

## EMPLOYEE ASSISTANCE PROGRAM - SUMMARY OF PROVIDER PROPOSALS

This memorandum summarizes the proposals submitted by employee assistance program providers to the Public Employees Retirement System Board. Under legislation enacted in 1997, eligible employees of governmental units, including members of the Legislative Assembly, are covered by an employee assistance program beginning on July 1, 1999.

Section 2 of 1997 Senate Bill No. 2034 (1997 S.L., ch. 467) provides that "[e]ach department, board, or agency shall obtain employee assistance program services through the board for eligible employees and may not enter into any agreement to obtain employee assistance program services with a third-party provider except that a department, board, or agency may use its own employee assistance program services to the extent such services are provided by personnel of that department, board, or agency. As used in this section, "employee assistance program" means an employer-sponsored service for employees under which a professional employee assistance program staff assists employees and their families in finding help for emotional, drug, alcohol, family, health, and other personal or job-related problems that may be affecting their work performance." This section becomes effective July 1, 1999.

To provide a transition period until July 1, 1999, Section 3 of 1997 Senate Bill No. 2034 provided that in order "[t]o provide for a transition employee assistance program, the public employees retirement system board may establish employee assistance program plans for participating employers who have not contracted for employee assistance program services and shall assume contractual authority for those participating state employers who have already contracted for employee assistance program services." The responsibility for administering the employee assistance program was assigned to the Public Employees Retirement System. After the transition, the Public Employees Retirement System Board is directed to establish the program on a permanent basis for all eligible state employers.

The design of the permanent employee assistance program is one that is employer-based. That is, each employer is allowed to select the employee assistance program vendor it believes best suits its needs. In determining which employee assistance program vendors are eligible to provide services, the Public Employees Retirement System Board went through a request for proposal process. The board developed a request for proposal that contains certain minimum specifications for program design as well as costs. Each vendor that met those minimum specifications is an eligible vendor for participating employers to select

from. The vendors that have met the specifications are:

1. St. Alexius/Heartview;
2. Medcenter One;
3. VRI; and
4. Village Family Services.

A table of each vendor's employee assistance program is attached as Appendix A. A table showing the location where services are provided and the staff available in the various locations is attached as Appendix B. It should be noted that agencies that have employees located in more than one city or region can select a different vendor for each region based on geographical requirements. However, an agency may have only one provider in a specific city or region.

Concerning characteristics of the vendors that may distinguish one provider from another, St. Alexius/Heartview provides up to eight sessions per individual, per problem incident per year. Should the same plan member return to the employee assistance program based on another incident, this plan member's case file would be "reopened" based on this new problem incident. A second counseling intervention would be provided to the plan member based on this new incident. For each incident, assuming the incidents are different and unrelated from previous incidents, the plan member would be eligible to receive up to eight additional sessions. Medcenter One provides eight annual sessions per individual per incident. VRI provides one to six sessions per incident per individual but will provide an additional session on a case-by-case basis. Village Family Services provides a minimum of eight and an aggregate household total of four times the number of household members.

Concerning management training and consulting, St. Alexius/Heartview provides three management training sessions per year per eight regions and provides management consulting available to all supervisory/management staff. Medcenter One provides management training and management consulting. VRI provides one hour of onsite supervisor training per year for every one hundred employees and unlimited management consulting which is available to supervisory/management staff. Village Family Services has onsite management training seminars and a supervisor helpline available to all supervisory/management staff. Finally, the cost for St. Alexius/Heartview and Medcenter One is \$1.25 per employee per month while the cost for VRI and the Village Family Services is \$1.35 per employee per month.

Concerning unique features offered by the employee assistance program vendors, Medcenter One provides one free emergency room visit per family member per year. The emergency room visit is for an employee assistance program type problem, not trauma- or accident-related, and covers only the emergency room charge. Medcenter One also provides free sick child day care, free fit for life consultation, and free legal referrals. However, these unique features are only available in the Bismarck-Mandan area. Unique features of Village Family

Services include one-stop access, a statewide service network, and accreditation by the Council on Accreditation of Service for Families and Children.

The Legislative Assembly is required to make its vendor selection by June 1, 1999, and if more than one vendor is selected based upon geographical requirements, the selection must be made by May 15, 1999.

ATTACH:2

ST. ALEXIUS/HEARTVIEW

*The provider shall show where their proposed services meets or exceeds the minimum requirements in the following table.*

<u>EAP Features</u>	<u>Minimum</u>	<u>Provider</u>
<u>EAP Established</u>	<u>5 year</u>	Heartview - 1976 St. Alexis - 1982 Joint Venture - 1988
<u>Number of Annual Sessions Per Individual</u>	<u>6</u>	The St. Alexis/Heartview Employee Assistance Program will provide up to eight sessions per individual, per problem incident, per year.
<u>Number of Annual Sessions Per Incident</u>		Should the same plan member return to the Employee Assistance Program based on another incident, this plan member's case file would be "reopened" based on this new problem incident. A second counseling intervention would be provided to the plan member based on this new incident. For each incident, assuming the incidents are different and unrelated from previous incidents, the plan member would be eligible to receive up to eight additional sessions.
<u>Coverage</u>	<u>Family In Home &amp; Out-of-Home Dependents</u> <u>(SLA/DFE)</u>	Spouse or child living at home and under 18 and/or attending school and under age 26. Retirees during 3 months post retirement. Employee impacted by Reduction in Force (RIF) during 3 months post RIF separation from agency.
<u>Staffing</u>	<u>Licensed Social Workers</u>	LSW + 20 years experience. Licensed Certified Clinical Social Worker (LCSW), Licensed Professional Clinical Counselor (LPCC), Licensed Addiction Counselor (LAC). All licensure standards of ND or other appropriate standard of licensing state required.
<u>Appointment Timing</u>	<u>Within 72 hours</u>	Within 24-48 hours.
<u>Emergency Appointments</u>	<u>Within 24 hours</u>	Within 16 hours.
<u>Weekend/Holiday Appointments</u>	<u>Emergency</u>	Emergency

<u>1-800 number</u>	<u>Minimum one line</u>	The Employee Assistance Program 1-800 line is brought into St. Alexius Medical Center over a dedicated "T-1" line. This line is broken down into 24 incoming channels which conceivably could be accessed simultaneously by callers calling in to the Employee Assistance Program.
<u>Phone Counseling</u>	<u>Minimum one staffed line</u>	Minimum one - up to 5 clinicians available.
<u>24-hour Crisis "Hot" Line Staffing</u>	<u>Minimum one staffed line by ESW</u>	One by LSW.
<u>On-site Employee Orientation</u>	<u>1 per year (Smaller groups may be combined)</u>	1 per year minimum. Will continue to fill all agency requests.
<u>On-site Seminars</u>	<u>None</u>	As requested.
<u>Off-site Seminars</u>	<u>None</u>	3 per year / per 8 regions - see Attachment D
<u>Management Training</u>	<u>Minimum Requirements - Stress, Conflict, Crisis</u>	3 per year / per 8 regions - see Attachment D
<u>Management Consulting</u>	<u>Available to all supervisory/management staff</u>	Available to all supervisory/management staff.
<u>Additional/Specialty Services Available</u>	<u>@ Additional Cost</u>	@ additional cost with authorization from agency designee.
<u>Employee Newsletters</u> <u>Supervisory Newsletters</u> <u>Internal Marketing Material</u> <u>(i.e. payroll stuffers, posters, etc.)</u>	<u>Quarterly</u> <u>Biannually</u> <u>As needed</u>	See Attachment E All minimums exceeded.
<u>Agency Reporting</u> <u>-Utilization</u> <u>-Survey of Agencies*</u> <u>-Survey of Clients*</u>	<u>Quarterly with Annual to Date</u> <u>Annually</u> <u>Annually</u>	See Attachment F All minimums exceeded.
<u>Price</u>	<u>\$1.25 Maximum</u>	\$1.25

9) Complete the following table and questions with information on your proposed EAP. The provider shall show where their proposed services meets or exceeds the minimum requirements in the following table.

EAP Features	Minimum	Provider
EAP Established	1 year	1 year
Number of Annual Sessions Per Individual	6	8
Number of Annual Sessions Per Incident		
Coverage	Family in Home & Out-of-House Dependents (STATUTE)	Family in home & out of house departments
Staffing	Licensed Social Workers	Licensed clinical social workers
Appointment Timing	Within 72 hours	Within 72 hours
Emergency Appointments	Within 24 hours	Within 24 hours
Weekend/Holiday Appointments	Emergency	Emergency on-call
1-800 number	Minimum one line	1-800-526-3648
Phone Counseling	Minimum one staffed line	Yes
24 hour Crisis "Hot" Line Staffing	Minimum one staffed line by LSW	Yes
On-site Employee Orientation	1 per year (Smaller groups may be combined)	Yes
On-site Seminars	None	On request
Off-site Seminars	None	On request
Management Training	Minimum Requirement: Stress, Conflict, Crisis	Yes
Management Consulting	Available to all supervisory/management staff	Yes
Additional/Specialty Services Available	@ Additional Cost	Yes
Employee Newsletters Supervisory Newsletters Internal Marketing Material (i.e., payroll notices, posters, etc.)	Quarterly Biannually As needed	Yes
Agency Reporting - Utilization - Survey of Agencies* - Survey of Clients*	Quarterly with Annual to Date Annually Annually	Yes
Price	\$1.33 Maximum	\$1.25
OTHER UNIQUE FEATURES		Bismarck area: Free Emergency Room Visit Free Sick Child Daycare Free Fit for Life consultation Free legal referral

\* To be coordinated with PERS so a standard survey instrument and methodology can be developed for use.

7. *Please discuss your capabilities to provide referral and evaluation services under the Omnibus Transportation Employee Testing Act of 1991. However these services are not being requested as part of the EAP.*

VRI has extensive experience assisting companies with compliance to standards set forth by the Omnibus Transportation Employee Testing Act of 1991. We have established guidelines (see Appendix 7) outlining our procedures for chemical dependency situations. Our involvement may include:

- Assessments
- Last chance agreements and return-to-work plans
- Assist supervisors with reporting, record keeping, employee training, and referring employees to the EAP
- Employee and supervisor training seminars on the dangers of drug and alcohol abuse and how to recognize abuse by employees

VRI employs or contracts with eight Substance Abuse Professionals (SAPs) in the state of North Dakota to assist with any situations that may arise.

8. *Please certify that no real or potential conflicts of interest are known.*

VRI does not have any know conflicts of interest by providing EAP services for the State of North Dakota.

9. *Complete the following table and questions with information on your proposed EAP.*

EAP FEATURES	MINIMUM	VRI
EAP Established	1 Year	12 Years (EAPC 13 Years)
Number of Annual Session Per Individual	6	1 to 6 Sessions Per Incident Per Individual
Number of Annual Sessions Per Incident		1 to 6 Sessions Per Incident Per Individual
Coverage	Family in Home & Out-of-House Dependents	Family in Home & Out-of-House Dependents
Staffing	Licensed Social Workers	*Licensed Social Workers, Master's and Ph.D. Level Psychologists, Licensed Professional Counselors
Appointment Timing	Within 72 Hours	Within 72 Hours
Emergency Appointments	Within 4 Hours	Within 4 Hours
Weekend/Holiday Appointments	Emergency	Emergency and on an as needed basis

1-800 Number	Minimum one line	Two T1 lines which provide up to 48 connections at one time.
Phone Counseling	Minimum One Staffed Line	Two T1 lines which provide up to 48 connections for 48 staffed lines at one time. We provide access to a hot line counselor 24-hours per day.
24 hour Crisis "Hot" Line Staffing	Minimum one staffed line by LSW	24-hour Crisis "Hot" Line. It includes two T-1 lines which provides 48 connections at one time. Our lines are professionally staffed by a counselor who holds at a minimum of a master's degree in one of the following disciplines: social work, counseling, and psychology.
On-site Employee Orientation	1 per year (Smaller groups may be combined)	One hour per year for every 100 employees
On-site Seminars	None	None
Off-site Seminars	None	None
Management Training	Minimum Requirements: Stress, Conflict, Crisis	One hour of on-site supervisor training per year for every 100 employees
Management Consulting	Available to all Supervisory/Management Staff	Unlimited, available to all Supervisory/Management Staff
Additional/Specialty Services Available	@Additional Cost	See Pricing Proposal for cost <ul style="list-style-type: none"> <li>• Critical Incident Services (see Appendix 8 for guidelines)</li> <li>• Drug and Alcohol Assessment by Substance Abuse Professionals (SAP) (see Appendix 7 for guidelines)</li> <li>• Nurse Triage</li> </ul>

Employee Newsletters Supervisory Newsletters Internal Marketing Material (i.e., payroll stuffers, posters, etc.)	Quarterly Biannually As Needed	Quarterly Biannually As Needed
Agency Reporting -Utilization -Survey of Agencies* -Survey of Clients*	Quarterly Annually Annually	Quarterly Annually Annually At a minimum, the reports include the following: <ul style="list-style-type: none"> <li>• Total number of new/re-opened cases</li> <li>• Type of referral</li> <li>• Type of presenting problem</li> <li>• Type of outcome &amp; degree of compliance by client</li> </ul>
Price	\$1.35 Maximum	\$1.35 PEPM
Other Unique Features		

\* In addition to licensed social workers, we employ and contract with mental health professionals from a variety of disciplines to deliver EAP services. Because we use a credentialing process that includes primary source verification of professional education and licensing, as well as a detailed application with all materials reviewed by a credentialing committee, we believe that we meet and exceed the RFP requirements.



VILLAGE FAMILY SERVICES

E.A.P. Features	Minimum	Provider
E.A.P. Established	1 year	1972
Number of Annual Sessions Per Individual	6	Minimum of 3 Aggregate household total 4x #of household members
Number of Annual Sessions Per Incident		
Coverage	Family in Home & Out-of-House Dependents (STATUTE)	Family in Home & Out of House Dependents
Staffing	Licensed Social Workers	Masters level or PhD level mental health professionals
Appointment Timing	Within 72 hours	Within 72 hours
Emergency Appointments	Within 24 hours	Within 24 hours
Weekend/Holiday Appointments	Emergency	Emergency
1-800 number	Minimum one line	16 lines
Phone Counseling	Minimum one staffed line	7 staffed for emergencies - mental health 32 staffed for Financial Counseling Law Phone also staffed
24 hour Crisis "Hot" Line Staffing	Minimum one staffed line by LSW	7 staffed lines by Masters level mental health professional
On-site Employees Orientation	1 per year (Smaller groups may be combined)	1 minimum as necessary per year
On-site Seminars	None	As needed 2 hrs per 100 covered employees - see list for employees or managers
Off- Site Seminars	None	Contract Holders Seminars Quarterly
Management Training	Minimum Requirements: Stress, Conflict, Crisis	See on-site seminars. See attached list for topics
Management Consulting	Available to all supervisory/management staff	Supervisor HelpLine available to all Supervisor/Management staff
Additional /Specialty Services Available	@ Additional Cost	CISM, Mediation, Human Resource Services bid per project
Employee Newsletters Supervisory Newsletters Internal Marketing Material (i.e. payroll stuffers, posters, etc.)	Quarterly Biannually As needed	Monthly Quarterly -Minimum annual As needed
Agency Reporting - Utilization - Survey of Agencies* - Survey of Clients*	Quarterly with Annual to Date Annually Annually	Quarterly with Annual to Date Annually - 100% ongoing currently- sample attached
Price	\$1.35 Maximum	\$1.35 per employee per month
OTHER UNIQUE FEATURES		1 step access State wide service network Accredited by Council on Accreditation of Service for Families and Children

\* To be coordinated with PERS so a standard survey instrument and methodology can be developed for use

FAMILY INSTITUTE

9) Complete the following table and questions with information on your proposed EAP. The provider shall show where their proposed services meets or exceeds the minimum requirements in the following table.

EAP Features	Minimum	Provider
EAP Established	1 year	ESTABLISHED IN 1991
Number of Annual Sessions Per Individual	6	UNLIMITED
Number of Annual Sessions Per Incident		UNLIMITED ASSESSMENT/ 3-5Brief Counseling Sessions
Coverage	Family in Home & Out-of-Home Dependents (STATUTE)	FAMILY IN HOME AND OUT OF HOUSE DEPENDENTS
Staffing	Licensed Social Workers	Licensed PhD Psychologists
Appointment Timing	Within 72 hours	WITHIN 72 HOURS
Emergency Appointments	Within 24 hours	WITHIN 24 HOURS
Weekend/Holiday Appointments	Emergency	EMERGENCY
1-800 number	Minimum one line	CARE LINE
Phone Counseling	Minimum one staffed line	ONE LINE (WORK IN- HOUSE CENTER) 6 HOURS
24 hour Crisis 'Hot' Line Staffing	Minimum one staffed line by LSW	PSYCHOLOGIST ON CALL 24 HOURS
On-site Employee Orientation	1 per year (Smaller groups may be combined)	1 PER YEAR
On-site Seminars	None	AVAILABLE AT EXTRA COST
Off-site Seminars	None	AVAILABLE AT EXTRA COST
Management Training	Minimum Requirements: Stress, Conflict, Crisis	STRESS, & CONFLICT; CRISIS
Management Consulting	Available to all supervisory/management staff.	UNLIMITED TO ALL SUPERVISORY STAFF
Additional/Specialty Services Available	@ Additional Cost	@ ADDITIONAL COST
Employee Newsletters Supervisory Newsletters Internal Marketing Material (i.e., payroll stuffers, posters, etc.)	Quarterly Biannually As needed	QUARTERLY BIANNUALLY AS NEEDED
Agency Reporting - Utilization - Survey of Agencies* - Survey of Clients*	Quarterly with Annual to Date Annually Annually	QUARTERLY ANNUALLY ANNUALLY
Price	\$1.35 Maximum	\$ 1.35
OTHER UNIQUE FEATURES		- MANAGEMENT CONSULTING COMPANY AFFILIATE  - ALL CLINICAL SERVICES PROVIDED BY LICENSED LOCAL PSYCHOLOGISTS

\* To be coordinated with PERS so a standard survey instrument and methodology can be developed for use.

**ST. ALEXIUS**



## Employee Assistance Program

St. Alexius Medical Center & Heartview Foundation

### EMPLOYEE ASSISTANCE PROGRAM

#### In-State Service Locations & Staff

*All Clinical staff assignments are coordinated through the Director of the Employee Assistance Program (phone 224-7195 or 1-800-327-7195).*

<u>Region</u>	<u>Locations Where Services are Provided</u>	<u>Staff</u>
<b>Bismarck</b>	St. Alexius Medical Center 900 East Broadway Bismarck, ND	Paul Millner, MA, LSW, LPCC Richard Werre, LSW, LAC, NCACII Audrey Kazmierczak, MA, LAC, MAC, LPCC Charles R. Motis, MS, LAC, LPCC, MAC, NCC Annette Link, MS, LSW
	Mid Dakota Clinic 9th Street & Rosser Ave. Bismarck, ND	<i>(additional clinical staff available in Bismarck pending initial assessment and referral)</i> Sue Chaussee, BSW, LSW
	Heartview Foundation 105 E. Broadway, Suite 1 Bismarck, ND	Kay Karnik, MA, LSW, LPC Val Wangler, MSW, ACSW, LCSW, BCD Bev Walth, BSW, LSW Barbara Weber, BSW, LSW Sharon Engen, BSW, LSW Rhonda Ames-Nelson, BSW, LSW Rose-Anne Hovey, BSW, LSW Deb Bosch, MSW, LCSW Rodger Wetzel, MPA, LSW †(See footnote)
<b>Dickinson</b>	St. Joseph's Hospital 30 West 7th Street Dickinson, ND	Renee Boomgaarden, MA Diedra Duchock, Ph.D. Tracy Thompson-Tormaschy, MA, LSW Dennis Bittenbinder, MSW, LSW
	Badlands HSC 200 Pulver Hall Dickinson, ND	Richard Werre, LSW, LAC, NCACII Marilyn Robertson, LAC Karen Sakellariou, LAC Al Siegler, LCSW Claudia Ziegler, LAC, LCSW Richard Jaeger, LCSW Ed Shea, LAC Jan Jackson, MSW, LSW Kathy Waller, LCSW Koko Karlin, LAC Rodney Dannehl, LCSW Russ Fast, LCSW Susan Westfall, LSW Vic Wanner, LAC

**In-State Service Locations & Staff, continued**

<b>Region</b>	<b><u>Location Where Services Are Provided</u></b>	<b><u>Staff</u></b>
<b>Devils Lake</b>	Mercy Hospital East 7th Street Devils Lake, ND	Carrol Rognlie, ACSW, LCSW, BCD JoAnn Streifel, ACSW, LCSW, BCD
<b>Devils Lake</b>	Lake Region HSC East 7th Street Devils Lake, ND	Doug Boknecht, MSW, LCSW, BCD Roland Nygaard, LAC Kelly Kowalski, LSW Kyann Schneider, LSW
<b>Fargo/ Moorhead</b>	Drake & Burau Counseling Service 1202 23 <sup>rd</sup> Street S. Fargo, ND	Chuck Drake, LPC, LAC, MAC Donald Kercher, LAC, NCAC II Elaine Burau, LPC, LAC Connie Stevens, LAC Sue Stenehjem-Brown, LPC, LAC, MAC Denise Buettner, LAC Kathleen Bossart, LAC
<b>Fargo/ Moorhead</b>	St. Luke's Hospital Merit Care Assistance Prog. Broadway Health Center 720 Broadway Fargo, ND	Wayne Allard, MSW, LCSW, BCD Judy Siegle, MSW, LCSW Ron Parsons, MSW, LCSW
<b>Fargo/ Moorhead</b>	Joy Belzer 118 Broadway, Suite 714 Fargo, ND	Joy Belzer, MS, LPC
<b>Fargo/ Moorhead</b>	Geraldine Cariveau 3107 Westgate Drive Fargo, ND	Geraldine Cariveau, LPC
<b>Fargo/ Moorhead</b>	Gail Reiersen 112 N. University Dr., Suite 300 Fargo, ND	Gail Reiersen, MS, LPC
<b>Fargo/ Moorhead</b>	Aly Counseling Service 403 Center Ave., Suite 410 Moorhead, MN	Karen Aly, MS, LAPC
<b>Fargo/ Moorhead</b>	Colette C. Kuznia 403 Center Avenue Moorhead, MN	Colette Kuznia, M.Ed., LPC

**In-State Service Locations & Staff, continued**

<u>Region</u>	<u>Location Where Services Are Provided</u>	<u>Staff</u>
<b>Fargo/ Moorhead</b>	Deborah Mostert 403 Center Ave., Suite 409 Moorhead, MN	Deborah Mostert, LPCC
<b>Garrison</b>	Garrison Hospital	Sue Chaussee, BSW, LSW
<b>Grand Forks</b>	Altru Hospital 1200 S. Columbia Road Grand Forks, ND	Chuck Suda, MSW, LCSW, BCD Vickie Loyland, LAC Kristi Kuntz, LAC Bob Alvestad, LAC Eve Bostyan, LAC
<b>Grand Forks</b>	Center for Psychiatric Care 3375 DeMers Avenue Grand Forks, ND	Bonnie Rice, MSW Lisa Warner, MSW
<b>Grand Forks</b>	Dakota Therapy Center 600 DeMers Ave., Suite 301 Grand Forks, ND	Aida Wakefield, MSW, LCSW, BCD
<b>Grand Forks</b>	Jarman Counseling Service 1133-A S. Columbia Road Grand Forks, ND	John Jarman, LPCC Marjorie Baumgartner-Hill, LPCC Faith Finney, LPCC
<b>Hazen</b>	Sakakawea Medical Center 510 8th Avenue N.E. Hazen, ND	Sue Chaussee, BSW, LSW Charles R. Motis, MS, LPC, NCACII
<b>Hettinger</b>	West River Reg. Med. Ctr.	Paul Millner, MA, LSW, LPC Richard Werre, LSW, LAC, NCACII
<b>Jamestown</b>	Jamestown Hospital 419 5th Street, N.E. Jamestown, ND	Tracy Gruskowski, BSW, LSW Becky Goetz, BSW, LSW Nancy Exner, MA, LPC, LAC
<b>Minot</b>	UniMed Medical Center 3rd St. S.E. & Burdick Expressway Minot, ND	Orvin Lommen, ACSW, LCSW, BCD Jim Knudsen, Ph.D. Faye Weiss, RN, MSN, CNP Rosalin Chrest, MSW Donna Pretzer, LSW Sherman Sandbo, LAC, NCACII Frank Jeanotte, LAC Donnette Torgerson, BA, BSW, LSW Art Cavallo, BA, LAC Karan Krom, BS, LAC Nancy Miller, BA, LAC Deb Lansverk Graves, BA, LAC Deborah Townsend, RN, MSN, CNS Richard Townsend, Ed.D.

**In-State Service Locations & Staff, continued**

<u>Region</u>	<u>Location Where Services Are Provided</u>	<u>Staff</u>
Rolla	Presentation Med. Ctr.	Paul Millner, MA, LSW, LPC Charles R. Motis, MS, LPC, NCACII
Valley City	Erin Klingenberg Counseling 101 College Street S.W. McFarland Bldg. #208 Valley City, ND	Erin Klingenberg, M.Ed., LPCC
Valley City	Joy Belzer Mercy Hospital 570 Chautauqua Valley City, ND	Joy Belzer, MS, LPC
Williston	James C. Yockim Resources 322 Main, Suite 202 Williston, ND	Jim Yockim, MSW
Williston	Mercy Recovery Center 1213 15th Avenue West Williston, ND	Donald Wahus, BS, LAC, NCACII Marcus Lee, BS, LAC Oliver Buseth, BS, LAC, NCACII Larry Jacobson, BS, LAC, NCACII Charrel Schillo, MSW Diana Gartner, LAC

Continual additions are made to affiliate listings in North Dakota as well as out-of-state locations.

†Additional staff are available through Heartview Foundation for provision of diverse clinical subspecialties.

**Out-of-State Service Locations**

*Affiliates in Arizona, California, Illinois, Iowa, Kentucky, Minnesota, Montana, Nebraska, South Dakota, Tennessee and Wyoming are available upon request.*

<u>State</u>	<u>City</u>
Arizona	Tucson
California	Napa Sacramento Santa Rosa
Illinois	LaSalle Spring Valley
Iowa	Iowa City

**Out-of-State Service Locations, continued**

**Kentucky**

Owensboro

**Minnesota**

Breckenridge  
Moorhead  
Morris

**Montana**

Baker  
Billings  
Glasgow  
Glendive  
Great Falls  
Havre  
Helena  
Jordan  
Kalispell  
Malta  
Miles City  
Missoula  
Plentywood  
Sidney  
Wolf Point

**Nebraska**

Scottsbluff

**South Dakota**

Aberdeen  
Mobridge  
Pierre  
Rapid City  
Spearfish  
Vermillion  
Yankton

**Tennessee**

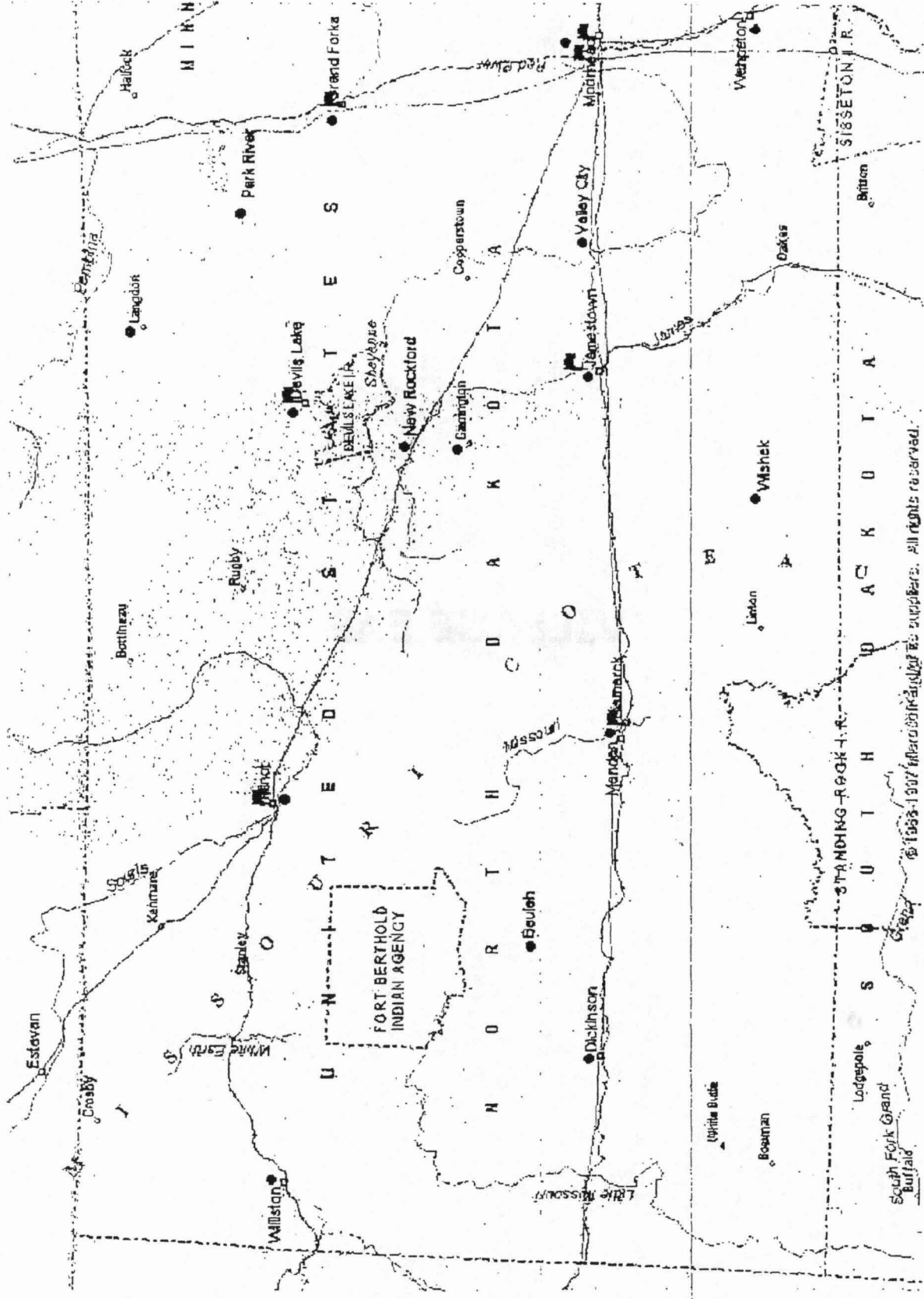
Johnson City

**Wyoming**

Cody  
Gillette  
Lander  
Powell  
Riverton  
Sheridan  
Thermopolis  
Worland



# **VILLAGE EAP**



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## VILLAGE BUSINESS INSTITUTE

### VILLAGE EMPLOYEE ASSISTANCE PROGRAM PROVIDER NETWORK

\*Listing current as of 5/5/99

#### BELFIELD

Behavioral Health

*Subcontractor* Prairie Echoes Counseling - Laurie Bassaraba-Thompson, LAC

#### BEJLAH

Behavioral Health

*Subcontractor* New Life Clinic - Harley Holden, MA, LPC

#### BISMARCK / MANDAN

Behavioral Health

*Village Staff* Rachel Ambers, MS, M.ED  
Brian Smith, MSW

*Subcontractors* Archway Family Service—Val Wangler, BCD, LCSW  
Private Practice - Rose Basaraba-LAC  
Bismarck Choices Counseling-Daren Bajor, LAC, NCC  
Choices Counseling-Diana Bagan, LPC, LPCC  
Private Practice - Jim Davis, MSW, LCSW  
Med Center One - Greg Arbach, LSCW  
Private Practice - Karen Mueller - MSW, LCSW  
New Life Clinic - Valerie Lange, MS, LPC

Financial Counseling

*Village Staff* Joel Graumann, Certified Credit Counselor

#### CARRINGTON

Behavioral Health

*Subcontractors* Private Practice - Jessie Fuhrer, LPC  
Med Center One - Dr Collins, PHD  
Med Center One - Randy Johnson, MSW

#### DEVILS LAKE

Behavioral Health

*Village Staff* Sandy Christopherson, LSCW

*Subcontractor* Foley Counseling - Don Foley, LAC

#### DICKINSON

Behavioral Health

*Subcontractors* Badlands Human Service - Dennis Bittenbinder, MSW  
Badlands Human Service - Al Siegler, MSW, BCD  
Heart River Alcohol & Drug - John Wiegand, LAC  
Spirit Haven Center - Laurie Bassaraba-Thompson, LAC  
West Wind Consulting - Alan Fehr, PHD



## VILLAGE BUSINESS INSTITUTE

### VILLAGE EMPLOYEE ASSISTANCE PROGRAM PROVIDER NETWORK

\*Listing current as of 5/5/99

#### FARGO/MOORHEAD

##### Behavioral Health

###### *Village Staff*

Shelly Guida, MS, LMFT  
 Kathryn Hill, MA  
 Ellen Gugisberg, Med, LPC  
 Nadine Hillesheim, MS, LP  
 Kathy Hjelle, MA, LICSW  
 Pat Olson, Med, LPC, CCJS  
 Ruth Rose, MSW, LCSW, LICSW  
 Steve Saum, MS, LAPC  
 Darin Tonsfeldt, MS, LP, NCC

*Subcontractors:* Private Practice - Joy Belzer, LPC  
 Counseling Center-Deb Chambers, LPC  
 Drake & Burau - Don Kercher, LAC  
 Psychiatric Medicine Assoc - Kevin Schumacher, PHD  
 Quality Resolutions - Jane Austinson, MS  
 Quality Resolutions - Peggy Merickel, MS  
 Southeast Human Service - Bob Howe, NCAACC II, SAP  
 Shelby & Associates - Shelby Krueger-Duncan, LPCC  
 Private Practice Dr Stephan Timm, PHD  
 Southpointe Psychology - Anderson, Kaylyn, PHD  
 Prairie Dawn Counseling - Marion Bogencief, LAC, LPCC, SAP

##### Financial Counseling

###### *Village Staff*

Duane Emmel, Certified Credit Counselor  
 Scott Aabye, Certified Credit Counselor  
 Tina Breiland, Certified Credit Counselor  
 Linda Fenelon, Certified Credit Counselor  
 Bill Flickinger, Certified Credit Counselor  
 Janel Kessler, Certified Credit Counselor  
 Robert Mountain, Certified Credit Counselor  
 LaDonna Wiederholt, Certified Credit Counselor  
 Sheri Ekdorn, Certified Credit Counselor  
 Bob Dahlseng, Certified Credit Counselor  
 Peggy Knott, Certified Credit Counselor  
 Shannon Lang, Certified Credit Counselor  
 Tracy McFarlane, Certified Credit Counselor  
 Karen Nelson, Certified Credit Counselor  
 Doug Sandstrom, Certified Credit Counselor  
 Dwight Schroeder, Certified Credit Counselor  
 Shelley St Aubin, Certified Credit Counselor  
 Teri Weigel, Certified Credit Counselor



**VILLAGE BUSINESS INSTITUTE**

**VILLAGE EMPLOYEE ASSISTANCE PROGRAM PROVIDER NETWORK**

\*Listing current as of 5/5/99

**GRAND FORKS**

**Behavioral Health**

*Village Staff*

Dan Aune, MS  
Erling Jorgensen, MS  
Myrna Haga, PhD  
Faith Finney, MA

*Subcontractors*

Center for Self Growth & Renewal - Lori Brustad, PHD  
Dakota Therapy Center - Angela Cheney, PHD  
Dakota Therapy Center - Aida Wakefield, LCSW  
Foley Counseling - Don Foley, LAC  
Family Institute - Chuck Barke, PHD  
Katy Wright Counseling - PHD, SAP  
Private Practice - John Jarman, LPCC  
Lipp, Carlson, Lommen & Hagen - Leland Lipp, PhD  
Lipp, Carlson, Lommen & Hagen - Kenneth Carlson, PhD  
Lipp, Carlson, Lommen & Hagen - David Lommen, PhD  
Lipp, Carlson, Lommen & Hagen - Sharon Hagen, PhD  
Lipp, Carlson, Lommen & Hagen - Scott Sterhagen, PhD  
Lipp, Carlson, Lommen & Hagen - Marti Winicki, PhD  
Lutheran Social Services - Carolyn Meisel,  
Northland Christian Counseling - Stephen Seay, LPC  
Northridge Counseling - John Hennessey, LAC, NCAC II  
NW MN Family Therapy - Neal Tepper, MA, LICSW

**Financial Counseling**

*Village Staff*

Gail Hove, Certified Credit Counselor  
Maribeth Vigland, Certified Credit Counselor

**JAMESTOWN**

**Behavioral Health**

*Subcontractors*

Consultation & Psychological Services - Dr Robert Gulkin, PHD  
Private Practice - Jessie Fuher, LPC  
Northern Prairie Consultants - Kerry Wicks, LAC  
Lutheran Social Services - Rotating MS

**Financial Counseling**

*Village Staff*

Robert Mountain, Certified Credit Counselor

**LANGDON**

**Behavioral Health**

*Subcontractor*

Lutheran Social Services - Rotating MS



## VILLAGE BUSINESS INSTITUTE

### VILLAGE EMPLOYEE ASSISTANCE PROGRAM PROVIDER NETWORK

\*Listing current as of 5/5/99

#### MINOT

##### Behavioral Health

###### *Village Staff*

Linda Gertz, MS, LCSW  
Liz Larson, LICSW

###### *Subcontractors*

Private Practice - Dan Carlson, PhD  
Darveaux Eaton & Assoc - Mark Rother, LICSW, LSPC  
Darveaux Eaton & Assoc - Dion Darveaux, PhD  
Private Practice - Jane Hull, MED, LPC, LAC  
Marriage Clinic, Tom Clark, PhD  
NCHS - Will Bachmeier, LAC  
Pufal, Rich Consultant - Sally Pufal, MS, LSW  
Trinity Addiction Services - Jim Symons, LSW  
Trinity Addiction Services - Cindy Skorick, LAC  
Austin Full Life Clinic - Ted Austin, LCC

##### Financial Counseling

###### *Village Staff*

Deb Nelson, Certified Credit Counselor

#### PARK RIVER

##### Behavioral Health

###### *Sub Contractor*

Lutheran Social Services - rotating MS

#### VALLEY CITY

##### Behavioral Health

###### *Subcontractors*

Private Practice - Jessie Fuher, LPC  
Private Practice - Joy Belzer, LPC

#### WISHEK

##### Behavioral Health

###### *Subcontractor*

Wishek Clinic - Francine Koziak, MSW

#### WILLISTON

##### Financial Counseling

###### *Village Staff*

rotating Certified Credit Counselor

#### WAHPETON / BRECKENRIDGE

##### Behavioral Health

###### *Subcontractors*

Private Practice - Dr Ascano, PhD  
St Francis Med Center - Shawn O'Laughlin,

\*Legal and Financial counseling by phone available state-wide



# **MEDCENTER ONE**

## MEDCENTER ONE EAP AFFILIATES

### BISMARCK:

**AFFILIATE:** Employee Assistance Program  
**ADDRESS:** 414 N. Seventh Street  
Bismarck, ND 58502  
**TELEPHONE:** 323-6543/1-800-526-8648  
**STAFF:** Greg B. Arbach, LICSW, BCD  
Sharon Brown, LICSW, BCD  
F. Rex McCaughtry, LICSW, BCD  
Brian Smith, LICSW, BCD  
Susan Thompson, LICSW, BCD

### CARRINGTON:

**AFFILIATE:** Carrington Health Center  
**ADDRESS:** 800 North 4th Street  
Carrington, ND 58421-0641  
**CONTACT:** Dr. James Collins

### DEVILS LAKE:

**AFFILIATE:** Little Flower Freedom Center, Inc.  
**ADDRESS:** 240 Main Street E, Box 177  
Minnewaukan, ND 58351  
**TELEPHONE:** (701) 473-5365  
**CONTACTS:** Bernadine Solwey  
Joanne A. Streifel

### DICKINSON:

**AFFILIATE:** St. Joseph's Hospital Mental Health Clinic  
**ADDRESS:** 30 West Seventh Street  
Dickinson, ND 58601  
**TELEPHONE:** (701) 225-7480  
**CONTACTS:** Renee Boomgaarden, MA  
Diedra Duchock, Ph.D  
Kimberly Weldon, MSW

**AFFILIATE:** Badlands Human Services  
**ADDRESS:** 200 Pulver Hall  
Dickinson, ND 58601  
**CONTACTS:** Richard Townsend, Ed.D  
Claudia Ziegler, BSW



**FARGO:**

**AFFILIATE:** Meritcare Assistance  
**ADDRESS:** 736 Broadway  
Fargo, ND 58108  
**TELEPHONE:** (701) 234-6660 or (701) 234-5835  
1-800-437-4010  
**CONTACTS:** Wayne Allard, MSW, LICSW, BCD  
Judy Siegle, MSW, LICSW  
Mary Ann Donaldson, LICSW

**GRAFTON:**

**AFFILIATE:** MAB Counseling Center  
**ADDRESS:** 700 Manvel Avenue  
Grafton, ND 58237  
**TELEPHONE:** (701) 352-1667  
**CONTACT:** Michael Bryan, LAC

**GRAND FORKS:**

**AFFILIATE:** Lipp, Carlson, Lommen & Hagen, LTD  
**ADDRESS:** 2808 17th Avenue South  
Grand Forks, ND 58201  
**CONTACT:** Lee Lipp, Ph.D

**JAMESTOWN:**

**AFFILIATE:** Northern Prairie Consultants  
**ADDRESS:** 115 Second Street SW  
Jamestown, ND 58402-0282  
**TELEPHONE:** (701) 252-8939 OR 1-800-201-8939  
**CONTACTS:** Kerry Wicks, MS, LAC, LPC, NCAC II  
John Crowston, MS, LAC, LSW, LPC

**MINOT:**

**AFFILIATE:** Darveaux, Eaton & Associates  
**ADDRESS:** 1705 4th Avenue NW  
Minot, ND 58701  
**TELEPHONE:** (701) 839-0474  
**CONTACTS:** Daniel Carlson, Psy.D  
Dion Darveaux, Ph.D  
Tim Eaton, Ph.D  
Mark Rohrer, LICSW  
Linda Berdahl, LAC

**AFFILIATE:** Psychological Services, P.C.  
**ADDRESS:** 13 First Avenue SW  
Minot, ND 58701  
**CONTACT:** Stephan Podrygula, Ph.D

**AFFILIATE:** Trinity Medical Center  
**ADDRESS:** P.O. Box 5010  
Minot, ND 58702  
**CONTACT:** Vicki Michels, Ph.D

**AFFILIATE:** The Village  
**ADDRESS:** 308 2nd Avenue SW  
Minot, ND 58701  
**CONTACT:** Deb Nelson

**AFFILIATE:** Deborah K. Johnson  
**ADDRESS:** 1015 S. Broadway, Suite 37  
Minot, ND 58701  
**TELEPHONE:** (701) 852-3550  
**CONTACT:** Deborah K. Johnson

**WASHBURN:**

**AFFILIATE:** Q & R Clinic  
**ADDRESS:** Washburn, ND  
**CONTACTS:** Greg B. Arbach, LICSW, BCD  
F. Rex McCaughtry, LICSW, BCD

**WILLISTON:**

**AFFILIATE:** Mercy Recovery Center  
**ADDRESS:** 1213 15th Avenue West  
Williston, ND 58801  
**TELEPHONE:** (701) 774-7409  
**CONTACTS:** Donald Wohus, BS, LAC, NCAC II  
Marcus Lee, BS, LAC  
Oliver Buseth, BS, LAC, NCAC II  
Larry Jacobson, BS, LAC, NCAC II  
Charrel Schillo, NSW  
Tim Jockim, MSW  
Diane Gartner, LAC

**MOBRIDGE:**

**AFFILIATE:** Northeastern Mental Health Center  
**ADDRESS:** PO Box 550  
Mobridge, SD 57401  
**CONTACT:** Bruce Foster

**MINNEAPOLIS:**

**AFFILIATE:** Loring Family Clinic  
**ADDRESS:** 414 Oak Grove Street  
Minneapolis, MN 55403  
**CONTACT:** Steve Clark, MA, LP

**AFFILIATE:** Northeastern Mental Health Center

**BRECKENRIDGE:**

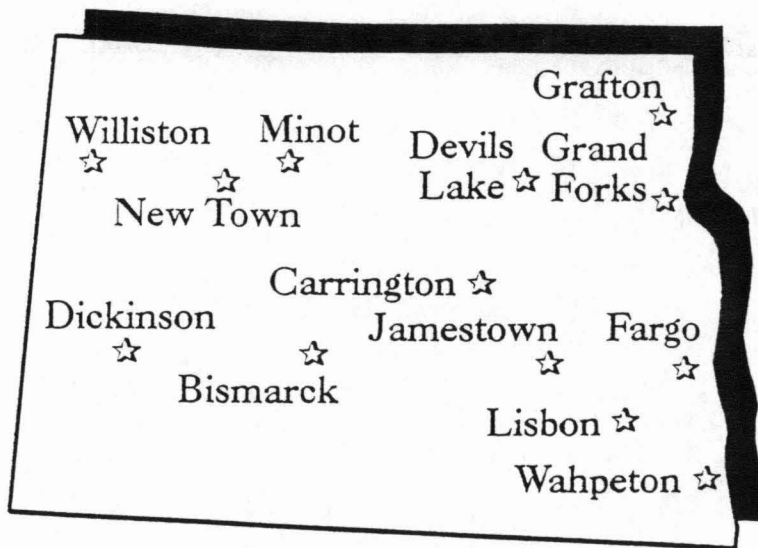
**AFFILIATE:** Hope Center  
**ADDRESS:** 415 Oak Street  
Breckenridge, MN 56520  
**CONTACT:** Karen Stoker

**AFFILIATE:** St. Francis

Sl. No.	Name of the Candidate	Grade
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# VRI

# VRI. NORTH DAKOTA PROVIDER NETWORK



VRI also has a national provider network covering all 50 states.

## Benefits of VRI's Employee Assistance Program

-  Totally Confidential
-  Customized Workshops/Seminars
-  Newsletters
-  Utilization Reports
-  Decreased Health Care Costs
-  Decreased Absenteeism
-  Improved Employee Morale
-  Increased Productivity
-  Supervisor & Employee Orientations
-  Early Intervention
-  Unlimited Supervisory Consultation
-  24-hour Access to Therapists

VRI's commitment to service is a distinguishing feature of our programs. Currently, we have a 97% retention rate with our corporate clients and a 95% satisfaction rate among our clinical clients. Our success is based on our desire and ability to provide outstanding customer service. We consistently seek creative solutions to address and resolve issues affecting the health and safety of individuals.

*Kyle Agre*



FARGO • 701-235-4440  
TOLL FREE • 800-627-7904

BISMARCK • 701-221-0555  
TOLL FREE • 888-845-0555

The following is a list of affiliate providers VRI maintains in the state of North Dakota.

BISMARCK

Darla Fugere, LCSW  
Tom Olson, LPC  
VRI  
1710 Burnt Boat Drive  
Bismarck, ND 58501  
701-221-0555

CARRINGTON

Jessie Fuher, LPC  
820 5<sup>th</sup> St. N.  
Carrington, ND 58421  
701-252-9838

DICKINSON

Darla Fugere, LCSW  
Tom Olson, LPC  
VRI  
2983 3<sup>rd</sup> Ave. W., #107  
Dickinson, ND 58601  
701-227-3770

Mary Ann Brauhm, LPC  
Alan Fehr, Ph.D.  
Nancy Spryncqynatyk, LPC  
Westwind Consulting Center  
135 W. Villard  
Dickinson, ND 58601  
701-225-1050

FARGO

Kathy Aasand, LAC  
Linda Fisher, LPC  
Steve Geske, MDIV  
Kathy Johnson, LPC  
Jane Kihl-Kippley, LPC, LAC  
Bill Kippley, LAC, CEAP  
Michelle Meyer, LPC  
VRI  
3330 Fiechtner Drive, Suite 104  
Fargo, ND 58103  
701-235-4440

GRAFTON

David Lommen, Ph.D.  
Grafton Family Clinic  
155 W. 14<sup>th</sup>  
Grafton, ND 58237  
701-352-2000

GRAND FORKS

Lori Bohem Shereck, LPC  
VRI  
215 N. 3<sup>rd</sup> St.  
Grand Forks, ND 58201  
701-795-7027

Marjorie Baumgartner-Hill, LPC  
2609 S. 35<sup>th</sup> St.  
Grand Forks, ND 58201  
800-569-4711

Kenneth Carlson, Ph.D.  
Lee Lipp, Ph.D.  
David Lommen, Ph.D.  
Naiwon Sjulson, Ph.D.  
Marty Witucki, Ph.D.  
Lipp, Carlson, Lommen & Witucki, Ltd.  
2808 17<sup>th</sup> Ave. S.  
Grand Forks, ND 58201  
701-746-8376

Maxine Rasmussen, Ph.D.  
667 Demers Ave., #2003  
Grand Forks, ND 58201  
701-772-8013

JAMESTOWN

VRI is currently in the process of securing a location for a VRI office in the Jamestown area.

Jessie Fuher, LPC  
619 8<sup>th</sup> Ave. S.W.  
Jamestown, ND 58401  
701-252-9838

05/06/99 16:12 FAX 1 701 235 0306  
Robert Gulkin, Ph.D.  
Consultation and Psychological Services  
924 9<sup>th</sup> Ave. S.E.  
Jamestown, ND 58401  
701-251-1137

Kerry Wicks, LPC  
315 SE 2<sup>nd</sup> St.  
Jamestown, ND 58401  
701-252-8939

LISBON

Kristina Long, LPC  
Sheyenne Valley Counseling Service  
1006 Lincoln Street  
Lisbon, ND 58054-4729  
701-683-5086

MINOT

Mark Rohrer, LCSW  
Tom Olson, LPC  
VRI  
#12 South Main Street  
Minot, ND 58701  
701-852-4135

Dion Darveaux, Ph.D.  
Darveaux, Eaton and Associates  
1705 4<sup>th</sup> Ave. NW  
Minot, ND 58703  
701-839-0474

Jane Hull, LPCC  
315 S. Main St., #307A  
Minot, ND 58701  
701-838-4606

NEW TOWN

Jane Hull, LPCC  
Domestic Violence Ft. Bethold  
New Town, ND 58763  
701-838-4606



VALLEY CITY

Jessie Fuher, LPC  
570 Chatauque Blvd.  
Valley City, ND 58401  
701-252-9838

WAHPETON

Deb Mostart, LPC  
1603 North 4<sup>th</sup> St.  
Wahpeton, ND 58075  
701-233-6398

WILLISTON

Jim Yockim, LCSWPP  
417 1<sup>st</sup> Ave. E.  
Williston, ND 58801  
701-770-0383

1. 1973

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