NEAP
NATIONAL EAP

Insights for Executive Leaders and Business Partners

EXECUTIVE EDGE

Q4 2026 Newsletter

NEAP Named HIA-LI Small Business Distinction Award Winner

We are proud to share that National EAP (NEAP) has been named the winner of the HIA-LI Small Business Distinction Award. This recognition honors NEAP's contributions to the Long Island business community and our ongoing commitment to supporting organizations and their employees. This award is especially meaningful because it reflects not only the work we do, but the people behind it: our team, whose dedication and commitment make it possible every day.

Read more about this honor >>

UPCOMING WEBINARS:

Estate Guru: Creating a Power of Attorney

Thursday, October 15th
12:00 PM EST and 3:00 PM EST
in collaboration with CLC

REGISTER NOW

Join us and the CLC to learn what it takes to create a Power of Attorney and how it can help protect your wishes, finances, and future.

Going Home for the Holidays and Managing the Family Dynamic

Thursday, November 17th @ 12:00 pm EST
in collaboration with Wysa

REGISTER NOW

Join us and Wysa to learn strategies to help make the holiday season feel more balanced, intentional, and manageable.

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THE NEAP AMBASSADOR PROGRAM

NEAP Ambassadors play a vital role in championing employee well-being, driving meaningful conversations, strengthening connections, and inspiring others to prioritize support and care in the workplace.

Feature Ambassadors

Heather Bermingham | Shrub Oak International School



Heather Bermingham is the HR Director at Shrub Oak International School, where she champions a holistic approach to employee wellbeing. She believes supporting employees in all aspects of life is essential to building a strong culture and achieving organizational goals. Through employee education and ongoing engagement, Heather is committed to ensuring staff feel heard, supported, and connected to available resources.

Heather values NEAP as a trusted partner that extends her ability to support employees beyond traditional HR services. She relies on NEAP's comprehensive resources, including legal consultation, counseling, and financial planning, to help employees navigate life's challenges. For Heather, these resources provide meaningful support while helping employees feel cared for, empowered, and supported.

Hope Hurley | ThorLabs



Hope Hurley is the Senior HR Manager at Thorlabs, where she is passionate about supporting employees and creating opportunities for engagement and wellbeing. She continually looks for ways to strengthen connection across the organization and ensure employees know where to turn for support.

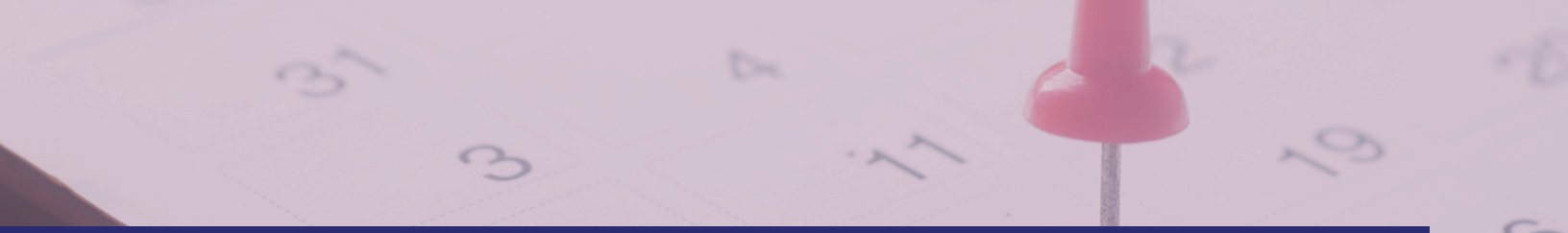
Hope values NEAP's responsive, personal approach, including caring counselors, follow-up support, and practical training for employees and HR. NEAP has also supported Thorlabs through challenging moments, including a difficult employee situation and training on navigating change. For Hope, NEAP is more than an EAP provider, it is a true partner to HR and the organization. She continues to advocate for NEAP and help employees recognize the mental health resources available to them.

Harland Lundy | Suffolk Credit Union



Harland Lundy is the Director of People Operations at Suffolk Credit Union and a passionate advocate for mental health and workplace wellbeing. He believes in creating fair, balanced, and supportive environments where employees feel comfortable prioritizing their wellbeing. Harland leads by example and is committed to finding meaningful ways to advance mental health within his organization.

Harland believes organizations should do more than simply "check the box" when offering an EAP. He sees NEAP as a true value-added resource that supports employees when they need it most. Through leadership training, Athrú has helped create a positive shift in the organization's approach to leadership, reinforcing the importance of thoughtful, people-centered leadership. Harland's commitment to learning and advocacy helps make workplace wellbeing an integral part of organizational culture.



2027 THRIVE SCHEDULE

As teams continue to grow and evolve, creating a supportive workplace that helps employees thrive is more important than ever. Throughout 2027, National EAP's FREE THRIVE webinars will explore practical topics designed to help leaders and employees navigate work, relationships, finances, technology, and life with greater confidence and resilience.

Mark Your Calendars!
Registration links and additional details will be coming soon. All THRIVE webinars are scehduled for 12:00 pm EST.

Date	Topic
Jan 20, 2027	More of What Matters – Creating an Intentional and Meaningful Year
Feb 17, 2027	Networking Without the Ick
Mar 17, 2027	Feedback Without the Flinch - Receiving Feedback Without Getting Defensive
Apr 21, 2027	Financial Fitness for Real Life
May 19, 2027	Thriving in the Age of AI: Why Human Skills Still Matter
Jun 16, 2027	The Power of Boundaries – Protecting Your Time Without the Guilt
Jul 21, 2027	Back-to-School Success: Pre-K and Beyond
Aug 18, 2027	Career Resilience – Staying Adaptable, Relevant, and Ready
Sep 15, 2027	The Sandwich Generation - Caring for Aging Parents While Working
Oct 20, 2027	Generations at Work: Bridging Difference, Building Connections
Nov 17, 2027	Better Together: The Power of Workplace Relationships
Dec 15, 2027	Finish Strong: Reflection, Recovery & Renewal

THE NEW PROFESSIONAL PLAYBOOK



ATHRÚ TRAINING PARTNERS

Practical Skills for Early Career Success

Give emerging professionals the tools, confidence, and skills to thrive in today's workplace.

Starting a new career comes with challenges. From communication and time management to navigating workplace expectations, many early-career professionals are expected to succeed without being taught the skills they need.

This 4-week interactive development series helps early-career professionals build essential workplace skills through practical tools, real-world scenarios, and guided discussions.

Who Should Attend?

- Professionals in their first 0–3 years of their career
- Recent graduates
- Employees entering their first professional role
- Managers supporting emerging talent

Participants will learn how to:

✓ Communicate with confidence
✓ Manage priorities effectively
✓ Navigate workplace expectations
✓ Think critically and solve problems
✓ Contribute with greater independence

Upcoming Session:

When: 10/20/26
10/27/26
11/03/26
11/10/26

Cost:
NEAP Members: $325
Non-NEAP Members: $360

Register Online

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Mental Health First Aid Training

MHFA Training is eligible for 7.5 PDC for SHRM-CP or SHRM – SCP credential holders

Learn how to support mental health in your community. **Mental Health First Aid training teaches you** how to **recognize** signs of mental health challenges, **respond** with confidence, and **connect people** to the help they need.

This Course Covers

- Common signs and symptoms of mental health challenges.
- Common signs and symptoms of substance use challenges.
- How to interact with a person in crisis.
- How to connect a person with help.
- Expanded content on trauma, substance use and self-care.
- Mental Health First Aid Action Plan (ALGEE)

Event Information

- **Dates:** October 20 & 27, 2026
- **Time:** 10:00 am - 1:30 pm ET
- **Cost:**
  - $139 pp for NEAP Members
  - $185 for Non-Members

Note: Attendees must attend both sessions and complete 2 hours of prework to receive the full credit.

Register Online

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Mental Health FIRST AID from NATIONAL COUNCIL FOR MENTAL WELLBEING

ATHRÚ TRAINING PARTNERS NATIONAL EAP



SHRM RECERTIFICATION COURSE

Trauma Informed Leadership

Trauma can impact how employees engage, communicate, collaborate, and perform at work. For today's leaders, understanding trauma responses is an important part of creating a workplace where employees feel supported, respected, and psychologically safe.

Join us for **Trauma Informed Leadership**, a practical SHRM Recertification Course designed to help leaders:

- Recognize common trauma responses in the workplace
- Understand how trauma can influence employee behavior and communication
- Implement supportive, trauma-informed policies and practices
- Lead with empathy while maintaining healthy professional boundaries
- Build a more psychologically safe and supportive workplace

Register today to secure your spot!

Event Information

- **Date:** November 4, 2026
- **Time:** 12:00 pm ET
- **Cost:** $19
- **Earn:** 1 SHRM Recertification Credit

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER

Register Online

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OCTOBER - DECEMBER MONTHLY AWARENESS

As leaders, it's important to recognize the observances that highlight health, wellbeing, and human rights, both inside and outside the workplace. This season brings opportunities to foster awareness, empathy, and support across a range of critical issues. **Here are upcoming observances with ideas on how HR leaders can engage teams and build visibility in the workplace:**

October

- **Breast Cancer Awareness Month –** Engage teams with a "Wear Pink Day," share screening resources, or host a health professional talk.
- **World Mental Health Day (Oct 10) –** Promote awareness by offering a mindfulness workshop, highlight EAP/mental health resources, or create "no meeting" breaks.
- **Intimate Partner/ Domestic Violence Awareness Month –** Brings attention to the impact of violence among partners by sharing e hotline numbers, offer training, and provide resources discreetly.

November

- **National Family Caregivers Month** – Recognizes the dedication of family caregivers spotlighting caregiver stories or share caregiver resources.
- **Alzheimer's Awareness Month** – Raises understanding and support for those affected by sharing educational resources or encourage fundraising for research.
- **National Diabetes Awareness Month** – Spreads awareness by launching a wellness challenge or share diabetes screening info.
- **International Stress Awareness Week** – Promote resilience by offering stress-reduction activities or resilience workshops.
- **International Men's Day (Nov 19)** – Raise awareness of men's health by promoting health screenings and sharing resources.

December

- **Seasonal Affective Disorder Awareness Month** – Support employees by encouraging outdoor breaks, share wellness tips, and promote EAP counseling support.

Interested in Resources Relates to these Awareness Months?

Visit the HR Corner on the Member Portal or contact our Client Success team at clientsuccess@nationaleap.com.

HR CORNER