



## Sample Breakdowns of Employer-Employee Benefits Pricing

Some employers cover 100% of the session with a number of sessions allocated for the employers. Other employers use a tiered system (below). It is up to the employer to determine the renewal timeframe (e.g., if the sessions reset each year or if it's on-going).

If there is no renewal of sessions, then we recommend providing a small number of employer-paid maintenance sessions to make sure that employees can continue to have access to services once they've maxed out their benefits. This way, employees are not discouraged to use their mental health benefits when they need it because of the cost.

### EXAMPLE OF A TIERED BENEFITS SYSTEM

| # of visits | Employer pays per visit* | Employee portion per visit |
|-------------|--------------------------|----------------------------|
| 1 - 10      | \$195.00 (100%)          | \$0.00 (0%)                |
| 11 - 20     | \$155.00 (80%)           | \$40.00 (20%)              |
| 21 - 30     | \$120.00 (60%)           | \$75.00 (40%)              |
| 31 - 40     | \$75.00 (40%)            | \$120.00 (60%)             |
| 41+         | \$40.00 (20%)**          | \$155.00 (80%)             |

\*Employer reserves the right to adjust the percentage scale if UCEBT rates increase above \$195/visit.

\*\*Employer will pay 80% of six (6) maintenance visits per year for employees with 40+ visits.

### CONFIDENTIALITY

Utilization of treatment and sessions will remain confidential. Employer is made aware that services are being used, but they are not notified of who is using the service to maintain confidentiality. Staff is encouraged to utilize UCEBT services as a part of their self-care regimen.