

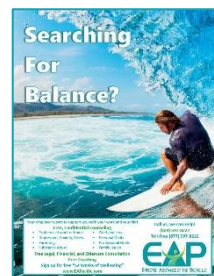


## OUR SERVICES TO USCG ORGANIZATIONS

As Hawaii's largest Employee Assistance Program (EAP), we have years of experience assisting companies across the Hawaiian Islands comply with Federal Drug and Alcohol regulations. We have 75 counselors across Hawaii, experienced local trainers, and a network of SAPs. USCG/Department of Transportation regulations in **46 CFR 16.401** spell out the requirements for providing EAP services to all crewmembers.

These regulations include:

1. **The employer shall provide an Employee Assistance Program (EAP) for all crewmembers.**
2. **Each EAP must include education and training** on drug use for crewmembers and the employer's supervisory personnel as provided below:
  - (a) **EAP education program.** Must include at least:
    - Display and distribution of informational material;
    - Display and distribution of a community service hot-line telephone number for crewmember assistance; and
    - Display and distribution of the employer's policy regarding drug and alcohol use in the workplace.
  - (b) **EAP training program.** Training for crewmembers and supervisors (supervisor training must be at least one hour) including at least:
    - Effects and consequences of drug and alcohol use on personal health, safety, and work environment;
    - Manifestations and behavioral cues that may indicate drug and alcohol use and abuse; and
    - Documentation of this training.



We have three types of contracts that can quickly get you in compliance with these regulations, while increasing the safety of your crew and the bottom line of your organization. Fees vary depending on the size of the crew and the contract model chosen.

Capitated EAP & SAP Contract	Capitated EAP Only Contract	Fee-for-Service EAP & SAP
One annual fee covers all EAP and SAP services. (Includes Counseling and all Work/Life Services*)	One annual fee covers all EAP services. (Includes Counseling and all Work/Life Services*)	Annual administrative fee charged even if no services are used. Company invoiced for any EAP or Work/Life Services* used.
DOT-SAP services are provided to any crew violating drug or alcohol policies to help retain valuable employees.	Employees who violate DOT drug/alcohol issues must pay for SAP services themselves to work in the industry.	Companies who want to cover SAP services may do so at a flat per-case rate or hourly rate.
Includes one hour of training for Supervisors and all crew.		Training offered at an hourly rate.
Unlimited Management Consultation available at no additional fee.		Consultation at an hourly rate.
All plans include posters, cards, brochures. Fee-For-Service Critical Incident support available to all plans.		
*Work/Life Services are additional consultation for Legal Issues (non-work-related), Financial Issues, Eldercare and Caregiver Issues, Identity Theft, and Mediation)		

For more information, please call Dave Mitchell (808-597-8222) or email [dave@eapacific.com](mailto:dave@eapacific.com).

We can usually get companies up and running with our services in a few hours!