Prepared by the North Dakota Legislative Council
staff for Senator G. Nelson
May 1999

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

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

EAP Features	*Minimum*	*Provider*
EAP Established	*5 year*	Heartview - 1976 St. Alexius - 1982 Joint Venture - 1988
Number of Annual Sessions Per Individual	6	The St. Alexius/Heartview Employee Assistance Program will provide up to eight sessions per individual, per problem incident, per year.
Number of Annual Sessions Per Incident		Should the same plan member return to the Employee Assistance Program based on mother 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.
Coverage	*Family/Home & Out-of-Home Dependents (STATUTE)*	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.
Staffing	*Licensed Social Workers*	LSW + 20 years experience. Licensed Certified Clinical Social Worker (LICSW), Licensed Professional Clinical Counselor (LPCC), Licensed Addiction Counselor (LAC). All licensure standards of ND or other appropriate standard of licensing state required.[1]
Appointment Timing	*Within 72 hours*	Within 24-48 hours.
Emergency Appointments	*Within 24 hours*	Within 16 hours.
Weekend/Holiday Appointments	*Emergency*	Emergency

1-800 number	Minimum one line	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.
Phone Counseling	Minimum one staffed line	Minimum one - up to 5 clinicians available.
24 hour Crisis 'Hot' Line Staffing	Minimum one staffed line by LSW	One by LSW.
On-site Employee Orientation	1 per year (Smaller groups may be combined)	1 per year minimum. Will continue to fill all agency requests.
On-site Seminars	None	As requested.
Off-site Seminars	None	3 per year / per 8 regions - see Attachment D
Management Training	Minimum Requirements-Stress, Conflict, Crisis	3 per year / per 8 regions - see Attachment D
Management Consulting	Available to all supervisory/management staff	Available to all supervisory/ management staff.
Additional/Specialty Services Available	@ Additional Cost	@ additional cost with authorization from agency designee.
Employee Newsletters Supervisory Newsletters Internal Marketing Material (i.e. payroll stuffers, posters, etc.)	Quarterly Biannually As needed	See Attachment E All minimums exceeded.
Agency Reporting -Utilization -Survey of Agencies* -Survey of Clients*	Quarterly with Annual to Date Annually Annually	See Attachment F All minimums exceeded.
Price	$1.35 Maximum	$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 stuffers, 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	$1.35 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 • Critical Incident Services (see Appendix 8 for guidelines) • Drug and Alcohol Assessment by Substance Abuse Professionals (SAP) (see Appendix 7 for guidelines) • Nurse Triage

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: • Total number of new/re-opened cases • Type of referral • Type of presenting problem • Type of outcome & degree of compliance by client
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

EAP Features	Minimum	Provider
EAP 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 Employee 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- MORE COUNSELING SESSIONS
Coverage	Family in Home & Out-of-House 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	ONE LINE
Phone Counseling	Minimum one staffed line	ONE LINE DURING NORMAL BUSINESS HOURS & EMERGENCIES
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 LEGAL 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).

Region	Locations Where Services are Provided	Staff
Bismarck	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
	Mid Dakota Clinic 9th Street & Rosser Ave. Bismarck, ND	Annette Link, MS, LSW ***(additional clinical staff available in Bismarck pending initial assessment and referral)*** 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)
Dickinson	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

Region	Location Where Services Are Provided	Staff
Devils Lake	Mercy Hospital East 7th Street Devils Lake, ND	Carrol Rognlie, ACSW, LCSW, BCD JoAnn Streifel, ACSW, LCSW, BCD
Devils Lake	Lake Region HSC East 7th Street Devils Lake, ND	Doug Boknecht, MSW, LCSW, BCD Roland Nygaard, LAC Kelly Kowalski, LSW Kyann Schneider, LSW
Fargo/ Moorhead	Drake & Burau Counseling Service 1202 23rd 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
Fargo/ Moorhead	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
Fargo/ Moorhead	Joy Belzer 118 Broadway, Suite 714 Fargo, ND	Joy Belzer, MS, LPC
Fargo/ Moorhead	Geraldine Cariveau 3107 Westgate Drive Fargo, ND	Geraldine Cariveau, LPC
Fargo/ Moorhead	Gail Reierson 112 N. University Dr., Suite 300 Fargo, ND	Gail Reierson, MS, LPC
Fargo/ Moorhead	Aly Counseling Service 403 Center Ave., Suite 410 Moorhead, MN	Karen Aly, MS, LAPC
Fargo/ Moorhead	Colette C. Kuznia 403 Center Avenue Moorhead, MN	Colette Kuznia, M.Ed., LPC

In-State Service Locations & Staff, continued

Region	Location Where Services Are Provided	Staff
Fargo/ Moorhead	Deborah Mostert 403 Center Ave., Suite 409 Moorhead, MN	Deborah Mostert, LPCC
Garrison	Garrison Hospital	Sue Chaussee, BSW, LSW
Grand Forks	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
Grand Forks	Center for Psychiatric Care 3375 DeMers Avenue Grand Forks, ND	Bonnie Rice, MSW Lisa Warner, MSW
Grand Forks	Dakota Therapy Center 600 DeMers Ave., Suite 301 Grand Forks, ND	Aida Wakefield, MSW, LCSW, BCD
Grand Forks	Jarman Counseling Service 1133-A S. Columbia Road Grand Forks, ND	John Jarman, LPCC Marjorie Baumgartner-Hill, LPCC Faith Finney, LPCC
Hazen	Sakakawea Medical Center 510 8th Avenue N.E. Hazen, ND	Sue Chaussee, BSW, LSW Charles R. Motis, MS, LPC, NCACII
Hettinger	West River Reg. Med. Ctr.	Paul Millner, MA, LSW, LPC Richard Werre, LSW, LAC, NCACII
Jamestown	Jamestown Hospital 419 5th Street, N.E. Jamestown, ND	Tracy Gruskowski, BSW, LSW Becky Goetz, BSW, LSW Nancy Exner, MA, LPC, LAC
Minot	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

Region	Location Where Services Are Provided	Staff
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

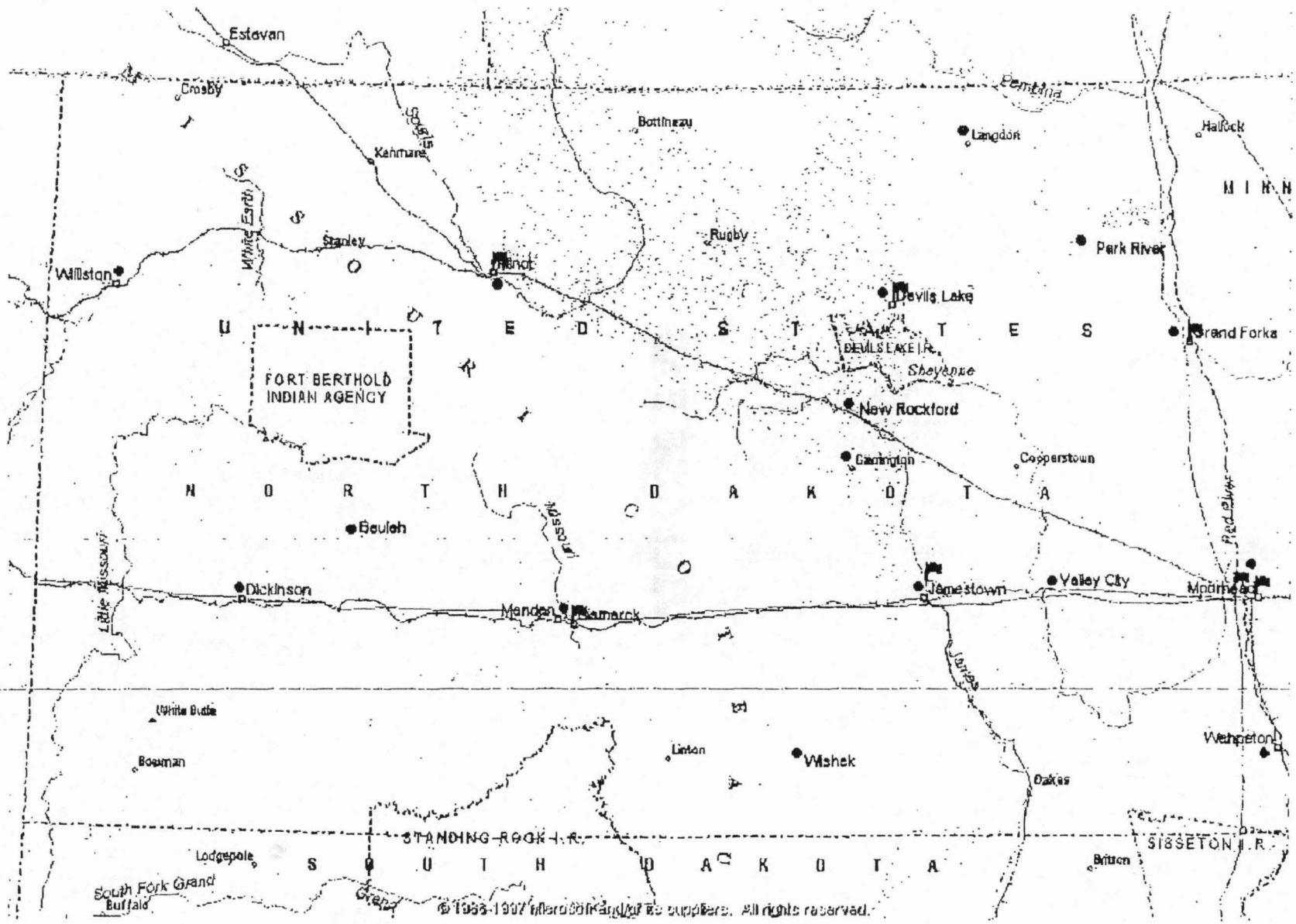
Affiliates in Arizona, California, Illinois, Iowa, Kentucky, Minnesota, Montana, Nebraska, South Dakota, Tennessee and Wyoming are available upon request.

State	City
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


Estevan
Crosby
Kenmare
Bottineau
Langdon
Hallock
Pembina
Souris
White Earth
Stanley
Williston
Minot
Rugby
Park River
Devils Lake
Grand Forks
DEVILS LAKE I.R.
Sheyenne
New Rockford
Carrington
Cooperstown
FORT BERTHOLD INDIAN AGENCY
Beulah
Dickinson
Little Missouri
Mandan
Bismarck
Jamestown
Valley City
Moorhead
Red River
James
White Butte
Bowman
Linton
Wishek
Oakes
Wahpeton
STANDING ROCK I.R.
SISSETON I.R.
Lodgepole
Britton
South Fork Grand
Buffalo
Grand
© 1988-1997 Microsoft and/or its suppliers. All rights reserved.

VILLAGE BUSINESS INSTITUTE

VILLAGE EMPLOYEE ASSISTANCE PROGRAM PROVIDER NETWORK

*Listing current as of 5/5/99

BELFIELD

Behavioral Health

Subcontractor Prairie Echos Counseling – Laurie Bassaraba-Thompson, LAC

BEULAH

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 Practive - 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 Wiegland, LAC
Spirit Haven Center – Laurie Bassaraba-Thompson, LAC
West Wind Consulting – Alan Fehr, PHD

the village FAMILY SERVICE CENTER

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
Darrin 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, NCACC II, SAP
Shelby & Associates – Shelby Krueger-Duncan, LPCC
Private PracticeDr Stephan Timm, PHD
Southpointe Psychology - Anderson, Kaylyn, PHD
Prairie Dawn Counseling – Marion Bogenrief, 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 Ekdom, 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

the village
FAMILY SERVICE CENTER

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 Witucki, PhD
Lutheran Social Services – Carolyn Meisel,
Northland Christian Counseling – Stephen Seay, LPC
Northridge Counseling – John Hennesey, 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

THE village FAMILY SERVICE CENTER

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 Roher, 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 Pufall, 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**

THE village FAMILY SERVICE CENTER

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:

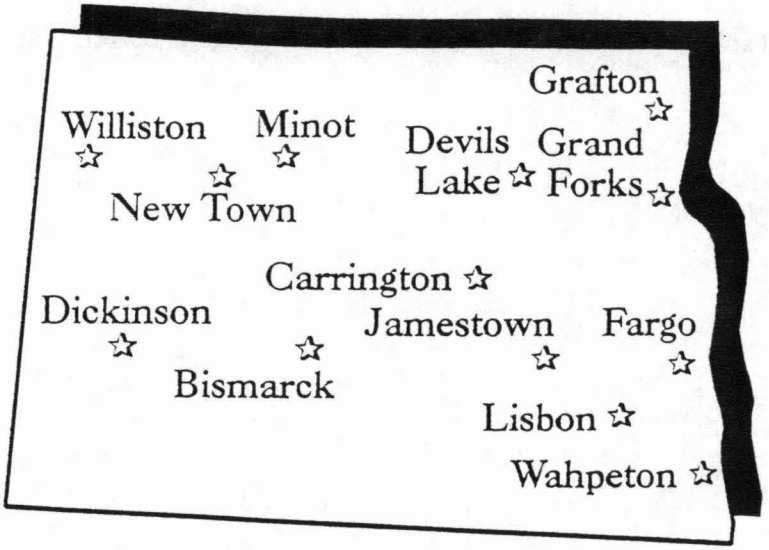
AFFILIATE:	Loring Family Clinic
ADDRESS:	414 Oak Grove Street Minneapolis, MN 55403
CONTACT:	Steve Clark, MA, LP
AFFILIATE:	Northeastern Mental Health Center

BRECKENRIDGE:

AFFILIATE:	Hope Center
ADDRESS:	415 Oak Street Breckenridge, MN 56520
CONTACT:	Karen Stoker
AFFILIATE:	St. Francis

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 Clague

VRI℠

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

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

VRI is a Service Mark of Vydas Resources, Inc.
© 1998

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 5th St. N.
Carrington, ND 58421
701-252-9838

DICKINSON

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

Mary Ann Brauhn, LPC
Alan Fehr, Ph.D.
Nancy Sprynegynatyk, 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. 14th
Grafton, ND 58237
701-352-2000

GRAND FORKS

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

Marjorie Baumgartner-Hill, LPC
2609 S. 35th 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 17th 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 8th Ave. S.W.
Jamestown, ND 58401
701-252-9838

Robert Gulkin, Ph.D.
Consultation and Psychological Services
924 9th Ave. S.E.
Jamestown, ND 58401
701-251-1137

Kerry Wicks, LPC
315 SE 2nd 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 4th 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 4th St.
Wahpeton, ND 58075
701-233-6398

WILLISTON

Jim Yockim, LCSWPP
417 1ST Ave. E.
Williston, ND 58801
701-770-0383