

Work and personal responsibilities can weigh down anyone.

Help your employees find their balance.

Your company's success depends on how you attract and retain valuable employees and help them stay productive. Outside of the office, your employees may have personal goals and challenges in their lives. Finances, family conflicts and life changes occasionally follow them into the office, shifting their attention and energy away from your business and decreasing your company's overall productivity.

Help your staff keep their minds on their professional responsibilities while they're at work. Employers who offer employee assistance programs to their staff to help reduce work-life stress have employees who are healthier, more creative and more productive.¹ Human resource professionals rank increased employee demands for work-life balance as fourth out of all issues that will have the most impact on business over the next few years, preceded only by healthcare costs, outsourcing and economic competitiveness.²

Help your staff work through challenges, before they impact your business.

Give your staff a means of finding solutions to challenges with Unum work-life balance employee assistance program (EAP) — confidential* resources that provide support for employees struggling with personal or work-related concerns (includes face-to-face meetings, live telephone support and online resources). Master's level consultants are available to your employees who need help to:

- work through complex, sensitive issues such as personal relationships, depression and substance abuse;
- locate caregiver help and resources for aging relatives;
- find local childcare options;
- learn how to budget, resolve debt and more.

Give your staff the security of knowing they have confidential experienced guidance available to help them solve problems quickly and efficiently. For an online demo, go to: www.lifebalance.net (type "lifebalance" for user ID and "demo" for password).*



All your employees will have unlimited access to the website — www.lifebalance.net — where they can subscribe to a customized e-mail newsletter and receive:

- downloadable booklets, life articles and guides to read;
- videos to view and audio files to listen to online;
- bulletin boards on parenting, retirement, finances, education and more;
- health management online calculators and self-assessment tools, articles, tips and message boards;
- financial calculators, retirement planners, worksheets and more.

A satisfaction survey of those who have used Unum's work-life balance EAP shows that:³

- more than 72% said they missed less work by using the program;
- more than 66% said they were able to improve their productivity; and
- more than 76% reported less stress.

Reduce work-related stress for your managers

Help is here for your management team's concerns — from employee productivity and retention to your staff's well-being. As often as needed, your management staff can call our team of master's level management consultation experts to:

- have a confidential sounding board and objective view;
- get coaching to prepare for difficult conversations with employees;
- make informal or mandatory employee referrals to EAP services; and
- learn techniques to keep employees productive and motivated.

In addition, managers and supervisors can log onto the website for:

- recommended reading lists on management;
- self-assessment tools to be a better manager;
- monthly management quick tips.

Our work-life balance employee assistance program is included with specified Unum group insurance products. Learn more by contacting your Unum representative.

*The consultants must abide by federal regulations regarding duty to warn of harm to self or others. In these instances the consultant may be mandated to report a situation to the appropriate authority.

1 SHRM report: 2006 Benefits Survey, "Stress Management: Restructuring policies and workloads, along with providing training and support services, can help reduce employee stress," by Kathryn Tyler, September 19, 2006.

2 Society for Human Resource Management Workplace Forecast, 2006-2007. July 2006.

3 Performance Dashboard survey, Unum Group LTD and Life, Ceridian Corporation, January 1 to September 30, 2006.

Work-life balance employee assistance program services are provided by Ceridian Corporation. These services are available with selected Unum insurance offerings. Exclusions, limitations and prior notice requirements may apply, and service features, terms and eligibility criteria are subject to change. The services are not valid after termination of coverage and may be withdrawn at any time. Please contact your Unum representative for full details.

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