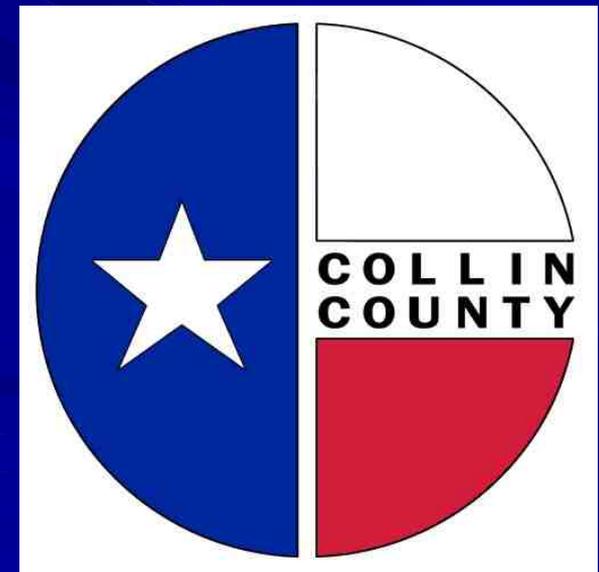




“Collin County Cares”

Employee Care Program



Current Culture

■ HIGHLY MOBILE

- 80% MOVED AWAY FROM NUCLEAR FAMILY OF ORIGIN

■ DIFFICULT FAMILY SITUATIONS

- FAMILY BREAKDOWN
- DIVORCE and RECOVERY
- “BLENDED FAMILIES”
- “SANDWICH GENERATION”
- Avg. 18 hrs. Week Caregiving

■ TIME AT WORK

- 65%+ OF WAKING HOURS IN WORK ENVIRONMENT
- MORE TIME WITH CO-WORKERS THAN FAMILY



REALITY OF WORKPLACE

- Most Employees Reluctant to ask Company Officials for help with Personal Problems, if they did, Owners/Managers DO NOT have the time or training for effective solutions
- 60% have Trouble Focusing on Task
- 44% say Job is more Stressful
- CNN Poll- 25% of EE's have no one to confide in
- 46% of workers that leave a company voluntarily do so because they—"DON'T FEEL VALUED"

PEOPLE BRING PROBLEMS TO WORK

- Marriage/Divorce
- Family/Children
- Health
- Death – Grief Management
- Education
- Illness
- Substance abuse
- Morality/Ethics
- Job Related
- Immigration
- Parents
- Stress/Anxiety
- Suicide
- Financial
- Discouragement
- Faith issues
- Depression



COSTLY EXPRESSIONS

- Absenteeism (\$789 per EE)
- Low Morale
- Lack of Teamwork
- Safety Compromises
- Turnover (2-4x's salary per incident)
- Low Productivity
- Theft, Fraud (\$4500 per EE)
- Personnel Conflicts
(Managers spend
9 weeks/yr handling)
- Unhappiness



How do Employees feel about Care?



87% -

Percent of people in a nationwide survey that said they would work harder, if you were willing to help them with their personal problems!

Answer =

Collin County Cares Chaplain Team

- Personal and Proactive
- *"Employee Care Program"*
- Customized Male + Female Team Members able to respond to cultural, ethnic or language variables
- 24/7/365
- Employees + Family Members
- Customers + Suppliers
- Nationwide
- Based on Military Model of Chaplaincy
- Become your ***"PARTNER IN CARING"***
- Extend, Enhance and Broaden

A **“GOLD MEDAL”** Track Record

- **CARING** for America’s Work Force since 1984
- 2,524 Front-Line Chaplain Care Givers
- 408 Companies, 810 Cities, 44 States
- Mexico and Puerto Rico, England
- Over 1691 worksites visited weekly
- 67 Different Industries
- Private and Public, 1-53,000 EE’s
- Over 500,000 people under our
“Umbrella of Compassion”



Four Pillars of Program Success

- **Voluntary**
- **Confidential**
- **Neutral**
- **Provides CARE for ALL Workers
and their Family Members**

ANTICIPATED BENEFITS

- Improves Attitudes, Teamwork, Morale
- Increases Loyalty, People feel “Valued”
- Increases Commitment to Goals and Objectives
- Reduces Employee Conflicts
- Reduces Stress
- Improves Workplace Safety
- Under girds Corporate Culture
- Decreases Absenteeism
- Increases Productivity
- Reduces High Turnover Costs



What Chaplains Will Not Do!

- Preach
- Judge Conduct or Individual Lifestyles
- Interfere with work
- Proselytize
- Establish Church in the Business
- Act as Spy for Management
- Represent Employees to Management
- Evaluate Employees or Management
- Lend Money

MARKETPLACE CHAPLAINS goes far beyond Assistance ***“WE CARE”***

