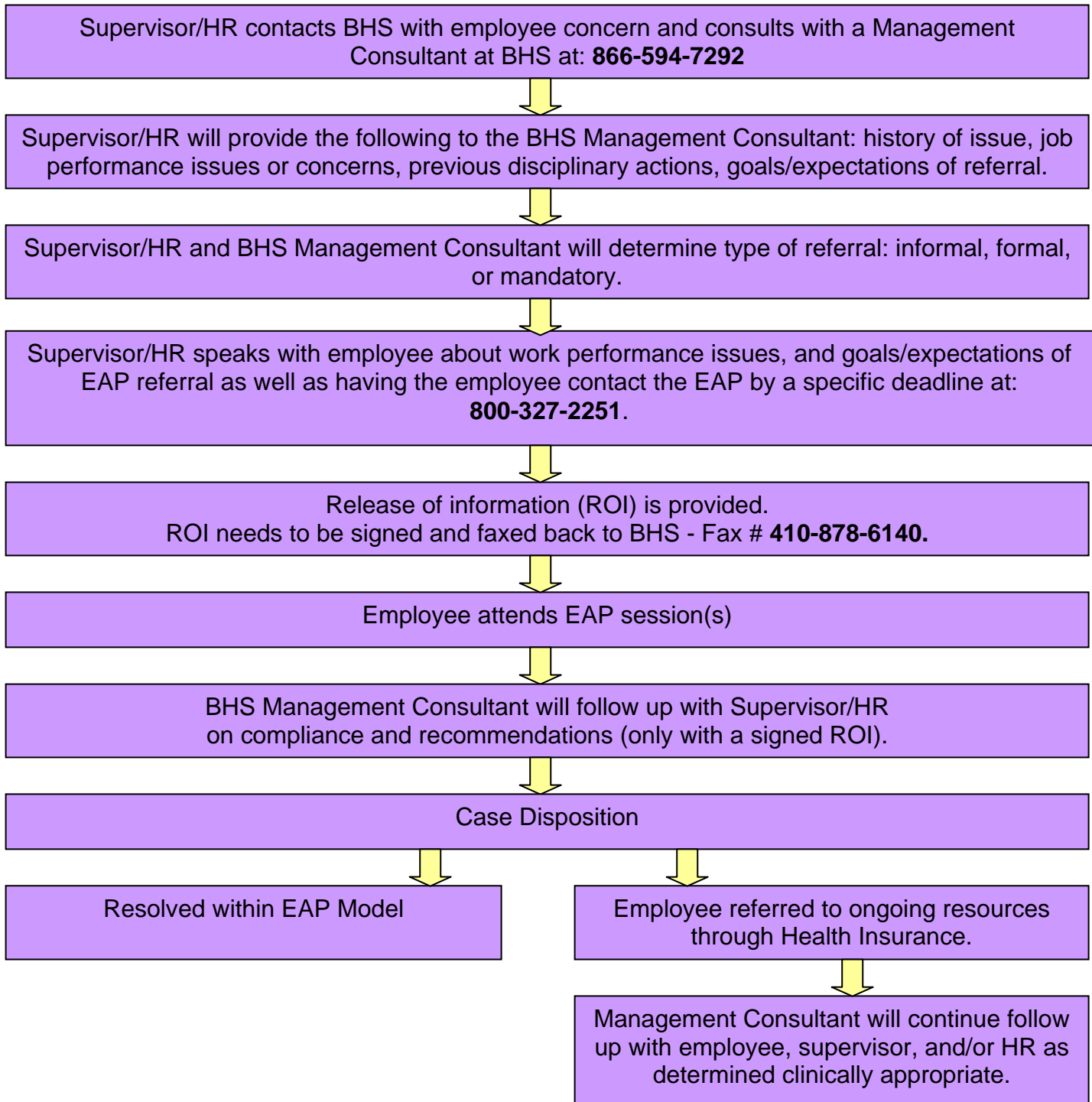




EAP MANAGEMENT REFERRAL PROCESS



** BHS does not supersede HR or Departmental policies.

**BHS is a resource. The focus should remain on work expectations, regardless of the employee's decision to utilize EAP.