

NORTH DAKOTA PUBLIC EMPLOYEES RETIREMENT SYSTEM EMPLOYEE ASSISTANCE PROGRAM

PROVIDED BY DEER OAKS EAP SERVICES

Deer Oaks is a national Employee Assistance and Work/Life Company dedicated to helping our members improve their health and well-being through quality, cost-effective services. Deer Oaks has over two decades of experience in the mental health/EAP industry and currently serves 1 million members nationally, 95% of which are public employers- our specialty.

As an integrated provider of EAP and Work/Life solutions, Deer Oaks is positioned to deliver the most seamless services to Agency employees, retirees, and family members. We have the knowledge and capability to provide employees with the most holistic support to achieve efficient and thorough resolution of their personal and work-related problems. Through the Deer Oaks EAP, employees can learn to manage stress and other personal concerns so they remain productive and efficient at work, achieve set goals, and maintain their health and well-being.

OUR SERVICES

24/7 access via the toll-free Helpline staffed by EAP Counselors and Work/Life Consultants

LiveCONNECT instant messaging with a Work/Life Consultant

Up to 8 counseling sessions per separate issue per year

Counseling available in-person, telephonically, online and using your Smartphone through our iConnectYou App.

Statewide and national network of mental health professionals (54,000+ affiliate providers nationally)

100% case management for all clinical EAP cases

Formal management referrals, Non-DOT and DOT Substance Abuse Professional (SAP) Referrals

Unlimited telephonic management consultation

Unlimited on-site Critical Incident Stress Debriefing (CISD) services

Suite of Work/Life Services i.e. legal, financial, daily living consultation and referrals, Take the High Road Program

Program evaluation and performance tracking

Quarterly utilization reports

Monthly Employee and Supervisor Newsletters

Up to 2 hours of on-site training per 200 covered employees available to each participating Agency

More than 100 educational seminar topics from which to choose

Free monthly online seminars

Aggressive program promotion i.e. brochures, wallet cards, topical flyers, posters



PRICING

Deer Oaks offers Agencies the opportunity to realize cost savings through greater participation. We offer the following fee structure based on the cumulative number of employees across all Agencies participating in the Deer Oaks program.

0-1,999 employees: \$1.54 PEPM
2,000-3,999 employees: \$1.50 PEPM
4,000+ employees: \$1.48 PEPM



DEER OAKS EAP SERVICES

CONTACT US FOR MORE INFORMATION

GREG BRANNAN
(301) 829-0364
GBRANNAN@DEEROAKS.COM

Deer Oaks EAP Services, LLC
Minimum Program Features Matrix

EAP Features	Minimum	Vendor
EAP Established	1 year	<p><i>Meets/Exceeds</i></p> <p>The Deer Oaks Employee Assistance and Work/Life Program was established in 1992, representing 23 years in the industry.</p>
Number of Annual Sessions Per Individual	6	<p><i>Meets/Exceeds</i></p> <p>Deer Oaks will continue to exceed this requirement and offers State Agencies an eight (8) session model.</p> <p>These sessions are per incident for assessment and short-term counseling per individual per calendar year. Counseling is available in-person, telephonically, online and using your Smartphone through our iConnectYou App.</p>
Number of Annual Sessions Per Incident	6 (Full Individual Minimum)	<p><i>Meets/Exceeds</i></p> <p>8 annual sessions per separate incident (full individual minimum per incident)</p>
Coverage	Employee and Dependents	<p><i>Meets/Exceeds</i></p> <p>Deer Oaks defines eligible members as:</p> <ul style="list-style-type: none"> • State Employees • Spouse or any child (natural or adopted, under age 26) of an Employee, regardless of where such spouse or child resides; • Any child for whom an Employee (or his or her spouse) is a court-appointed guardian; • Any person residing in the household of an Employee. <p>All employees and their dependents/ household members are eligible to access the EAP and Work/Life benefit starting on day one of the contract and on the first day of their employment (for new employees).</p>



EAP Features	Minimum	Vendor
		<p>Additionally, employees who separate from the State for any reason may continue to access the EAP for up to six (6) months post-employment.</p>
Staffing	Licensed Social Workers	<p><i>Meets/Exceeds</i></p> <p>Deer Oaks utilizes a network of 54,000+ affiliate counselors nationally to provide services to our clients. <i>This includes 214 providers in the State of North Dakota.</i></p> <p>All counselors providing telephonic and in-person counseling services to State employees are licensed mental health professionals with a minimum of a Master’s or Doctoral degree in a mental health discipline. Their credentials vary and include Licensed Social Workers, Licensed Psychologists, Licensed Educational Psychologists, Licensed Marriage and Family Therapists, Licensed Clinical Social Workers, Licensed Professional Counselors, Licensed Drug & Alcohol Counselors and Licensed Chemical Dependency Counselors. Our credentialing process mirrors NCQA standards and includes strict primary source qualification and reference verification. All counselors are re-credentialed every three (3) years to ensure ongoing compliance.</p>
Appointment Timing	Within 72 hours	<p><i>Meets/Exceeds</i></p> <p>In the case of an urgent request, the case manager will contact the client with a referral to an affiliate counselor within six (6) business hours and an appointment time within 48 hours of the initial contact with the EAP.</p> <p>Referrals for non-urgent problems are offered to the member within two (2) working days of his or her initial contact with the EAP. The counselor must have availability within five business days of accepting the case.</p>



EAP Features	Minimum	Vendor
Emergency Appointments	Within 24 hours	<p><i>Meets</i></p> <p>Emergency calls receive top priority. In these situations the case manager will follow the escalation procedure as warranted. This may include involvement of emergency services, ER or hospitalization to preserve the employee’s safety. Subsequent appointments are available within 24 hours following the employee being stabilized. In-the-moment support from our Clinical Team is always available.</p>
Weekend/Holiday Appointments	Emergency	<p><i>Meets</i></p> <p>Weekend and holiday appointments are available upon request and in emergency situations. Additionally, in-the-moment telephonic support is always available 24/7/365 by calling the toll-free Helpline.</p>
1-800 number	Minimum one line	<p><i>Meets</i></p> <p>Deer Oaks offers a confidential, toll-free Helpline that is answered “live” 24/7/365. Counselors are always available to provide immediate crisis intervention and in-the-moment support. A TTY service is available for the hearing impaired and a language translation line with coverage of 200 languages is available for non-English speaking members.</p> <p>In addition to our Helpline, members may also access the EAP via our mobile application iConnectYou, as well as chat live with a Work/Life Consultant via the LiveCONNECT feature available on our website.</p>
Phone Counseling	Minimum one staffed line	<p><i>Meets/Exceeds</i></p> <p>200 staffed lines, all of which are staffed by Master’s level counselors. In-the-moment telephonic support is available 24 hours a day, seven days a week including holidays.</p>



EAP Features	Minimum	Vendor
24 hour Crisis 'Hot' Line Staffing	Minimum one staffed line by LSW	<p><i>Meets/Exceeds</i></p> <p>200 staffed lines, all of which are staffed by Master's level counselors including Licensed Social Workers.</p>
On-site Employee Orientation	1 per year (Smaller groups may be combined)	<p><i>Meets/Exceeds</i></p> <p>Deer Oaks offers up to two (2) hours of on-site training services per 200 covered employees that may be used at each Agency's discretion for:</p> <ul style="list-style-type: none"> • Employee and Supervisor EAP Orientations • Health Promotion & Educational Seminars • Professional Development Seminars • DOT Supervisory Compliance Training • Health/Wellness Fair Participation <p>Seminars may be provided on-site or via webinar. Orientation DVDs are also available to each Agency for internal use.</p> <p>Additionally, Deer Oaks will attend the NDPERS Payroll Conference and other meetings as requested.</p>
On-site Seminars	None, except as noted in IV, A, 1, c & d	<p><i>Meets/Exceeds</i></p> <p>Deer Oaks offers up to two (2) hours of on-site training services per 200 covered employees that may be used at each Agency's discretion for the activities noted above. Seminars may be provided on-site or via webinar. Orientation DVDs are also available to each Agency for internal use. Additionally, Deer Oaks will attend the NDPERS Payroll Conference and other meetings as requested.</p> <p>Designed using adult learning theories, our training seminars engage participants in collaborative learning and assist employees in learning new skills, adapting to change and challenges, increasing performance, and</p>



EAP Features	Minimum	Vendor
		<p>utilizing resources that enhance personal effectiveness and morale. Participants gain practical knowledge and useful strategies to help them problem-solve and improve relationships. The benefits to the organization include retention and commitment of key talent and high performers, higher levels of engagement and motivation, and a more knowledgeable and focused workforce.</p> <p>Our carefully selected and experienced training professionals have a minimum of five (5) years of experience in their content area(s), knowledge of the industry, and familiarity with workplace environments. They guide facilitation of content that is based on industry research, skills practice, action planning, and group discussions.</p> <p><i>Our 2015 Training Catalogue is provided as an attachment for your reference.</i></p>
Off-site Seminars	None, except as noted in IV, A,1, c & d	<p><i>Meets/Exceeds</i></p> <p>Off-site seminars are included in the bank of up to two (2) hours of training services per 200 covered employees. The State will be responsible for providing the off-site space.</p>
Management Training	Minimum Requirements: Stress, Conflict, Crisis, Change Management	<p><i>Meets/Exceeds</i></p> <p>Management training is included in the bank of up to two (2) hours of on-site training services per 200 covered employees as described above. We offer more than 100 educational seminars on a variety of work/life, wellness and EAP topics in the following categories: People Management, Caregiving, Financial, Legal, Wellness, Personal and Professional Development, and Global issues. Stress, Conflict Resolution, Crisis, Change Management, Diversity, Leadership, and Communication Techniques are among the covered topics.</p>



EAP Features	Minimum	Vendor
		<p>Deer Oaks also offers web-based training including monthly webinars, archived webinars, and 18 online skillbuilder training courses with certificates of completion. We also conduct a quarterly <i>Supervisor Excellence Webinar Series</i> that is designed to provide State of North Dakota supervisors and managers with enhanced skills to improve workplace morale, employee motivation and staff productivity.</p> <p>These web-based training resources are available to all State employees and their household members and do not count toward each Agency's bank of training hours.</p>
Management Consulting	Available to all supervisory/management staff	<p><i>Meets/Exceeds</i></p> <p>Through its <i>Management Assistance Program</i>, Deer Oaks offers support services to managers and supervisors in dealing with difficult workgroup issues. <i>Unlimited telephonic supervisory, management, and human resources consultation</i> is available to provide guidance regarding issues, policies, practices and events that affect behavior in the workplace. Our comprehensive management consultation process offers strategic solutions and practical advice that can open the path for healthy workplace communications and systems.</p> <p>In addition to management consultation, we also assist Agencies with mandatory referrals and offer conflict resolution/mediation services.</p> <ul style="list-style-type: none"> • Conflict Resolution: two-party counseling via a formal mandatory referral- <i>included in proposed rates</i> • A 30-minute in-person mediation session with an attorney qualified as a mediator- <i>included within our Legal Assist Program</i> • Full-service in-person mediation service with a qualified mediator; the mediator meets with each party separately and then jointly, establishes an action plan and follows up- <i>fee-for-service</i>



EAP Features	Minimum	Vendor
Additional/Specialty Services Available	@ Additional Cost	<p><i>Meets</i></p> <p>Deer Oaks offers State of North Dakota Agencies the following optional, add-on services:</p> <ul style="list-style-type: none"> • DOT Substance Abuse Professional (SAP) Evaluations: \$650.00/evaluation • Additional seminars, health fair participation, orientations beyond those included in the bank of on-site hours: \$300.00 per hour per clinician • Full-Service Mediation: \$300.00/hour • Live Well Standard Wellness Coaching: \$0.46 PEPM
Employee Newsletters Supervisory Newsletters Internal Marketing Material (i.e., payroll stuffers, posters, etc.)	Quarterly Biannually As needed	<p><i>Meets/Exceeds</i></p> <p>Employee and Supervisor Newsletters are provided monthly in an electronic format and uploaded onto our website. They are available both in PDF and HTML versions.</p> <p>Internal Marketing Material: materials such as brochures, flyers, posters, and wallet cards are provided during program implementation and on an as-needed basis. Electronic materials are distributed each month as part of our ongoing program awareness campaign, as well as in conjunction with orientations, seminars, and health fair participation.</p> <p>During program implementation, the Deer Oaks Account Manager will work with each Agency Point of Contact to develop a customized, creative, and aggressive multi-media communication plan to introduce the program to employees. The Account Manager will monitor these promotional efforts and use this data when developing future promotional campaigns.</p>



EAP Features	Minimum	Vendor
Agency Reporting - Utilization	Quarterly with Annual to Date	<p><i>Meets</i></p> <p>Deer Oaks provides utilization reports electronically each quarter (with annual to date) and annually and includes information requested by the State without infringing on member confidentiality. The Deer Oaks Account Manager reviews these reports on an ongoing basis, monitoring utilization trends and the effects of various promotional campaigns. She applies these results to adapting the EAP program as needed, keeping in mind each Agency's organizational strategies and goals.</p> <p>Utilization reports contain at minimum the following statistics:</p> <ul style="list-style-type: none"> • Overview of contract performance including number and utilization percentage of web logins, EAP cases and Work/Life cases for the reporting period and year to date • Caller demographics: gender, marital status, member type, age range, job classification, length of service, shift, department, ethnicity (the State may determine which categories it would like reported) • Overall statistics for contract use per reporting period • Departmental/locale statistics for contract use per reporting period (if in line with confidentiality parameters) • Employee versus dependent utilization • EAP referral source • Reported home- and work-related problems (presenting and secondary) • Type of assistance offered • Knowledge of service • Methods of contact • Work/Life cases by category • Web page hits by category and content • Feedback from customer satisfaction surveys and averages (when available based on rate of completion) • Event Activity and support hours i.e.



EAP Features	Minimum	Vendor
		seminars, orientations, health fairs, CISDs, management consultation, etc. <ul style="list-style-type: none"> • Training and on-site support participants • Communication material distribution
Price	\$1.54 Maximum	Deer Oaks offers State Agencies the opportunity to realize cost savings through greater participation. We propose the following fee structure based on the cumulative number of employees across all Agencies participating in the Deer Oaks program. 0-1,999 employees: \$1.54 PEPM 2,000-3,999 employees: \$1.50 PEPM 4,000+ employees: \$1.48 PEPM These rates are guaranteed for the full two (2) years of the contract.
OTHER UNIQUE FEATURES		<p><u>Demonstrated Experience</u></p> <p>Deer Oaks is a premier, national Employee Assistance and Work/Life Company dedicated to helping our members improve their health and well-being through quality, cost-effective services. Deer Oaks has over two decades of experience in the mental health/EAP industry and currently serves 1 million members throughout the United States and Canada.</p> <p>Deer Oaks offers public and private employer groups short-term counseling and Work/Life services that positively impact employee morale, performance, and productivity, as well as medical claims, turnover, and supervisor effectiveness. With a nationwide network of 54,000+ mental health providers and an additional 8,000 providers globally, Deer Oaks supports local, national, and international employer groups, delivering proactive programs and unparalleled customer service.</p>



EAP Features	Minimum	Vendor
		<p>Since our inception in 1992, Deer Oaks has distinguished itself as a leader in the provision of Employee Assistance and Work/Life services to public sector employers. With 95% of our clients in the public sector, we have developed a wealth of experience in working with government agencies of all sizes at the federal, state and local levels. Due in part to our high-touch account management approach, Deer Oaks has established long-standing partnerships with its clients, which include the State of Nebraska, State of Connecticut, State of New Mexico, State of Texas Health & Human Services System, State of Texas Parks and Wildlife, State of Texas Juvenile Justice Department and the State of North Carolina Administrative Office of the Courts, to name a few.</p> <p><u>Unique Program Features:</u></p> <p>Deer Oaks offers the State of North Dakota the widest continuum of public sector-oriented EAP and Work/Life Programming at a very competitive rate. Below are some additional program features that are included in our benefit package:</p> <ul style="list-style-type: none"> • One step access to both the EAP and Work/Life Program via the Helpline • A statewide and national EAP network of mental health professionals • Dedicated Account Management Team utilizing our Signature High Touch Account Management Approach • Seamless Implementation and Transition Services including organizational needs assessments • An imbedded Work/Life Program, which includes resources on issues regarding legal, financial, childcare/eldercare,



EAP Features	Minimum	Vendor
		<p>balancing work and family, and retiree assistance</p> <ul style="list-style-type: none"> • Advantage Legal Assist Program <ul style="list-style-type: none"> – Free 30-minute telephonic advice consultation with a plan attorney – Free 30-minute in-person consultation with a plan attorney. <i>93.60% of EAP participants resolve legal matters within this free consultation</i> – Attorneys are available immediately for telephonic consultation; in-person consultations are scheduled – Consultation consists of analysis of the situation and advice on how to proceed. There is no document review or creation during this free consultation – If representation is required, members receive a 25% discount off hourly attorney fees – There is no limit to the number of times you can use the service for different issues – Coverage available in all 50 states • Online Legal/Financial Educational Resources- Unlimited Access <ul style="list-style-type: none"> – Online private and secure legal resources complement our telephonic and in-person service by providing online access to a wealth of educational resources, links, and tools. The site contains legal documents, a library of legal and financial information, access to state agencies to obtain birth certificates and other records, links to other legal resources, a glossary of terms, and more. • Interactive Online Will Preparation <ul style="list-style-type: none"> – Create a legally binding simple state-specific will at no cost through a step-by-step online “interview process”



EAP Features	Minimum	Vendor
		<ul style="list-style-type: none"> • Advantage Financial Assist Program <ul style="list-style-type: none"> – Free unlimited telephonic consultation with a financial counselor qualified to advise on a range of financial issues such as bankruptcy prevention, debt reduction and financial planning – Counselors address issues via a toll-free information line, and follow up by mailing supporting educational materials; Excluded issues include tax issues, counseling, advice or comparison of specific financial services or products – All counselors are knowledgeable in a wide range of financial topics – Advice is objective and pressure-free – Unlimited access to a wealth of educational financial resources, links, tools, and forms (i.e. tax guides, financial calculators, etc.) – Includes self improvement “Task Builders” for interactive financial improvement • ID Monitoring & Recovery Program <ul style="list-style-type: none"> – Provides victims a 30-minute consultation with an Identity Recovery Professional – The professional will assess the situation, create an action plan, and provide consultation on implementing the plan – Reduces time spent repairing compromised credit history – Restores peace-of-mind, while helping undo the damage – Control Your ID: Free Online Identity Monitoring • Child/Elder Care/Daily Living Referral Services <ul style="list-style-type: none"> – Work-Life Consultants consult with members regarding their work/life needs, streamline searches, and provide a maximum of three (3)



EAP Features	Minimum	Vendor
		<p>referrals per request within 12 hours of the initial call</p> <ul style="list-style-type: none"> – Searchable database of Childcare/Eldercare Resources – Tools for Balancing Work and Family – Extensive online and community resources covering a variety of Work/Life issues including, but not limited to child care, elder parent care, adoption, education, and daily support services. <ul style="list-style-type: none"> • Unlimited Critical Incident Stress Management (CISM) Services including on-site CISDs • Referrals to the most appropriate providers to include the State’s health plan, low-cost community resources, and other facilities for issues outside of the scope of the EAP • Mandatory Referral Coordination • Comprehensive Substance Abuse Professional (SAP) Services in compliance with Department of Transportation (DOT) requirements and agency requirements • Unlimited 24-hour access to the Deer Oaks website at www.deeroaks.com. Members will have access to an innovative Work/Life website featuring an extremely comprehensive level of resource articles, assessments, audio, and video files covering emotional well-being, health and wellness, and workplace issues as well as child care, elder care, adoption, and education. The site is kept current and up-to-date by a team of dedicated staff, with new information added monthly. Members will receive an established organization-specific username and password to access the site.



EAP Features	Minimum	Vendor
		<ul style="list-style-type: none"> • Full compliance with the Federal Health Insurance Portability and Accountability Act (HIPAA) and other state and federal laws regarding client confidentiality. • Internal Quality Control Plan that includes silent monitoring, EAP & Work/Life case reviews, a formal grievance process, and data systems and security measures. • Program evaluation and performance tracking to include quarterly utilization reports and an online patient satisfaction survey • Take the High Road Program: Deer Oaks remains concerned about the safety of its EAP participants and others. Therefore, Deer Oaks reimburses EAP participants for their cab fares in the event that they are incapacitated due to impairment by a substance or extreme emotional condition. This process is simple, and like all other EAP services, confidential. This service is available once per year per participant with a maximum reimbursement of \$45.00 (excludes tip).



State of North Dakota Provider Network

Deer Oaks maintains an extensive national network of 54,000+ affiliate counselors located in every state and Puerto Rico. This network includes 214 counselors in the State of North Dakota available to provide in-person counseling services to State employees and their family members.

Before becoming part of our network, provider credentials are verified through a process that includes strict primary source qualification and reference verification. Each provider’s application is thoroughly reviewed by our credentialing committee, which makes the final determination. Each counselor is then re-credentialed every three (3) years to ensure ongoing compliance.

The minimum standards for network inclusion in the US are as follows:

- Possession of a minimum of a master's degree in a mental health discipline
- Three years minimum post master's experience in the direct provision of clinical care
- Current and unrestricted license as a mental health practitioner at the independent practice level
- Maintenance of professional liability insurance at the level of \$1 million per occurrence and \$3 million aggregate
- Attestation/disclosure to the existence of prior sanctions or limitations to license, malpractice claims history, the existence of felony convictions, and the ability to perform the essential functions of an EAP counselor

This extensive provider network enables us to quickly respond to requests for on-site services in the case of a critical event or training request and to match members with counselors that meet their specific needs (i.e. language, gender, ethnicity, specializations, appointment time, etc.) wherever they may reside throughout the United States.

North Dakota Provider Network Summary

City	# Providers	City	# Providers
Bismarck	35	Madison	1
Devils Lake	6	Minot	21
Dickinson	2	Oakes	1
Ellendale	2	Rhame	1
Fargo	80	Rugby	1
Grafton	1	Valley City	3
Grand Forks	48	Wahpeton	1
Jamestown	4	West Fargo	3
Lamoure	1	Williston	1
Lisbon	1	Wyndmere	1
214 Affiliate Counselors			

Counselor Type	# Providers
Certified Addictions Counselor	2
Marriage & Family Therapist	4
Master Level Clinician	45
Professional Counselor	57
Psychologist	44
Social Worker	62
214 Affiliate Counselors	



Provider Type	City	County	State	Zip
Professional Counselor	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Psychologist	Bismarck	Burleigh	ND	58501
Psychologist	Bismarck	Burleigh	ND	58501
Psychologist	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58501
Psychologist	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Psychologist	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58504
Social Worker	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58501
Social Worker	Bismarck	Burleigh	ND	58506
Social Worker	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58501
Professional Counselor	Bismarck	Burleigh	ND	58503
Professional Counselor	Bismarck	Burleigh	ND	58504
Social Worker	Bismarck	Burleigh	ND	58506
Social Worker	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58504
Social Worker	Bismarck	Burleigh	ND	58503
Professional Counselor	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58504
Master Level Clinician	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58501
Master Level Clinician	Bismarck	Burleigh	ND	58504
Social Worker	Devils Lake	Ramsey	ND	58301
Social Worker	Devils Lake	Ramsey	ND	58301
Social Worker	Devils Lake	Ramsey	ND	58301
Social Worker	Devils Lake	Ramsey	ND	58301
Professional Counselor	Devils Lake	Ramsey	ND	58301
Master Level Clinician	Devils Lake	Ramsey	ND	58301
Professional Counselor	Dickinson	Stark	ND	58601
Social Worker	Dickinson	Stark	ND	58601
Social Worker	Ellendale	Dickey	ND	58436
Professional Counselor	Ellendale	Dickey	ND	58436
Professional Counselor	Fargo	Cass	ND	58102
Professional Counselor	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58102
Professional Counselor	Fargo	Cass	ND	58103



Provider Type	City	County	State	Zip
Psychologist	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Marriage & Family Therapist	Fargo	Cass	ND	58104
Professional Counselor	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58102
Psychologist	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58102
Master Level Clinician	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58102
Psychologist	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58102
Social Worker	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58102
Social Worker	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58104
Professional Counselor	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Social Worker	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58103



Provider Type	City	County	State	Zip
Professional Counselor	Fargo	Cass	ND	58103
Psychologist	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58102
Social Worker	Fargo	Cass	ND	58102
Professional Counselor	Fargo	Cass	ND	58102
Professional Counselor	Fargo	Cass	ND	58103
Marriage & Family Therapist	Fargo	Cass	ND	58104
Master Level Clinician	Fargo	Cass	ND	58102
Master Level Clinician	Fargo	Cass	ND	58102
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58104
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Master Level Clinician	Fargo	Cass	ND	58104
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58102
Master Level Clinician	Fargo	Cass	ND	58104
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Cass	ND	58012
Master Level Clinician	Fargo	Cass	ND	58102
Master Level Clinician	Fargo	Cass	ND	58103
Master Level Clinician	Fargo	Union	ND	28103
Marriage & Family Therapist	Fargo	Cass	ND	58103
Professional Counselor	Fargo	Cass	ND	58104
Social Worker	Fargo	Cass	ND	58104
Certified Addictions Counselor	Grafton	Walsh	ND	58237
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58206
Social Worker	Grand Forks	Grand Forks	ND	58206
Social Worker	Grand Forks	Grand Forks	ND	58206
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58203
Social Worker	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Master Level Clinician	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Master Level Clinician	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Master Level Clinician	Grand Forks	Grand Forks	ND	58201



Provider Type	City	County	State	Zip
Psychologist	Grand Forks	Grand Forks	ND	58201
Master Level Clinician	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58208
Social Worker	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58201
Certified Addictions Counselor	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Grand Forks	Grand Forks	ND	58203
Psychologist	Grand Forks	Grand Forks	ND	58201
Psychologist	Grand Forks	Grand Forks	ND	58203
Professional Counselor	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Grand Forks	Grand Forks	ND	58201
Social Worker	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Grand Forks	Grand Forks	ND	58201
Marriage & Family Therapist	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Grand Forks	Grand Forks	ND	58201
Master Level Clinician	Grand Forks	Grand Forks	ND	58201
Professional Counselor	Jamestown	Stutsman	ND	58401
Psychologist	Jamestown	Stutsman	ND	58401
Psychologist	Jamestown	Stutsman	ND	58401
Social Worker	Jamestown	Stutsman	ND	58401
Social Worker	Lamoure	Lamoure	ND	58458
Professional Counselor	Lisbon	Ransom	ND	58054
Social Worker	Madison	Lake	ND	57042
Social Worker	Minot	Ward	ND	58703
Social Worker	Minot	Ward	ND	58703
Psychologist	Minot	Ward	ND	58703
Professional Counselor	Minot	Ward	ND	58701
Psychologist	Minot	Ward	ND	58701
Psychologist	MINOT	Ward	ND	58703
Professional Counselor	Minot	Ward	ND	58701
Professional Counselor	Minot	Ward	ND	58701
Professional Counselor	Minot	Ward	ND	58701
Master Level Clinician	Minot	Ward	ND	58701
Professional Counselor	Minot	Ward	ND	58703
Psychologist	Minot	Ward	ND	58701
Social Worker	Minot	Ward	ND	58703
Social Worker	Minot	Pierce	ND	58368
Social Worker	Minot	Ward	ND	58701



Provider Type	City	County	State	Zip
Social Worker	Minot	Ward	ND	58701
Social Worker	Minot	Ward	ND	58701
Professional Counselor	Minot	Ward	ND	58703
Social Worker	Minot	Ward	ND	58701
Social Worker	Minot	Ward	ND	58703
Master Level Clinician	Minot	Ward	ND	58701
Professional Counselor	Oakes	Dickey	ND	58474
Social Worker	Rhame	Bowman	ND	58651
Social Worker	Rugby	Pierce	ND	58368
Professional Counselor	Valley City	Barnes	ND	58072
Professional Counselor	Valley City	Barnes	ND	58072
Professional Counselor	Valley City	Barnes	ND	58072
Psychologist	Wahpeton	Richland	ND	58075
Master Level Clinician	West Fargo	Cass	ND	58078
Psychologist	West Fargo	Cass	ND	58078
Psychologist	West Fargo	Cass	ND	58078
Social Worker	Williston	Williams	ND	58801
Master Level Clinician	Wyndmere	Richland	ND	58081