



Second Quarter 2020

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Support through Challenging Times

eni's solutions work to improve mental health by delivering a total well-being approach to the Employee Experience.

Cognitive Health & Wellbeing with Self By Design

Growing through e-Learning

Why Men Shouldn't Ignore Their Mental & Emotional Health

Industry Expertise from our Founder and CEO, Gene Raymondi



Support Through Challenging Times



A global pandemic and national social justice movement have intensified feelings and increased the need for quality mental health services. Solutions delivered by **eni** are just one way to demonstrate to employees that their mental health matters.

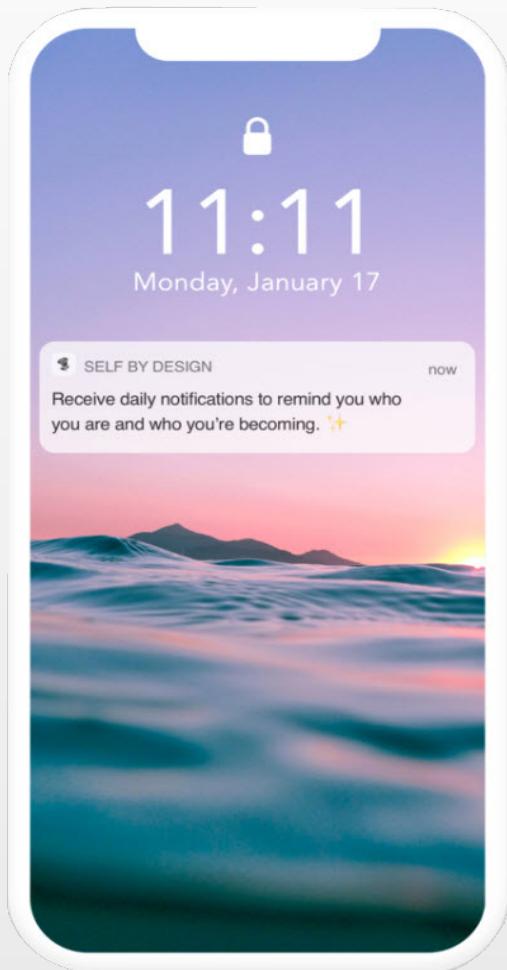
Critical Incident Stress Debriefing (CISD) services are available 24/7/365 to help your workforce through traumatic incidents, including the pandemic and heightened civil unrest. Coping with the death of a co-worker, a physical attack on employees, natural disasters, or more can be a smoother process with CISD services. **eni's** extensive network of providers means that employees receive the care they need when they need it most, including within 24 hours of the initial incident. Our providers can deliver care face-to-face or via teleconference to your employees. **eni** also supports management, ensuring effective and efficient use of CISD's. **eni** consistently receives a 100% satisfaction rating from clients utilizing our critical incident response services.

For employees who need assistance beyond group CISD sessions, **NexGen EAP** provides access to goal oriented short-term counseling sessions, either face-to-face, telephonic, or teleconference.

eni's 2nd Victim Support is there for employees experiencing compassion fatigue and/or vicarious trauma. Available 24/7/365, our 2nd Victim Support solutions are designed to reduce and/or minimize the effects of vicarious trauma or compassion fatigue, including difficulty sleeping, guilt and anxiety, and reduced job satisfaction. Our focus on vicarious trauma and compassion fatigue allows **eni** to provide the appropriate tools for managing the emotional health and total wellbeing of individuals on the front lines and those in the healthcare field. Our confidential services include our substance abuse program, suicide prevention, and stress and depression identification. We also maintain a qualified Substance Abuse Professional in good standing on our Clinical Team to assist with cases as needed.

eni's solutions work to improve mental health by delivering a total well-being approach to the Employee Experience.

Cognitive Health & Wellbeing with Self By Design



Integrated into our NexGen EAP mobile app, Self By Design is a mindset app created to support you in becoming the best version of yourself.

Rooted in neuroscience and psychology, this app was designed to keep you inspired and motivated to work towards your wellness goals with curated collections of inspirational quotes, affirmations, and the ability to create your own powerful visual reminders to keep you on track.



User Review

Use it everyday

I absolutely love this app. I haven't tried using positive affirmations into my life before this and it's making a big difference in my days, moods, my self-confidence. We are often so used to the negative, limited, and doubtful thinking going on in our heads that we don't even notice it anymore. When you incorporate positive thoughts, you really notice the difference! I love that you can use the curated affirmations or create your own. I'm constantly thinking of new things that I want to add throughout the day and pulling out my phone to quickly add them to the app. If you're on the fence, try this and really do it for a good couple of weeks. You won't regret it!

Growing through e-Learning



From school age children and college students to adult learners from all industries, e-learning provides the flexibility and pacing that many learners find appealing

As a component of [NexGen EAP](#), e-learning is a great way for employees and HR professionals to complete professional development and stay current on required certifications.

Participants have 24/7 access to hundreds of interactive courses via single sign on through the **NexGen** web portal or mobile app. Course categories include workplace safety, harassment, compliance and legal, and customer service. For each course there is a description, outline, list of objectives, and an estimated time of completion.

Once the entire course is completed, participants will earn a certificate. Courses are updated regularly to reflect the latest changes in legislation and/or industries to ensure that the content is always relevant and accurate. Contact **eni** on our website [here](#) to learn more about e-learning opportunities for your organization.

Why Men Shouldn't Ignore Their Mental & Emotional Health

A significant number of men are affected by mental illness.

Because men are widely discouraged from openly discussing their health and wellness—especially their mental health—many men believe they are suffering alone with their issues. However, 6 million men in the U.S. are affected by depression each year. In addition, suicide has increased to become the 7th leading cause of death among American males. Men are also commonly affected by bipolar disorder, clinical anxiety disorders, and eating disorders. If you notice any of the following changes in yourself or in a loved one, don't hesitate to reach out for help.

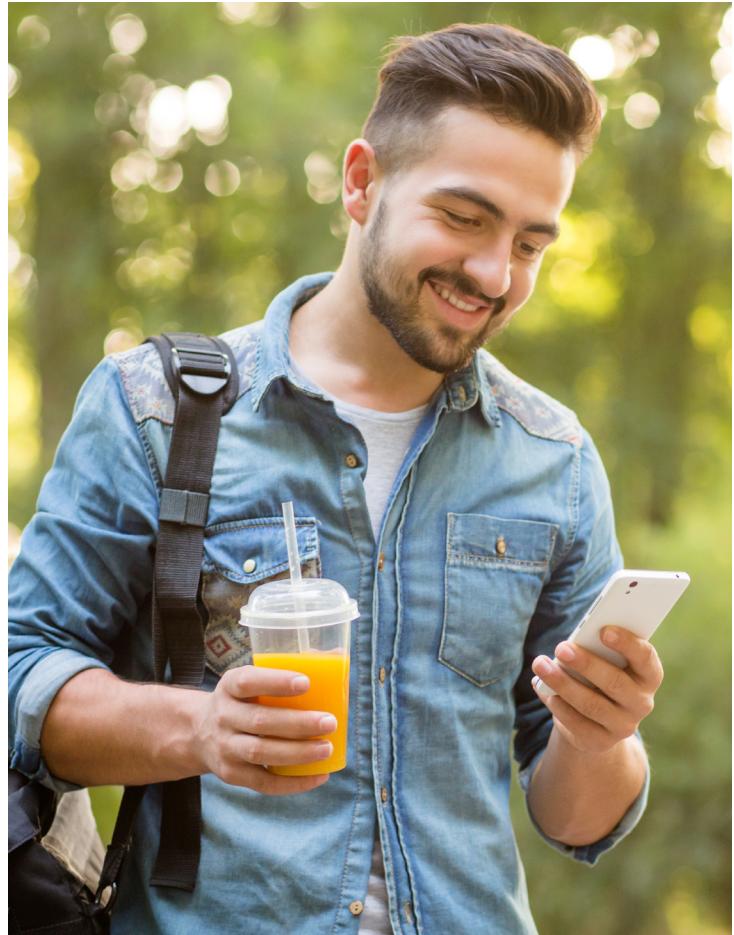
- Loss of interest in hobbies and other activities.
- Mood swings.
- Misuse of drugs or alcohol.
- Engaging in high-risk activities.
- Recurring feelings of sadness, loneliness, or guilt.
- Repetitive negative thoughts, thoughts of suicide.
- Declining performance at work or school.
- Symptoms of physical illness without a clear cause.
- Changes in energy level or sleep habits.
- Lack of focus, difficulty concentrating.

The above list is not exhaustive. If you are having trouble coping with daily life or you notice mood and behavioral symptoms getting in the way of your daily routine, it's time to ask your doctor about your mental health resources.

Mental health is directly tied to physical health.

Your mental health doesn't exist in a vacuum. Mental health feeds into your physical health and vice versa. For example, did you know that suffering from clinical depression can increase the risk of developing coronary artery disease by up to 64%? With heart disease already topping the list of causes of death among American men, it's essential to consider the relationship between your mental health and your physical health. In addition, mental illnesses can cause various physical symptoms. Mental health symptoms may also be caused by underlying physical health disorders. That's why it's important to not only address those symptoms as they arise, but also attend regular physical health screenings. Here's a look at the health screenings adult men should regularly have.

- **Annual physical** – including blood tests to screen for cholesterol, blood sugar, and thyroid hormones.
- **STD testing** – talk to your primary care physician to determine the appropriate testing frequency and test types for your needs.
- **Blood pressure** – check frequently including when you visit your doctor for a regular physical.
- **Colonoscopy** – schedule a screening once every 10 years after age 50, or sooner as directed by your physician.
- **PSA screening** – prostate cancer screening, talk to your doctor for individual screening recommendations based on your health history.



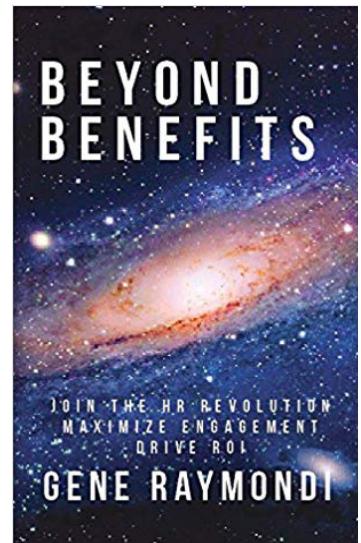
Read the full article [here](#), written by our Partner, [MeMD](#).

Industry Expert

As the Founder and CEO of eni, Gene Raymondi is a national expert in behavioral healthcare and integrated benefits, with 30+ years in Human Resources.

eni is a benefits integration, communication, and engagement company that's developed solutions

that maximize Total Rewards Programs to improve the employee benefits experience and increase benefit utilization.



In 2014, Gene authored his first book, *Beyond Benefits*, which details the concept of benefit integration. Gene is working on his second book, *Future Proof the Employee Experience*.

Appearances in the Industry



Gene has presented on Integrated Benefits Solutions at numerous conferences, associations, and webcasts including HR.com, Human Capital Institute, World Congress, HR Management, EBN, the Connex Chronicle, SHRM, and the World at Work Total Rewards Conference.

Gene Raymondi

CEO and Founder of eni

It's safe to say every company and every employee has been affected by today's global pandemic. It's a time of uncertainty and upheaval, with no consensus on what "the new normal" will look like or when system wide relief will be established.

But one thing is clear; companies are prioritizing mental health more than ever before as employees are experiencing the burden of managing increased stress levels, anxiety, depression and grief in the midst of finding stability.

As organizations, we are being called to step up and provide our teams with genuine support and care through expanded employee benefit offerings that encompass a holistic approach to employee's cognitive, mental, emotional, and physical health. eni's Total Wellbeing approach is just that, an all-encompassing solution to meet not only the needs of our employees, but the needs of humanity, heightening the employee experience to one that is the human experience.

Because we care and because you care. Together we can lead our teams towards better lives and collectively, a better world.





NexGenEAP goes above and beyond traditional EAP services and offers a holistic wellbeing solution - including Health Advocacy Services.

Contact **eni** today to learn how
NexGenEAP can further enhance
your benefits package.

Contact eni
1.888.331.4364
hello@eniweb.com

