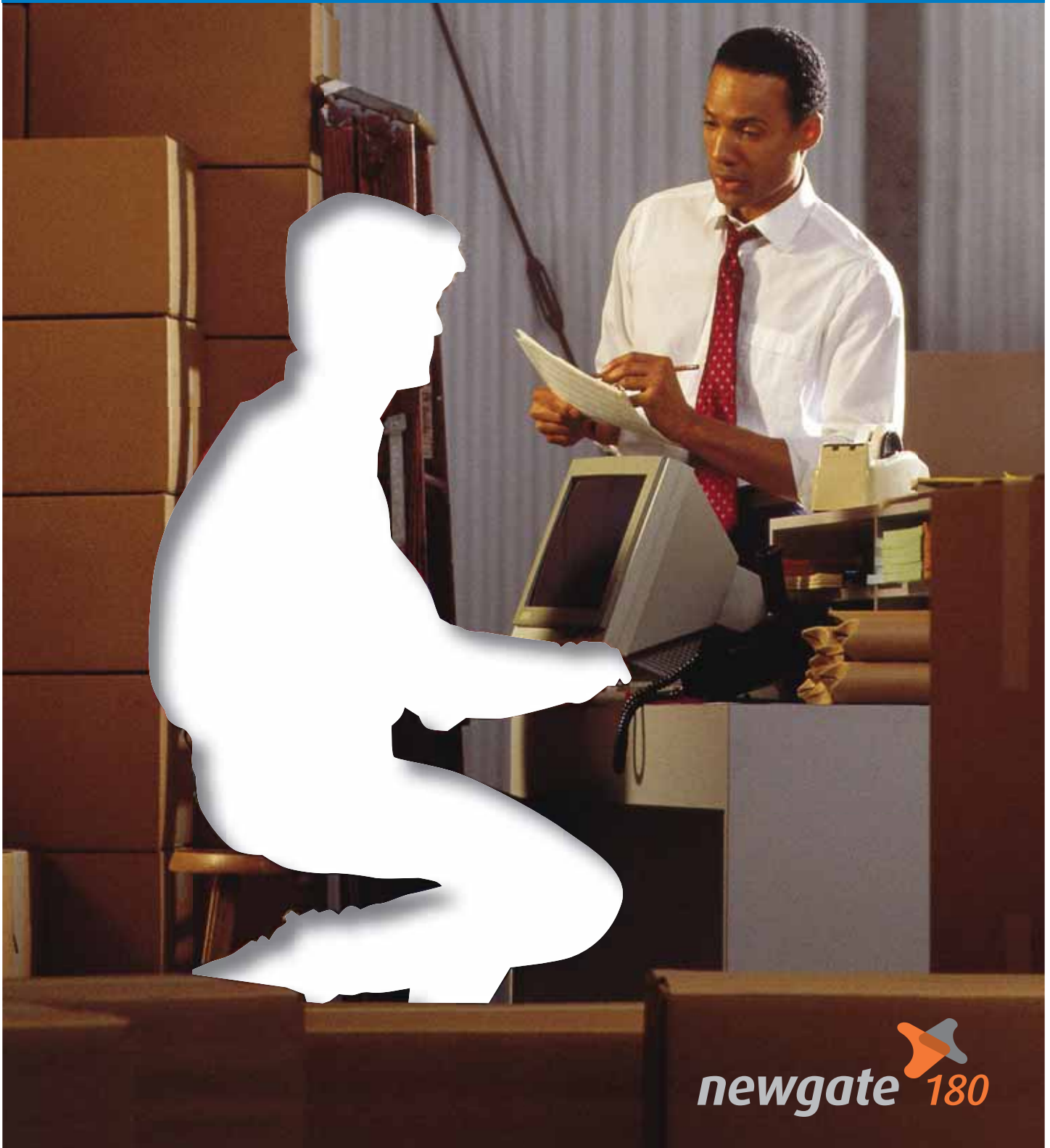


Get the feeling some employees
are not really with you?



RECOGNITION

We know they're not

If you suspect diminished employee performance, consider this;

- 40% of absenteeism is directly related to substance abuse
- 10% of all employees suffer from alcohol, drug or gambling addiction
- heavy drinking has increased 200% the past ten years, and
- substance abuse by people in their prime working years is growing rapidly

According to statistics substance abusers;

- are far less productive
- use three times as many sick days
- are more likely to injure themselves or others
- are five times more likely to file workers compensation claims

Costs can be measured in absenteeism, injuries, insurance claims, loss of productivity, employee morale, theft and fatalities.

To ensure company success business leaders need to:

- promote acceptance and understanding of addiction and remove stigma
- prevent disabling effects and cost through early detection and treatment
- establish straightforward policy and publicize awareness.

Newgate 180's "At Work" program addresses all these issues by providing Canadian businesses with addiction education and awareness, policy development and immediate admission for employees requiring treatment. "At Work" delivers detection and prevention assistance and implements custom programs to address specific workplace stresses and challenges. It is designed to restore employees to full and trusted performance; reducing time off, accidents, disability claims, staff turnover, employee friction and theft.



Newgate 180's At Work programs, designed to prevent and treat mental health issues including concurrent disorder, alcohol, drug and gambling addiction in workplace environments, are integrated and tailored to the business needs of organizations throughout Canada

Education and Prevention

Psychological and physical effects of alcohol and drug use
Early warning indicators of substance users
Workplace initiatives toward prevention and early intervention
Statistical overview of incidence rate in the workforce

Crisis Intervention

Techniques for reaching employees with suspected addiction problems
Diffusion of aggression
Dealing with resistance, defensiveness, and denial
The significance of acceptance

Facilitating Behavioural Change

The key role motivation plays in behavioural change
Methods of eliciting motivation in employees
Interventions and the stages of change
Treatment centres and services in the community

Policy Development

Identification of purpose and program objectives
Development of policy standards unique to the company
Formulation of procedures for implementation of the policy
Human Rights and consequences of policy violations

Treatment

Immediate response and availability to treatment centre
Concurrent disorder diagnosis and therapy
In- and out-patient counselling for all employees and family members
Peer group setting focused on people in the workplace
Clinically state-of-the-art holistic program
Case management, company liaison and integrated services
Employee reintegration and back to work agreements

Aftercare Program

One-year integrated community based continuing care
Monitored weekly individual and group counselling
Regular contact with designated recovery team
Community phase support agreement
Measured for success

Credentials

PhD and Medical supervised education and treatment program
Masters and Bachelor levels of counselling
ICADC, NAATP and AO addiction certification and accreditation

Value Added Features

Loyalty Business Model—Quality and Service
Internal Communications
24/7 Emergency Service

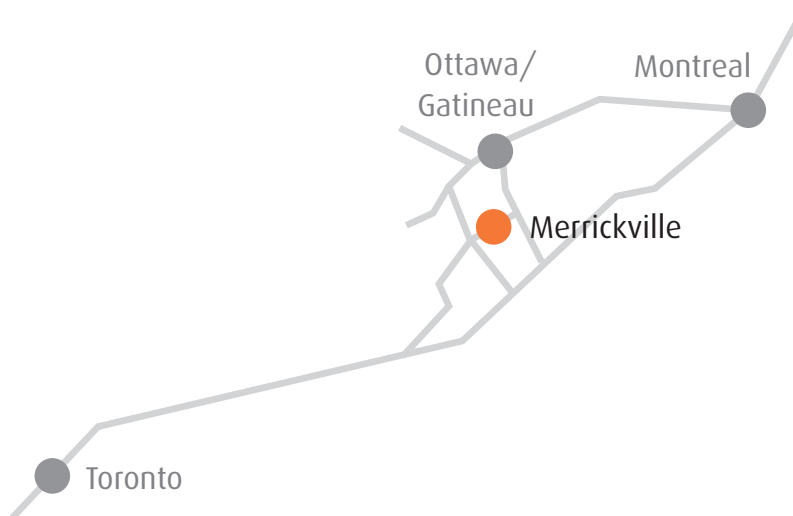


Restoring employees to full and trusted performance

Newgate 180 is a centre of excellence specialising in residential treatment and education of alcohol, drug and gambling addiction. The main campus is located privately on the banks of the Rideau River in picturesque Merrickville, just north of Trans Canada Highway 401 in the Toronto—Ottawa—Montreal corridor.

Identification, treatment, work place re-integration and continuing care are coordinated with employers to allow both parties to manage their areas of expertise for all-round benefit. As well, the Newgate 180 services can augment existing EAPs with specialized skills to reduce stigma and fear of retribution.

Contact Newgate 180 for expert addiction management



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