



Absence management is a growing challenge for your clients.

This is what you can do about it.



Meet their unique needs with Guardian AbsenceWorks®.

Complex regulations. Time-consuming administration. Welcome to absence management.

More companies are making leave administration a higher priority. This is especially true among mid-size employers. But even smaller companies face the pressure of staying compliant with ever-changing state and federal laws — particularly the Family and Medical Leave Act (FMLA) and, increasingly, the Americans With Disabilities Act (ADA). It can be a costly proposition. There are fines and legal consequences for non-compliance, along with the time and expense of administration, lost productivity, overtime costs, retraining and hiring temporary help.

More employers are turning to outsourcing. Why?

Using third parties to oversee absence management can alleviate the administrative burden and help ensure consistency and objectivity in treatment of employees, which is key to compliance. And since most FMLA leaves are related to an employee's own health issue, outsourcing these leaves, Short Term Disability (STD) and other benefits to the same external resource can help maximize success. Whether your clients are thinking of outsourcing but hesitant to make the move, or are already outsourcing but want more support, Guardian is here to help.

What helps set us apart: Guardian AbsenceWorks®.

Guardian AbsenceWorks makes it possible for employers of all sizes to take advantage of high-quality, integrated disability and absence management services. Our range of flexible options — including ADA support — enables us to customize a program to help meet your clients' needs, whether they have 50 employees or 5,000+. Choose from two distinct plans:

Guardian AbsenceEssentials®

- Uniquely designed for smaller employers and first-time outsourcers
- Faster implementation — services can be up and running typically within 45 days
- Simpler ongoing administration (no monthly eligibility files required)

Guardian AbsenceAdvantage®

- Best suited for mid-size and larger companies
- Supports first-time outsourcers or employers looking to change/enhance their current support services
- Offers additional features for a more robust program



One source for outsourcing

Employers who use the same vendor to manage STD, FMLA leaves and other benefits consistently report the highest level of success in achieving these positive outcomes¹:

- Enhanced productivity
- Improved employee experience
- Reduced lost time
- Improved regulatory compliance
- Decreased overall absenteeism
- Reduced direct costs
- Increased return-to-work rates

¹ The 2019 Guardian Absence Management Activity IndexSM and Study

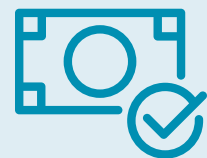
Guardian AbsenceWorks at a glance

	Guardian AbsenceEssentials® Plan	Guardian AbsenceAdvantage® Plan
Base Plan Features		
Integrated Intake of FMLA and STD	✓ One form	✓ Telephonic/online
Federal and State Leaves, Military (USERRA) and Jury Duty	✓	✓
2 Company Leaves ²	✓	✓
Web Access/Reporting ²	✓	✓
Implementation	No fee/as little as 30 days (No eligibility file)	No fee/90-120 days (Eligibility file required)
Service Options		
History & Takeover ³	✓ Takeover only ⁴	✓
Additional Company Leaves ²	✓	✓
ADA Basic — Review and tracking of leave-related accommodations	✓	✓
ADA Premier — Review and tracking of leave and workplace accommodations, interactive process support and more	N/A	✓

Put our integrated, in-house approach to work for your clients

Guardian intake, claims, leave and clinical professionals are located together in our state-of-the-art Solutions Center in Dallas, Texas, allowing for easier collaboration and faster problem-solving. The result for customers: a higher level of service and responsiveness no matter where they are.

Our expertise combined with the latest tools and technology helps promote program efficiency and effectiveness — including industry-leading leave software that automatically applies the most current laws and employer specifications to determine eligibility and enhance compliance.



The cost of FMLA mismanagement: \$335,000

Average verdict for FMLA cases related to wrongful termination⁵

² Customization around company leaves may be limited for the Guardian AbsenceEssentials plan.

³ "History & Takeover" refers to the transition of all open and closed leaves.

⁴ "Takeover" refers to the transition of all open leaves as of the effective date, excluding historical leave data (e.g., closed leaves, leave usage prior to effective date).

⁵ DMEC, August 2014, <http://dmec.org/2014/08/07/employers-face-litigation-threat-in-fmla-cases/> 6/11/2019 (ACCESSED)

Count on a better employee experience and better outcomes

With Guardian, employees not only get excellent service, but the empathetic treatment they deserve. We take a holistic view of each claimant's unique situation and engage the right resources at the right time, which is critical to getting employees back to work quickly and safely.

Led by a dedicated Claims Case Manager, our tenured team includes nurses and behavioral health and vocational rehabilitation specialists who really understand the importance of providing support during a difficult time and make themselves accessible to employees throughout the process. Innovative stay-at-work services are also available to help employees remain productive and help companies prevent common disabilities in the first place.



We incorporate the five proven absence management best practices¹

1. Full return-to-work program
2. The ability to produce or obtain reports
3. Health management program referrals for employees (e.g., employee assistance programs)
4. Central portal for reporting leaves
5. Same resource for STD and FMLA leaves, and other benefits (such as long term disability)

This is where you start. Contact your Guardian Group sales representative today to learn more about Guardian AbsenceWorks.

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