



# Guardian's Integrated Absence Management Solutions

## Better Absence Management Begins Here

Whether a company has 50 employees, 5,000 employees, or more, mismanagement of absences can lead to decreased productivity, legal issues, and a reduced bottom line. Guardian can help. We offer employers an integrated, end-to-end, in-house absence management solution — focused on returning employees to work while delivering an optimal customer experience.

### Guardian AbsenceWorks® Advantages

- **Integrated management** of short term disability (STD), long term disability (LTD), state and federal Family Medical Leaves (FML), and company leaves — all out of one location
- **Integrated intake** of STD and FML with referrals to employee assistance programs and other wellness programs
- **Experienced claims and clinical support teams co-located** in our state-of-the-art Solutions Center in Dallas, Texas — better sharing of information means better outcomes
- **Outstanding resources to help ensure FMLA compliance** — including industry-leading software and services backed by compliance specialists and attorneys specializing in Family and Medical Leave Act (FMLA) law
- **Comprehensive reporting** for FML/STD through our online portal provides employers with the information they need to understand trends and reduce future absences



### We incorporate the 5 best practices<sup>1</sup> that drive absence management success

- 1 Using the same resource for STD, FML, and other benefit programs
- 2 A central leave-reporting portal
- 3 Providing employees with referrals to health management programs
- 4 A full return-to-work program
- 5 Detailed reporting for disability and FML

Contact your Guardian Group Representative for more information.

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<sup>1</sup> The 2019 Guardian Absence Management Activity Index<sup>SM</sup> and Study.