services available to group policies issued in New York. ComPsych is responsible for all EAP services provided through this program. ComPsych is not a member of the Principal Financial Group[®].

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