ComPsych Corporation continues to make headlines.  

The highlights below are a representative sampling of articles in which ComPsych has recently appeared.

**Employee Benefit News, September 1, 2003**

**Providers Offer Bereaved Employees Counseling Options**

Dr. Richard A. Chaifetz, CEO of ComPsych, one of the nation’s largest EAP providers, says integrated bereavement offerings are a response to the needs of the growing number of caregivers. “As the baby boom generation gets older, particularly as they are dealing more with elder care issues, there is an increased need for these kinds of services” as parents age and pass away, he says. ComPsych provides access to attorneys and CPAs in addition to behavioral health counseling as a standard package of bereavement services. “It’s important to get help dealing with these issues all in one, because it all connects together,” he said.

**Chicago Tribune, August 29, 2003**

**Firms Must Be on Lookout for Clues to Violent Employees**

Workplace violence can strike anywhere, anytime. While statistically rare compared to other crimes, it is precisely these low numbers that keep employers in denial about the problem, experts said. “Hindsight is always 20/20, but in virtually every episode, everyone could point to something that could have been done to prevent the situation,” said Richard A. Chaifetz, CEO of ComPsych, a Chicago-based employee assistance provider that supplies services to more than 1,000 companies.

“What made Wednesday’s rampage unusual is that it occurred six months after the shooter was fired – rather than the more typical danger period of within one month of termination. But in other ways, Salvador Tapia exhibited enough other classic warning signs – the fascination with guns, the intimidating way in which he interacted with others and his reported belief that he would not live past the age of 36 – to have warranted a more aggressive approach,” said Chaifetz. His clients range from General Electric to small businesses with a payroll of 30.

“If there are any doubts about the mental stability of an employee that has been terminated, we always tell clients to err on the side of caution,” he said. Indicators may include: Intimidating or harassing customers or co-workers; possession of weapons; threats about harming someone; or any mention of suicide or homicide. Also, there are safeguards employers can take while handling terminations, including always having another employee in the room, escorting the fired person off the premises and sharing any relevant information with police. ”But you can’t just call police because an ex-employee says something,” Chaifetz said. “There really are no grounds [to alert police] unless someone acts in a way that is in clear violation of the law.”
Employee Benefit News, July 29, 2003

Outsourcing FMLA Can Relieve Benefit Managers

Employers large and small would agree Family and Medical Leave Act administration is one of the biggest headaches for benefit managers. “Employers want to be experts on FMLA, but the complexities of the law just make it too hard,” says Kelly Brantman, director of employee assistance provider ComPsych’s FMLASource® program and scheduled speaker at this year’s Benefit Management Forum & Expo. “Even the courts have shown it’s difficult to interpret. And recent surveys have shown more than 40 percent of employees will need family and medical leave in the next five years. So the challenges are going to get worse before they get better.”

Atlanta Journal-Constitution, July 29, 2003

Gimme a Break! Americans Need More Time Off

In this country, vacations are not only microscopic, they’re shrinking faster than revenues on a corporate restatement. Vacations are being downsized by the same forces that brought us soaring work weeks: labor cutbacks, fear and, most of all, guilt. In a new poll of 700 companies by ComPsych, 56 percent of workers would be postponing vacations until business improved.

USA Today, July 29, 2003

Rising Job Stress Could Affect Bottom Line

The rise in stress – driven by mounting unemployment, leaner workplaces, and a jobless recovery – could pose a bottom-line threat to companies as workers suffer more mental and physical health problems related to job pressure, experts say. ComPsych experienced a 23 percent increase in crisis- and stress-counseling requests from client companies in the first quarter of 2003 compared with the first quarter of 2002. Nearly 30 percent were because of worker anxiety and terminations.


Downsized Vacations in the U.S.

Vacations are going the way of real bakeries and drive-in theaters, fast becoming a remnant of days when so many of us weren’t doing the jobs of three people. The result is unrelieved stress, burnout, absenteeism, rising medical costs, diminished productivity and the loss of time for life and family. In a new poll of 700 companies by ComPsych, 56 percent of workers were postponing vacations until business improved.

CBS.MarketWatch.com, July 23, 2003

Employers Offer Some Debt Management Aid

With workers facing low or nonexistent salary raises and shouldering a bigger share of health care costs, it makes sense that employers are offering more help in budgeting an ever-shrinking paycheck. And, employees are definitely using the resources. ComPsych has seen a 58 percent increase in the past year in phone calls from employees seeking financial advice. “Debt reduction is the number one reason people call, and a close second is budgeting,” said Dr. Richard A. Chaifetz, CEO of ComPsych. The Chicago-based company serves about 1,000 firms covering 9 million employees worldwide. ComPsych answers questions related to budgeting, auto purchases, home mortgages, tax issues, bankruptcy and other questions, Chaifetz said. “It runs the gamut,” he said, noting that the company has certified public accountants and financial planners on hand to answer questions.
These Days, a Relaxing Vacation Takes Work
A poll last month by ComPsych found that more than half of the workers who responded said they were postponing their vacations this year, waiting for the economy to improve. This is due in part to jobs being cut, resulting in workloads too heavy to unload for even a week. These trends, as well as feelings of insecurity toward continued employment, are causing workers to stay close to the office.

Dealing With Addiction and What Comes After
Addiction costs corporate America billions of dollars a year in lost productivity, absenteeism, and higher health care expenses. It also derails many once-promising careers. To help make executives feel more comfortable about seeking help, some companies are offering programs that promise heightened confidentiality, according to Dr. Richard A. Chaifetz, CEO of ComPsych Corporation in Chicago. ComPsych provides employee assistance programs to companies like General Electric, American Express, and Sprint.

Chicago Tribune, July 16, 2003
No Time for Time Off
Many workers consider taking a vacation – then realize they can’t afford to be gone. A ComPsych poll of employees of its client companies revealed that 56 percent intended to postpone vacation “until the work situation improves” and 44 percent are taking only limited vacation time this year. One major factor: People don’t have the money or are afraid if they spend big bucks on a trip, they’ll regret it if they’re later laid off, says Dr. Richard A. Chaifetz, chairman and CEO of ComPsych.

Philadelphia Inquirer, July 14, 2003
More Folks Finding They Need a Break from Their Vacation
Many workers are so strapped for time that they tend to spend vacation days doing chores and errands rather than relaxing. Employees are not finding relief from stress in vacation this year, even though 48 percent of employees report having high stress levels, according to a Spring national survey by ComPsych.

USA Today, July 9, 2003
Companies, Survivors Suffer Years After Violence at Work
Employees and companies who survive workplace shootings like the incident at a Lockheed Martin plant often spend years grappling with the aftereffects. “Some may never go back,” says Dr. Richard A. Chaifetz, CEO of ComPsych. “Employees play this over and over in their minds.”

Employee Benefit News, July 1, 2003
Diversity in EAP Services
Some experts say diversity of services in employee assistance programs – from behavioral health and substance abuse treatment to work-life services such as financial and legal aid and dependent care referral – detract from the original focus of EAPs: mental health care. But executives from programs who do provide a wide slate of services – normally the large companies – point out that employers and employees want and appreciate the services they provide. “If you make a call to an EAP, you want a one-stop shop,” says ComPsych chairman and CEO Richard A. Chaifetz. “You could have an individual who is going through a divorce talk to a lawyer and a financial adviser, or maybe get a day care referral. The fact that we’re gaining market share says buyers want an integrated service.” Others agree. “By bringing these benefits under one umbrella, you get a program that speaks to a much broader range of the employee body at affordable prices,” says Mary Ellen Gornick of CPA Group.

Additional articles from earlier in the year are available upon request.