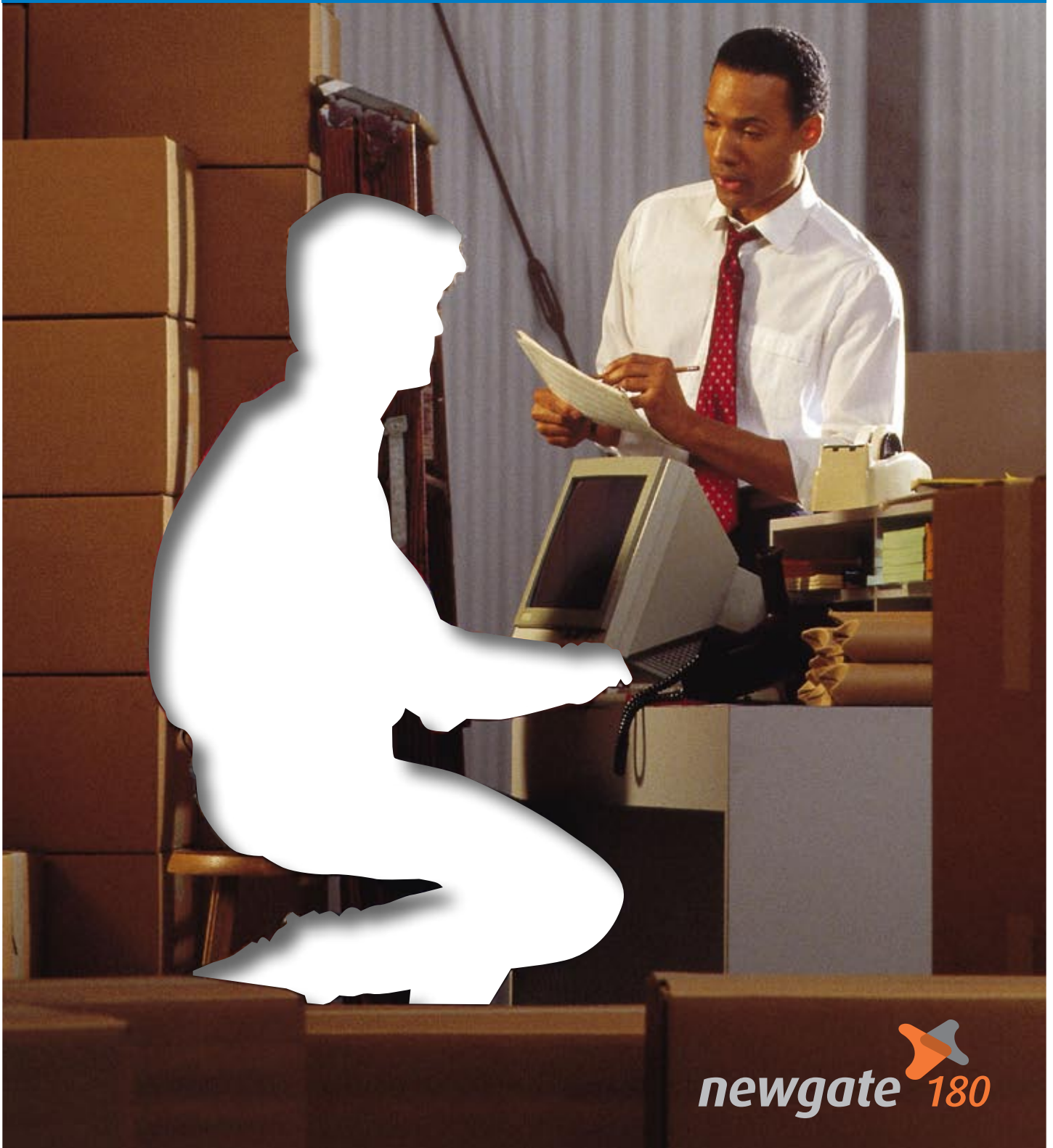


Get the feeling some employees
are not really with you?



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

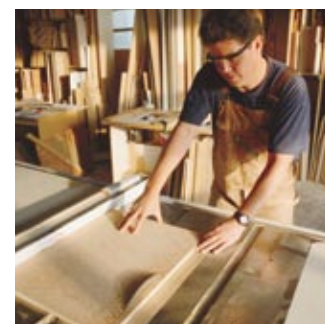
- One-year integrated community based continuing care
- Monitored weekly individual and group counselling
- Regular contact with designated recovery team
- Community phase support agreement
- Measured for success

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

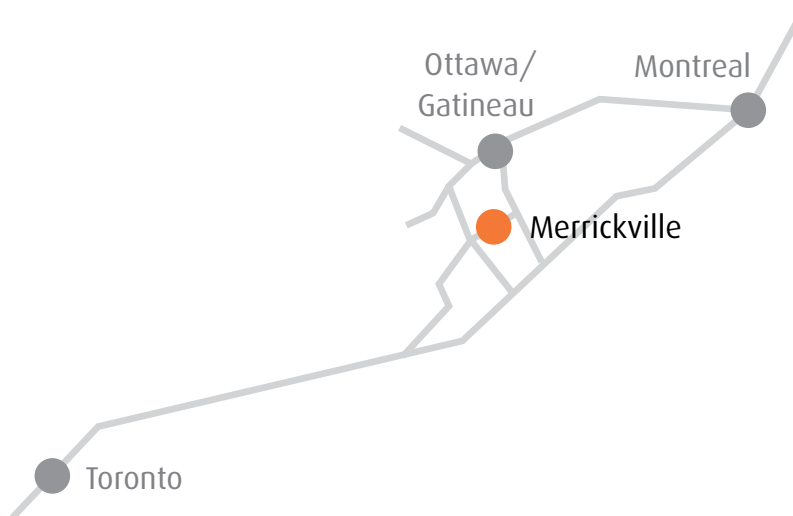


Restoring employees to full and trusted performance

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



435 Main Street East, PO Box 724
Merrickville, Ontario, Canada K0G 1N0

Phone: (613) 269-2672 Fax: (613) 269-2677
Email: enquiries@newgate180.com

