



Welcome to:

Path To Wellness - February 2007 Edition

For leaders who value their team

Welcome to our **** 3322 **** subscribers from around the world.
[Remember to let us know if you move.]

Subscriber feedback

"Beverly, I find your website very informative and have recommended it to many. Thanks for all your hard work". Shannon, Regina, SK

I enjoy your newsletter and really like that the newsletter is quarterly...better than weekly as when I receive those, I only read them when have time - but when I receive an email from Beverly, I must read it as I know it is only quarterly and I don't want to miss anything. Elizabeth, Toronto, ON

It's a small world. I was at the HRPAO conference last week, and I was talking to someone - Jaclyn. She said that your email newsletter is one of the only ones she reads... Good work, Randall, ON

In this feature:

Corporate Wellness Programs - Family Friendly Employers And Programs From Around The World

Features

- 2007 Employee Wellness Best Practices Survey
- New Initiative - Join Our Employee Wellness Mastermind Groups
- Wellness Programming For Small To Large Companies
 - Family Friendly Programs From 50 Top Employers from Canada, the United States and Australia
- National and International Wellness Awareness Days, Weeks and Months for January to March 2007
- Wellness Statistics
 - Canadians Are A Stressed Out Bunch - International Poll Results
- Announcements -
 - Upcoming Wellness Events - Canadian Dates
 - Join Our Employee Wellness Mastermind Groups
 - ["Awakening The Workplace"](#) - A valuable resource
 - New Blog - [Work Smart Live Smart - Stress And Wellness Tips](#)
 - Revamped website - www.WorkSmartLiveSmart.com
 - Spring Contest closes March 31
- In The News
 - Asia Pacific - Family Friendly Impact
- Subscribe and Unsubscribe Procedures

This free e-newsletter highlights information on employee and corporate wellness for the beginner to the seasoned professional. It provides you with how-tos and updates you on significant research

and statistics that may assist you in your wellness initiatives.
We welcome your input, your questions and your best practises.
Thank You For Subscribing,
Beverly Beuermann-King, www.WorkSmartLiveSmart.com

New 2007 Employee Wellness Programming Survey

Follow the link to answer 10 easy questions regarding your
comprehensive wellness plan for 2007.

Results will be tabulated for the June 2007 Path To Wellness

Click here to begin

<http://www.surveymonkey.com/s.asp?u=145013276744>

Feel like you are re-creating the wheel?
Would you love to have a team to bounce ideas off of
who really know and care about wellness?

New For 2007

Employee Wellness Mastermind Groups

To find out more about joining a group of like-minded individuals
who are interested and responsible
for employee wellness programming

please visit http://www.worksmartlivesmart.com/pages/page_122.asp

WELLNESS PROGRAM HIGHLIGHT FOR SMALL (VERY SMALL) TO LARGE (VERY LARGE) COMPANIES

With the Canadian job market being tight employers must prove that they are willing to go the extra mile to keep valuable employees.

To come up with the Top 100, Mediacorp first studies the recruitment histories of more than 60,000 Canadian companies, then invites 12,000 of those from a wide variety of industries to apply for inclusion on the list. The companies then go through a long application process, which includes a thorough review of employee recruitment and retention programs. This year, more than 1,500 companies underwent the application process, and from there Mediacorp narrowed it down to 100 based on eight performance metrics.

THE TOP 10 - CANADA'S MOST FAMILY-FRIENDLY EMPLOYERS by Richard Yerema, Editor, Canada's Top 100 Employers

Catholic Children's Aid Society of Toronto - Toronto, ON

Provides social support services to protect children from abuse and neglect

- Maternity top-up (70% for 24 weeks)
- Maternity leave extension of up to two years
- Four weeks' vacation after first year on the job
- Seven paid leave days for doctors' appointments, daycare, elder care, etc.
- CCAS operates a trauma support team which provides employee counselling during family emergencies

City of Surrey - Surrey, BC

Local government services

- Extra week of vacation for redemption of unused sick days
- Reduced summer hours
- Maternity top-up (95% for 17 weeks)
- Employees with preschool children have access to nearby daycare facility

Ernst & Young LLP - Toronto, ON

Financial services firm

- Bonuses for course completions
- Maternity top-up (100% for 17 weeks)
- Adoption assistance (to \$5,000 per child)
- Employees with preschool children have access to nearby daycare facility and backup home care service is available to come to employees' homes to take care of children, spouses or relatives

Komex International Ltd. - Calgary, AB

International environmental consulting and engineering company

- Maternity top-up (70% for 15 weeks)
- Flexible work arrangements
- Financial assistance for meals when employee's spouse is ill

KPMG LLP - Toronto, ON

Accounting and professional services firm

- Three weeks of paid vacation allowance after your first year (plus seven paid personal days off each year)
- Maternity top-up (100% for 17 weeks)
- Adoptive benefit of up to \$20,000 per child
- Parental leave program provides one-year leave for all new parents (including fathers and adoptive parents)
- Paid time off to volunteer at community organizations

L'Oréal Canada - Montreal, QC

Cosmetics company

- Tuition subsidies
- Maternity top-up (100% for 17 weeks)
- On-site daycare

Merck Frosst - Pointe-Claire, QC, Kirkland, QC

Research-based pharmaceutical company

- Maternity top-up (100% of salary for 18 weeks)
- 70-week maternity leave
- Two on-site daycare facilities
- Encouragement for alternative work arrangements
- Five paid days off when your spouse has a baby

- Annual scholarship of \$1,000 (renewable up to four years) to children of current and retired employees
- Employees receive up to 10 surplus paid days off to attend to family responsibilities
- Two on-site daycare facilities operate unique summer and holiday camps
- Employees with company cars are allowed to keep them during parental or maternity leaves

Pfizer Pharmaceutical Group (Canada) - Kirkland, QC

Manufacturers of brand-name pharmaceuticals

- Maternity top-up (100% for salary for 17 weeks)
- Compassionate leave top-up (100% of salary for eight weeks)
- On-site daycare with library, computers, music lessons and cook
- Subsidized cafeteria offering take-home dinners

South-East Regional Health Authority - Moncton, NB

Healthcare services provider

- On-site daycare
- Options for flexible start and finish hours, compressed or shortened workweek and telecommuting
- Earned days off
- Subsidized membership to a fully equipped on-site fitness facility that offers classes and outdoor activities, such as biking, white water rafting and winter camping

University Health Network - Toronto, ON

Canada's largest academic health sciences centre

- On-site daycare
- Maternity/parental top-up (75% of salary for 25 weeks)
- Range of alternative work arrangements
- 25 annual post-secondary scholarships (\$1,000 each) for children of employees

**To view a workshop on
Stress Smarts For Leaders -
Assessing Team Member Stress And What You Can Do About It**

please visit http://www.WorkSmartLiveSmart.com/pages/page_51.asp

CANADA'S TOP EMPLOYERS - ADDITIONAL FAMILY FRIENDLY HIGHLIGHTS

Algorithmics Inc. - Toronto, ON

Custom computer programming

- Three paid study days per year
- One-month paid sabbatical after five years

Atlagas Ltd - Calgary, AB

Natural gas distribution

- Creates a number of new long weekends
- Rewards excellent performance with all-expense-paid weekend for two in Banff or Lake Louise

Bayer Cropscience Inc - Calgary, AB

Pesticide and other agricultural chemical manufacturing

- Offers large cash awards to \$2000 and free trips across North America in recognition of hard work

Ceridian Canada Ltd - Winnipeg, MB

Payroll Services

- Ensures that your pets are covered through an innovative pet plan insurance subsidy

Dalsa Corporation - Waterloo, ON

Computer peripheral equipment manufacturing

- Offers a flexible benefits plan that allows transfer of unused health coverage to RRSP

Dofasco Inc. - Hamilton, ON

Steel manufacturer

- Sponsors numerous programs for employees' children at its recreation complex, including sports teams and summer camps

Ecotrust Canada - Vancouver, BC

Non-profit organization supporting the development of a sustainable economy in the coastal rainforests of BC

- Option to bring children to work in a daycare emergency
- Organization has adapted its sick leave policy to accommodate effects of employees' specific illnesses, allowing them to continue working while on leave

Enbridge Inc - Calgary, AB

Natural Gas Distribution

- Offers four separate health benefits plans, ranging from no coverage to complete coverage

Halifax Herald Limited - Halifax, NS

Newspaper publishers

- Provided a cash subsidy to offset high home heating and gasoline prices

Laurentide Controls Ltd - Kirkland, QC

Industrial process variables

- Invites employee and spouse to an annual weekend retreat at a nearby resort for a day of relaxation and an evening dinner-dance

MBNA Canada Bank - Ottawa, ON

Credit card issuing

- Employees who get married receive an additional week of paid vacation, a \$500 cheque and a free limousine service

MDA Corporation - Richmond, BC

Beer information services

- Offers yoga classes that are led by an executive VP

Medavie Blue Cross - Moncton, NB

Information services

- Provides loyalty cards for discounts at downtown businesses
- Paid time off to volunteer at local charities

Microsoft Canada - Mississauga, ON

Software publishers

- Promotes healthy eating by offering a travelling snack cart at head office each afternoon

PriceWaterhouseCoopers LLP - Toronto, ON

Accounting Services

- Donates \$10,000 on behalf of its employee volunteer of the year

Procter & Gamble Inc - Toronto, ON

Toilet preparation manufacturing

- Keeps retired employees on health benefits plan
- Increase vacation days by transferring unused credits from your health benefits plan

Shell Canada Limited - Calgary, AB

Petroleum company

- Employees with young children receive five complimentary passes to nearby daycare
- Specialized service helps employees find child care services, nursery schools or senior care facilities
- A wide variety of flexible work options available

University of Toronto - Toronto, ON

Canada's largest university

- Four on-site daycares, plus employees have access to emergency backup daycare services
- Has a Quality Of Life Advisor to assist with information on child care, maternity and parental leaves and eldercare

Urban Systems Ltd. - Kamloops, BC

Multidisciplinary firm of engineers, planners and landscape architects

- Employee-designed program finds meaningful ways to assist employees in their lives outside work (for example, staff gathered at the home of an employee — a single mother with an autistic child — to chop enough wood for the coming winter)

Worleyparsons Komex - Calgary, AB

Engineering services

- Introduces a phased-in return-to-work program for new mothers

To view a workshop on
**Joy, Success And the Meaning Of Life -
Simplify Your Life And Create Balance Without Feeling Overwhelmed**

please visit http://www.worksmartlivesmart.com/pages/page_56.asp

USA'S TOP EMPLOYERS - ADDITIONAL FAMILY FRIENDLY HIGHLIGHTS

Ameritas Acacia Companies - Lincoln, NE

Financial Services

- Employees work with managers to make adjustments in their workday for school conferences and doctors' visits so don't have to waste paid days off
- Parents can bring their kids to work on snow days or school holidays and the office is stocked with games and videos

Astrazeneca - Wilmington, DE

Pharmaceutical company

- Solutions for Nursin Mothers program provides phone consultations with lactation specialists

Avon Products Inc - New York, NY

Comsmetics and beauty products

- Offers seminars, webcasts and expers via 800 numbers to assist with things such as home buying, higher education and financial planning
- 2 Places At 1 Time program offers employees discounted concierge services including dry cleaning, party planning and even someone to wait for that unpredictable cable repairman

Bank Of America - Charlotte, NC

Banking and financial services

- Employee benefits newsletter gives a better idea of what the company offers and how employees have made use of benefits

Booz Allen Hamilton - McLean, VA

Management consulting firm

- Moms-To-Babies Maternity Mangemenet Program offers a pregnancy risk survey, received materials on pre and postnatal car and get discounts onlactation supplies

BP America Inc - Warrenville, IL

Global energy company

- Managers and employees are urged to sing contracts outlining work/life boundaries, ensuring that both agree to respect each other's time - 78% of employees said that their managers treat them fairly
- Important meetings are booked early in the week, making it easier for parents to take off on Fridays

Citigroup - New York, NY

Financial services company

- Developed a Working Parents Network - in which parents who have been through the process become resources on important topics such as autism and child care

Dupont - Wilmington, DE

Chemical engineering company

- Keeping kids safe program - had employees children fingerprinted

Fannie Mae - Washington, DC

Financial services company

- Company reimburses the child-care expenses of employees who work over-time on urgent projects

General Electric Company - Fairfield, CT

Technology, media and financial services company

- Work/Life Connections program - employees can talk with financial consultants, licensed attorneys and website on topics like choosing a summer camp and best deals on car repairs

Inova Health System - Falls Church, VA

Health care facilities and services

- Subsidized meals-to-go program

MBNA America Bank - Wilmington, DE

Credit card issuer

- If employee or their spouse passes away, the firm grants a \$24,000 CD for college to each child under 18 - family members covered under the deceased's health plan receive full benefits and salary for 18 months

Microsoft Corporation - Redmond, WA

Computer software developer

- Goal to leave single-occupant vehicles at home, the company headquarters offers free public transportation passes, van pools and a guaranteed-ride home program - employees who bike to work have access to on-site showers and lockers

Prudential Financial - Newark, NJ

Financial services organization

- As a result of a survey developed a backup-care program in include aging relatives

S.C. Johnsons & Son - Racine, WI

Consumer products

- In-house doctor which can consult on treatments of family members
- On-site store for groceries

Texas Instruments Incorporated - Dallas TX

Computer chip technology

- Provides a lactation room for nursing mothers

To read more on
Comprehensive Wellness Programming

please visit http://www.worksmartlivesmart.com/pages/page_59.asp

AUSTRALIA WORK AND FAMILY AWARDS - ADDITIONAL FAMILY FRIENDLY HIGHLIGHTS

Greenslopes Private Hospital - Greenslopes, Qld

- Free meals for permanent night employees
- One week additional leave per annum for permanent night staff
- Employee car servicing which includes pick-up and drop-off service from the hospital
- Children's Christmas party
- Employee discounted rates for travel, financial, medical and IT related goods and services
- Cultural leave

Austral Tree & Stump Services Pty Ltd

Para Hills West, SA,

- Paid time off during school holidays for employees with children
- Priority to applications for annual leave by staff wanting time off during school holidays

Hydro Tasmania - Hobart, TAS,

- Phased in retirement
- 'Healthy Hydro Tasmania' Program includes a number of subsidies and reimbursements for employees participating in a sporting or fitness activity or program

Aurora Energy Pty Ltd - Hobart TAS,

- Three days bereavement leave
- Personal use of company cars
- Employee relocation assistance
- Substitution of holidays

Australian Broadcasting Corporation - Sydney, NSW,

- 'About Choice' Work-Life booklets
- Work-Life Program (includes monthly seminars)
- Work and family seminars and forums
- Equity and Diversity Management Plan
- 'Visions of Balance' publication (women working in TV and balancing work and family commitments)
- HR Newsletter focussing on work-life balance
- Network 99 discussion/network group (women's issues)
- 'Creating a Better Place to Work' workshops

City of Melville - Booragoon, WA,

- Family days and visits from family members welcomed

Please send in highlights from your impactful family friendly programs and we will highlight them in upcoming issues of this newsletter.

WELLNESS AWARENESS DAYS, WEEKS AND MONTHS

To view the 2007 list of more than **430 National and International celebrations** [click here](#).

- **National Heart Awareness Month** <http://www.heartandstroke.ca> (CND)
February

- **Be Humble Day** - <http://www.holidayinsights.com/moreholidays/February/behumbleday.htm> - Feb 22, 2007
- **Random Acts Of Kindness Day** - <http://www.holidayinsights.com/moreholidays/February/randomactskindness.htm> - Feb 17, 2007
- **Eating Disorder Awareness Week** <http://www.nedic.ca> - Feb 4-10 2007 (CND) US-Feb 25-Mar 3, 2006- <http://www.nationaleatingdisorders.org>
- **National Nutrition Month** <http://www.dietitians.ca> (CND) - <http://eatright.org> (US) March
- **World Day for Water** (<http://www.worldwaterday.org> - Mar 22, 2007) (CND)
- **National Mom And Pop Business Owners Day** - <http://www.holidayinsights.com/moreholidays/March/mpbodday.htm> - Mar 29, 2007
- **National Sleep Awareness Week** <http://www.sleepfoundation.org> - Mar 25 - 31, 2007 (US)

STATISTICS:

Canadians are a stressed-out bunch, poll finds

CTV.ca News Staff - Dec. 20 2006 - Files from The Associated Press

Contrary to perceptions that Canadians are a laid-back bunch who seldom experience the burdens of a stressful world, a new AP-Ipsos poll finds nothing is further from the truth.

- Three of four Canadians who responded to the AP-Ipsos survey conducted in November reported they sometimes or frequently experience stress.
- In both Canada and the United States, six in 10 reported jobs and finances as the most stressful aspects of their lives.
- About 76 per cent of Canadian respondents said they feel stress in their daily lives frequently or sometimes.
- Canadians were most likely to name their jobs, at 32 per cent, or their finances, at 28 per cent, as the most important causes of that stress.
- In the United States, finances were the most significant cause of stress, at 34 per cent, followed by jobs at 26 per cent.

The poll asked 1,000 respondents in each of nine countries -- Australia, Britain, Canada, France, Germany, Italy, Mexico, Spain and the United States -- how often they felt that their lives were beyond their control.

- One in 10 Canadians said they frequently felt their lives were beyond their control and one in four said they sometimes did.

Summary of international poll results:

- **Australia:** About 35 per cent of Australians name jobs as the main stress, followed by finances at 27 per cent and family life at 24 per cent. About 77 per cent said they feel stress in their daily lives frequently or sometimes.
- **France:** Nearly half, 45 per cent, said they sometimes or frequently felt their lives were beyond their control. They blame jobs and finances for being the main sources of stress, with 30 per cent choosing each.
- **Germany:** Germans were among the most stressed out with 51 per cent saying they frequently or sometimes feel stress. But they were among the least likely, at 28 per cent, to say their lives felt beyond their control.
- **Italy:** More than a third, 34 per cent, named their jobs as the leading cause of stress with 20 per cent fingering finances. Nearly three-fourths, or 73 per cent, said they feel stress frequently or sometimes in their daily lives.

- **Mexico:** Mexicans were less likely to feel stress on a daily basis, with only 45 per cent saying they feel that way frequently or sometimes. They were most likely to blame finances, at 38 per cent, for being the main source of that stress, followed by their jobs at 20 per cent.
- **Spain:** Spaniards were less likely than the people in several of their European counterparts with about 61 per cent saying they feel stress. The main cause of stress was their jobs, at 34 per cent.
- **South Korea:** South Koreans were the most stressed group among the countries polled, with 81 per cent saying they feel stress frequently or sometimes. Once again, jobs were the main cause of stress at 33 per cent, followed by finances at 28 per cent.
- **United Kingdom:** Among the countries polled, the British were most likely, at 51 per cent, to say their lives sometimes or frequently feel beyond their control. Finances, at 32 per cent, and jobs, at 26 per cent, were the most frequent causes of stress.

To view workshop themes
from workplace stress, handling negative attitudes, to finding balance
that may be right for your team,
please visit <http://www.WorkSmartLiveSmart.com>

ANNOUNCEMENTS - We have been busy!

- Beverly will be presenting her wellness workshops at a number of locations in **Ontario** throughout the spring - and also in:
 - **Calgary, Alberta from April 30-May 1, 2007**
 - **Winnipeg, Manitoba - June 18, 2007**

If you are interested in arranging a workshop for your team around one of these dates, please feel free to contact Beverly at 705-786-0437 or info@worksmartlivesmart.com

New 2007 Employee Wellness Programming Survey

Follow the link to answer 10 easy questions regarding your comprehensive wellness plan for 2007.

Results will be tabulated for the June 2007 Path To Wellness

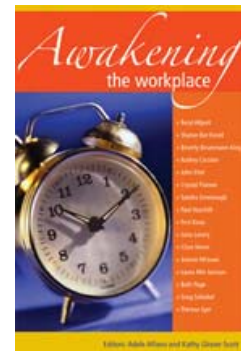
Click here to begin

<http://www.surveymonkey.com/s.asp?u=145013276744>

AWAKENING The WORKPLACE

A great addition to your wellness library or
for your team's personal growth

People are changing and evolving in regards to how they see themselves in relation to their work and their expectations for finding connection, fulfillment and success.



Awakening The Workplace is an exciting new book that has been recently released and is full of tips, tools and stories by more than 16 contributing authors from around the world (including Beverly) who specialize in workplace connection, renewal and wellness.

If you would like to **learn more** about this exciting new book, please visit

http://www.WorkSmartLiveSmart.com/pages/page_59.asp

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New For 2007

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NEW BLOG

Work Smart Live Smart - Stress and Wellness Tips

Look to find stats, tips and opinions on
dealing with work and daily-life stress and
on finding balance and wellness strategies that
will lead to more joy, success and meaning in your life.

To view this exciting new blog, please visit
<http://stressandwellnesstips.blogspot.com>

WEBSITE REVAMPED

www.WorkSmartLiveSmart.com

New Look - Updated Information - Valuable Resources

It has been an exciting process - and now it is complete.

The www.WorkSmartLiveSmart.com site has been overhauled to make it
easier for you to access valuable information.

You will find:

- * 430 wellness days, weeks and months listed by the quarter
- * Over 65 articles related to your personal and corporate wellness
- * Workshops divided by topic along with a description, participant objectives and testimonials
- * A shopping cart for our stress products including the newly released book **Awakening The Workplace**
- * Sample video and audio recordings of previous workshops
- * And a meeting planner's resource center

Take a look and let me know what you think

<http://www.WorkSmartLiveSmart.com>

***Work Smart Live Smart™* CONTEST**

- Contest closes March 31 - Enter Now
http://www.worksmartlivesmart.com/pages/page_33.asp
and Good Luck!

IN THE NEWS

Asia Pacific - Family Friendly Impact

[It's Healthy To Take Time Off From Work](#) - SINGAPORE NEWS -
Jsmine Yin, 21 December 2006

Of the 2,600 private sector firms surveyed from June to August this year, 5.3 per cent of employees were on flexi-work schemes, up slightly from 4.1 per cent in 2004.

Such flexible work arrangements are still not prevalent in Singapore, the MOM report pointed out. "A wider availability of flexible and pro-family working arrangements can encourage women and older persons to stay economically active longer and contribute to the workforce."

[Firms Welcome Family-Friendly Practices](#) - News.Gov.Hk - Nov 22

According to a recent Labour Department survey, granting extra paid leave on special occasions is the most common family-friendly employment practice in Hong Kong, reports news.gov.hk. Permanent Secretary for Economic Development & Labour Matthew Cheung said from the 326 organisations surveyed, 71 percent gave compassionate leave on death of family members, 69 percent offered marriage leave, while about 16 percent provided paternity leave. Leave typically lasted from three to five days, and most of the companies offered holiday pay for leave. Cheung said, "Some companies also introduced flexible working arrangements to enable employees to handle their family duties more easily, like adopting a five-day week, capping working hours and adopting staggered working hours. Some of them even adopted innovative practices to cater for their staff's well-being, such as parental and family recreational activities for the employees; offering stress and emotion management counseling or workshops; and providing childcare services, nursing rooms and family resource centres." Most companies agreed family-friendly employment practices could make a better work-life balance, while about 32 percent of them would consider adopting more such practices in future.

[China Good Employers Top 10](#) - Chenyan Liu

The [CCTV China Good Employers](#) list has been announced. The final Top 10 whose work environments rank highest on the "Happy Work [*kuai le gong zuo*]" index are shown below:

- Alibaba
- Oracle China
- Baidu
- Lenovo China
- Ericsson
- Vanke

- Haier
- Xian-Janssen
- Starbucks Beijing
- Yili

[Hong Kong: First Phase Of Move To Five-Day Week](#) - Brian Ho

The *South China Morning Post* reports that 60,000 civil servants will be the first to benefit when the government starts phasing in a five-day week for staff from July. The civil service minister said departments would soon be given guidelines for making the first phase of the switch from a 5-1/2-day week, which would take 12 months.

[Some Employers Unhappy With 5-Day Week For Civil Servants](#) - Brian Ho

Hong Kong's Chief Executive Donald Tsang has announced that the territory's 160,000-strong civil service may work for five days a week from July, as reported by the *South China Morning Post*. However, some employers are unhappy with the government's proposal. James Tien, chairman of the pro-business Liberal Party, blasted the government for trying to pressure the private sector to follow and said, "Now that the government is introducing a five-day week, will those in business who do not follow suit be considered heartless employers?" Additionally, James Graham, of the Hong Kong General Chamber of Commerce, warned that legislating for a five-day week would be bad for business.

There are a number of companies supporting the proposal. For example, DBS said a five-day week act can heighten the morale of employees. The Bank of East Asia said it welcomes the government's proposal as China and Singapore have implemented five-day weeks for a long time.

The reduction to five days could increase women's participation in the labour market, and allow a better balance between family and job responsibilities for both men and women. The commission called on the private and non-governmental sectors to follow the government's lead in adopting family-friendly practices.

Improving The Workplace - Stephen Frost

Singapore will host a four-day event aimed at promoting family-friendly policies to maximise staff performance and profits. About 1,000 senior executives and union leaders will attend the launch of the inaugural Work-Life Harmony Week next Tuesday. A study of 11 Singapore-based businesses in 2003 found they reaped a \$1.68 return from every \$1 invested in work-life programmes.

REPRINT:

Please feel free to use any of this information for employee newsletters or for justifying new programs. All we ask is that you note the source - **Path To Wellness**, February 2007 - Beverly Beuermann-King, www.WorkSmartLiveSmart.com

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COMMENTS/SUBMISSIONS/PROGRAM HIGHLIGHTS:

If you would like to submit an article/a how-to/or a how-you-went-about/or highlight an upcoming wellness event, please send Beverly your information at info@WorkSmartLiveSmart.com

Subscribe and Unsubscribe Procedures:

Feel free to pass along this email. To subscribe - Simply log-on to [Path To Wellness](#) - enter your email address - you will be forwarded to the subscribe/unsubscribe page - fill out the required information and you will be immediately added to the list. Or send a return email with **subscribe** in subject bar, and your name, company, city, and province in the body. Please include all information as we tailor some of the information by location, and we may have more than one subscriber per company.

Occasionally, we have participants who wish to be taken off of our e-newsletter list or some that have received this email in error. Please accept our apologies and/or our thanks for being open to our wellness information. To **unsubscribe**, log-on to www.WorkSmartLiveSmart.com - enter your email address - you will be forwarded to the subscribe/unsubscribe page - click on unsubscribe and you will be immediately removed from the email list or send a return email with unsubscribe in the subject bar, along with your name, company, city and province in the body. Please include all information as we may have several contacts from one company.

ABOUT THE AUTHOR:

Beverly Beuermann-King is the owner and stress and wellness specialist for [Work Smart Live Smart](#) and has been a mental health education consultant to the Canadian Mental Health Association. Beverly is also a professional designate of the Canadian Association of Professional Speakers and board president of the Toronto Chapter.

NEXT ISSUE - June 2007

Wishing You A Happy and Safe Winter!
Beverly