

What can you expect when you contact the EAP?

Deciding to contact the EAP and making the time to do so is typically the hardest part ...

Getting started

You do not need to wait for a crisis to use the services of the EAP. In fact, proactively using the services before a problem escalates can often help you avoid a more difficult situation.

And because EAP services are available 24 hours a day, seven days a week, there is no reason to delay seeking help.

Finding a path forward

When you contact the EAP, a qualified professional will help you evaluate your situation, develop a plan of action, and provide consultation and treatment recommendations as needed.

Your issues will be handled respectfully, and the resulting plan will be tailored to the unique needs of your situation.

Assuring your confidentiality

Participation is voluntary, and the decision to utilize the services of the EAP is personal and unique.

All EAP services are completely confidential except as required by law or when there is a significant safety concern.

How to contact the EAP

Behavioral Health Services

To learn more about how Behavioral Health & EAP Services can help you manage work-related pressures and achieve better balance so you can think, feel and be your best, visit the ConocoPhillips intranet.

Go to *The Mark* > HR, Wellness & Learning > Health & Wellness > Employee Assistance Program.

877-812-7547

Concern Health

To learn more about how Concern Health can help you with personal or family challenges, visit their website.

The site lists the provider network and offers information on child care, elder care, stress, relationship issues and other topics. The site is updated daily with tools, news and feature stories.

Find Concern Health online at www.concernhealth.com/conocophillips.

800-344-4222

Employee Assistance Program (EAP)

Confidential Support for Employees and Supervisors

EAP basics

Each year, about 10 percent of our employees and family members reach out to EAP to help them address a professional or personal issue that may be adversely impacting their lives and ability to work safely. Challenges in life happen... No one is immune. Issues can arise at any time, and EAP can help determine the best way to proceed toward resolution.

EAP offers employees and eligible dependents up to eight sessions of EAP counseling per issue, per year, per employee and family member. These sessions are available at no cost to you, and are confidential, with a short-term, solution-focused approach. You can call 24 hours a day, seven days a week, 365 days per year.

ConocoPhillips offers an industry-preferred model of employee assistance, with confidential support offered both by ConocoPhillips' EAP staff and through an external vendor:

- Work-site support is available through ConocoPhillips' internal EAP, offered by Behavioral Health Services.
- Personal or family-related support is offered by our vendor-partner, Concern Health.

The two options work together, offering a full complement of support services for employees, eligible dependents and supervisors.

What is EAP?

Behavioral Health Services provides EAP services internally. This resource makes available licensed EAP & Health Services Advisors to help you manage **work-related pressures** and achieve better balance so you can think, feel and be your best.

In addition to being a resource for employees, Behavioral Health Services is available to supervisors and managers for consultation regarding workplace behavioral health and safety.

Contact the internal EAP for:

- Workplace crisis support.
- Workplace violence prevention.
- Work stress or conflict resolution.
- Addiction or mental health issues impacting the workplace.
- Work/life balance concerns and support.
- Consultation on the suitability of an overseas assignment.
- Repatriation assistance.
- Guidance to appropriate community resources.
- Concern for a co-worker regarding any of the above issues.



What is Concern Health?

Concern Health is ConocoPhillips' external Employee Assistance Program that offers employees and their families assistance with **personal or family challenges**.

Through ConocoPhillips' partnership with Concern Health, counseling and treatment are available for marital and family issues, alcohol or drug abuse, depression and anxiety, and behavioral or other mental health issues.

The program allows for up to eight professional counseling sessions per issue per year.

The EAP services of Concern Health are available to employees and their eligible dependents.

Contact Concern Health for:

- Marital and family-related problems.
- Parenting challenges.
- Interpersonal relationship issues.
- Addiction.*
- Support for depression and anxiety.
- Grief and loss issues.
- Support when coping with an illness.
- Mental health services.*
- Short-term, personal or family counseling.
- Long-term psychiatric care.*

** Medical plan benefits may apply.*