

## Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices alligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

## Correction Officer and Employee, Nurses', and Teachers' Week

The first week of May has been set aside for the recognition of the majority of those who work among our ranks. Based on a U.S. House of Representatives resolution in 2007, the first week in May has been designated as National Correctional Officers and Employees Week. Additionally, the week encompasses Teacher Appreciation Week and National Nurses Week (which begins May 6, in honor of Florence Nightingale's birthday).

I believe it is more important than ever, during these trying economic times, to recognize the innumerable contributions of the men and women of the Connecticut Department of Correction who serve with distinction in one of the most challenging professions in all of public service.

It is my sincere hope that the observance of this week will elevate the public's awareness and appreciation for all you do on a daily basis.

You perform your duties admirably as not only correction officers, but also as parole officers, counselors, maintenance and food service staff, chaplains, teachers, nurses, support staff and supervisors.

You are charged with protecting society from those who are unable to follow its laws, but in addition you must also feed them, educate them, train them, as well as attend to their physical and mental ailments.

In addition, correctional staff members work cooperatively with community and religious organizations, state and local authorities, and family members to help ensure successful reintegration of the offenders back into society.

Yours is a challenging and often dangerous job that requires not only personal sacrifice, but great dedication as well.

I would like to take this opportunity to publicly thank you all for the outstanding work that you do. Please know that your efforts are appreciated not only during this week, but all year long as well. It is an honor to serve as your Commissioner.

With Sincere Gratitude,

Scott Semple  
Commissioner

March 19, 2016  
through  
May 2, 2016

Distributed monthly  
to 6,000 staff  
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## From the Commissioner



The day 187 of this agency's dedicated employees were notified they were being laid off was a day that we all had hoped against hope would not come. Despite our best efforts to implement cost saving efficiencies, the cuts to our operating budget were such that we were unable to completely avoid reductions to the agency's workforce. The layoffs include several job classifications and employees representing 8 bargaining units and managerial staff as well.

My heart goes out to all the dedicated Department of Correction employees that have been impacted by the layoffs.

To those of you that have been affected, let me state unequivocally, this is not your fault.

The blame can be placed squarely on one of the most challenging economic climate's this state has ever seen. Please know, you will be missed not only as dedicated employees, but also as cherished colleagues.

I realize this situation is still in flux. With the bumping process still being played out, it remains to be seen just exactly who will land where. I thank all of you for conducting yourselves in a dignified, respectful and professional manner as this difficult and stressful process has unfolded.

I also wish to thank all of you for not losing site of our primary objective of maintaining safe and secure facilities. The fact that this agency is comprised of such high quality individuals is in this instance somewhat of a double-edged sword. On the one hand, I am safe in the knowledge that we will successfully meet any challenge we are faced with. On the other hand it makes it that much harder to layoff good people

## New Haven Parole Awarded The Backbone of Project Longevity

On Tuesday April 19, 2016 Project Longevity/New Haven held the 1<sup>st</sup> Annual Awards Breakfast at the New Haven Lawn Club. Parole Manager Marvin Anderson from the New Haven District Parole Office was honored at the ceremony, for his leadership and involvement in this critical initiative. In addition, Parole Officers Emily Zarotney and Frank Viera were recognized for their role managing high risk individuals within the program. In 2012, Attorney General Eric Holder, U.S. Attorney David Fein and Connecticut Governor Dannel Malloy joined members of law enforcement, public officials, social service providers, community leaders and researchers in New Haven to launch "Project Longevity", a comprehensive initiative to reduce gun violence in Connecticut's major cities. Since inception, this collaborative approach has shown significant reductions in gang and gun violence in New Haven.

In her remarks honoring award's recipients Tuesday, Deidre M. Daly, U.S. Attorney, District of Connecticut, referred to the Department of Correction, New Haven Parole and Community Services staff, as the "quiet, modest backbone of Project Longevity."



**L to R: Parole Manager Marvin Anderson and Parole Officers Emily Zarotney and Frank Viera.**

# Acknowledging Our Finest

The Department of Corrections Annual Awards Ceremony held March 28, 2016, at the Maloney Center for Training and Staff Development gave Commissioner Scott Semple the opportunity to publicly praise his staff. “Some may question whether or not it is a good idea to have an award ceremony when there is so much uncertainty about the future,” Commissioner Semple said addressing those gathered. “I think it is extremely important, especially in these difficult times, to say Thank you. You have made this day possible through your persistence and hard work.”

After Commissioner Semple addressed the audience, award recipients were called to the stage to accept their award, while a brief description of their accomplishments was read.

Not unexpectedly, the awards ceremony highlighted several examples of our staff’s heroism. For example, there were the actions of the Medal of Valor recipient, retired Correction Officer Andrew Leclerc.

Retired Correction Officer Andrew Leclerc was nominated for the medal of Valor for his bravery and heroic action during an incident which occurred at the Cheshire Correctional Institution on October 9, 2014, when an inmate stabbed an Officer in the neck. During the incident, an inmate charged at Officer John Spring and began to assault him with a pen which he utilized as a shank. Officer Leclerc noticed that Officer Spring was being stabbed, and without hesitation took immediate



**Commissioner Scott Semple with Medal of Valor recipient retired officer Andrew Leclerc.**

action to physically subdue the attacker – despite knowing that the inmate was using deadly force and could potentially turn on him.

After the inmate was subdued, and despite being injured himself, Officer Leclerc demanded that medical staff work on the life threatening injuries of his fellow Officer, John Spring. All the while Officer Leclerc was reassuring Officer Spring that he was going to be “alright.”

While Officer Spring sustained a life-threatening injury to his neck and was rushed via ambulance to the hospital, Officer Leclerc suffered a significant knee injury, which ultimately led to his retirement after a 20-plus year career with the Department of Correction. As is tradition, the final award presentation is the Commissioner’s Award. Unlike the other awards that were chosen by the Executive Team based on nominations from staff, the Commissioner’s Award is chosen solely by Commissioner Semple.

This year’s recipient was Warden John Tarascio who has been with the Department of Correction for nearly 40 years.

## The Department of Correction 2015 Annual Award Recipients

<u>Award</u>	<u>Recipient</u>
Medal of Valor	Hiram Badillo Andrew Leclerc Nicole Nejaime
Officer of the Year	Walter Davis
Employee of the Year	Grace Lee
Dist. Public Service	Alberto Cortes
Dist. Service Medal	Bryan Viger
Supervisor of the Year	Lolly Garcia
Manager of the Year	William Mulligan
Parole Officer of the Year	Stacey Pettinato
Health Services	
Employee of the Year	Heidi Greene
Teacher of the Year	Jessica Trzaskos
Excellence in	
Correctional Training	Eduardo Quijano
Innovator’s Award	Sami Shamma
VIP of the Year	John Mele
Unit of the Year	MCTSD
Commissioner’s Award	John Tarascio



# New Cards Courtesy of Brooklyn Cares

Thanks to a donation from Brooklyn Cares, police officers will have newly updated informational cards that will assist them when they respond to a domestic violence call.

Brooklyn Correctional Institution’s Acting Warden William Colon, along with Counselor Linda Trahan and Secretary 2 Louise Downer traveled to the offices of the State’s Victim Advocate on Friday, April 8 to present a check of \$2,000. The money will be used towards the printing costs for 10,000 new domestic violence “best practices” cards.



L to R: State Victim Advocate Natasha Pierre, Acting Warden William Colon, CCADV’s Liza Andrews and Secretary 2 Louise Downer.

The check was presented to the State Victim Advocate, Natasha M. Pierce and Liza Andrews of the Connecticut Coalition Against Domestic Violence. The two organizations collaborated to update the cards.

The so-called “best practices” cards will highlight relevant laws and list questions that will help officers determine a victim’s level of danger, among other things. The donation marks the third time that Brooklyn Cares has paid for printing and laminating of the cards.

The initial printing of the cards was back in 2005 when staff members of the Brooklyn Correctional Institution were part of the Community Partnership Team – a collaboration of social service professionals, court, correction and law enforcement officials that met monthly to discuss community prevention and education regarding domestic violence. The card was the brainchild of Attorney Matthew Crockett, a prosecutor in Danielson. The card includes a detailed set of guidelines detailing the information officers should obtain when investigating incidents of domestic violence.

# Around the Cell Block



**GEORGIA** - Convicted drug offenders released from prison will become eligible for food stamps in Georgia this year under legislation signed by Republican Gov. Nathan Deal. States are permitted to opt out of a federal lifetime ban on food stamps for drug offenders. Deal’s decision leaves eight states that still impose the ban.

**OKLAHOMA** - Officials with the Oklahoma Department of Corrections have indicated they will consider acquiring a new facility to accommodate a growing number of inmates. The department is operating at about 120 percent of capacity.

**WISCONSIN** - Authorities say an inmate at a Madison jail locked a deputy in a cell and made threats with a knife-like weapon he had apparently whittled from a Scrabble game letter tray. After a few minutes, the locked-up deputy and another jailer talked the inmate into giving up the weapon.

<p><b>Total Supervised Population on May 2, 2016 19,694 On May 2, 2015 the population was 19,952</b></p>
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## Did You Know?



*“Did You Know” is an informational column aimed at increasing your knowledge of issues in our everyday lives. This article was written by Environmental Analyst Rich Pease. Any questions related to this article may be answered by contacting him at 860-692-7780. If you have any questions, or have an idea for a future column, please leave a message at 860-692-7780.*

## Earth Day the EPA, and DoC’s Environmental Analysts

Each year, Earth Day-April 22-marks the birth of the environmental movement in 1970. During the late 1960’s, environmental problems were proliferating. Air pollution was linked to disease and death in major U.S. cities, there was concern over the use of pesticides, huge numbers of fish kills were reported on the Great Lakes, and many rivers were filled with oil and toxic chemicals. In response to these problems, on April 22, 1970, an estimated 22 million Americans gathered together to participate in a well-publicized environmental demonstration known as Earth Day.

Earth Day was the brainchild of Wisconsin Senator Gaylord Nelson who had been frustrated throughout the 1960’s with a Congress that did not seem to have any interest in environmental issues. In 1969, Senator Nelson began to envision a strategy for an environmental teach-in, a series of peaceful demonstrations in favor of environmental reform to show the political leadership of the nation that there was broad support for the environmental movement.



**The first Earth Day coincided with Arbor Day, which is always celebrated on the last Friday in April. It is still a common practice to plant new trees on Earth Day.**

On the first Earth Day in 1970, two thousand colleges and universities, ten thousand high schools and grade schools, and several thousand communities participated in one of the most significant grassroots efforts in the history of the country. In New York City, Fifth Avenue was closed to traffic bringing midtown Manhattan to a standstill. A rally filled Union Square as Mayor John V. Lindsay and celebrities Paul Newman and Ali McGraw spoke to the overflowing crowd. In Washington, the focus of events was the Washington Monument and Sylvan Theatre where thousands of Earth Day demonstrators gathered to hear speeches as well as songs by Pete Seeger and other performers. In Philadelphia, Senator Edmund Muskie spoke to an

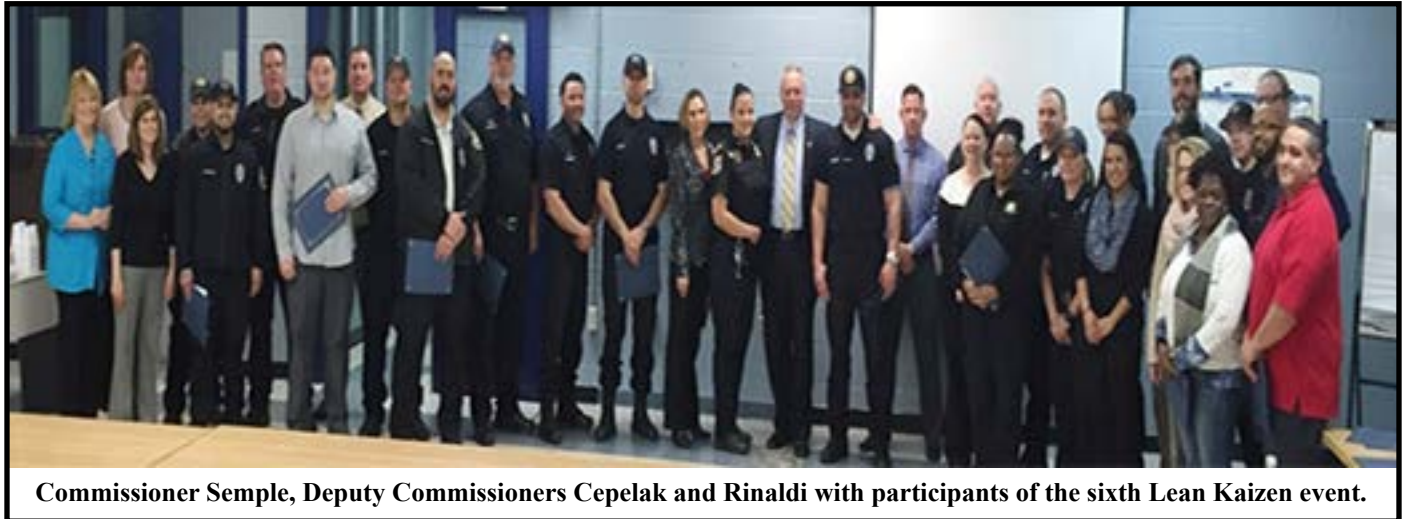
estimated crowd of 50,000 at Fairmount Park. Chicago, Los Angeles, and most other major American cities were also scenes of Earth Day rallies. It was said to be one of the largest peaceful demonstrations in history and the foundation of the environmental movement

Since that day, we have made substantial progress and Legislation needed to protect the environment has been enacted into law including the Clean Air Act, Water Quality Improvement Act, and the Safe Drinking Water Act. Today Earth Day is a coordinated annual event with over a \$3 million budget. It is celebrated each year on April 22 and events are held worldwide to show support for environmental protection. Earth Day is now celebrated by more than a billion people in 193 countries.

Less than two months after the first Earth Day, President Richard M. Nixon proposed creating a regulatory body to oversee enforcement of environmental policy – The Environmental Protection Agency or EPA.

# Embracing a Lean Culture at DoC

As the Agency has just wrapped up its sixth Lean Kaizen Event, it is likely that you or one of your co-workers has been part of a Lean Team. As most of DoC knows, Lean is a process improvement tool that focuses on working on the business, versus working in the business and utilizing resources in a more efficient manner. Lean involves deciding who your customer is and what they find value in.



Commissioner Semple, Deputy Commissioners Cepelak and Rinaldi with participants of the sixth Lean Kaizen event.

March 14<sup>th</sup>-18<sup>th</sup> promised to be one for the books as DoC formed three new Lean teams to participate in a Kaizen event. Tasked with making the food production kitchen, offender identification and tracking offender property processes more efficient, the teams diligently worked together to produce and promote implementation plans to showcase to the Executive Team, as well as other stakeholders and guests. Before their big presentations, the teams engaged in a week's worth of collaborating and mapping out their processes.

The Lean teams also welcomed staff from the Rhode Island Department of Corrections, who were visiting to observe how we conduct Lean events so that they could gain a better understanding of our approach, as they begin to implement Lean within their system. Lean teams were also able to gain some insight from them on their policies and procedures. The discussions certainly lead to some "wow" moments.

## DoC Lean Heads to the Capitol

Representatives of the DoC were invited to the State Capitol on March 30, 2016 to attend the Lean Showcase sponsored by the Office of Policy and Management. The 3rd annual statewide event held at the Capitol provided the 19 participating state agencies the opportunity to exhibit how Lean thinking has changed the way their agency does business in a government setting. At the showcase, Fiscal Services staff had the pleasure of highlighting how Lean supports our Strategic Plan and how it has brought success to the Agency through a variety of important projects. In addition, staff fielded questions from the Governor, Legislators, and guests from other agencies, as well as the public and visitors from DoC who came out to learn about the state's lean initiative and to show their support. Lean has proven to be an effective means to expand our capabilities while reducing our costs. To date we have had several successful lean projects which have helped the agency make process improvements that have greatly increased operational efficiencies and have allowed us to implement the Governor's Second Chance Society initiatives within the constraints of our current budget. Visitors to DoC's table were impressed with the agency's process and progress to date. Governor Malloy remarked that he is pleased and impressed with our accomplishments and our contributions to making state government more efficient and accountable to taxpayers. Of course this showcase would not have been possible if not for the dedication, hard work, and insight from Lean participants, which made it easy to promote such accomplishments.



## Not “Dissing” Diversity at York CI

York CI celebrated Diversity Week with several functions

The staff of York CI welcomed Professor Frederick Knowles on April 5. He facilitated an interactive Diversity Workshop titled “Don’t Diss Diversity”. This workshop explored empathetic approaches to embracing social, racial and ethnic differences amongst members of a given community. The workshop challenged participants to examine their own ideologies (beliefs) on the concepts of class, race, sex and ethnicity, in order to resolve social conflict, and practice unifying principles of humanity.

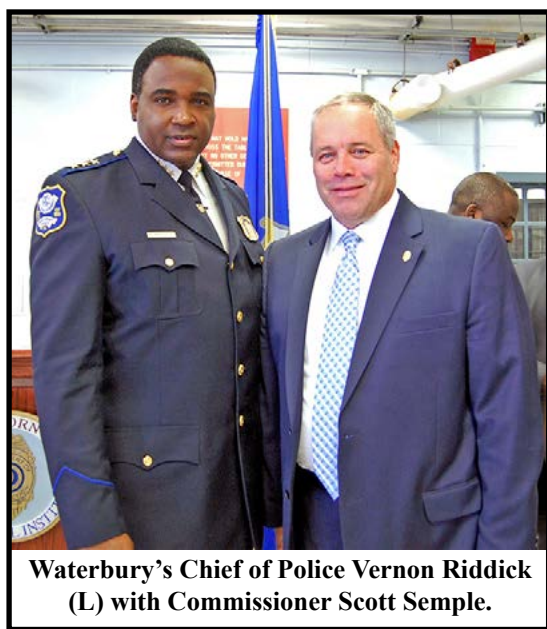
The facility held an “Around the World Pot Luck Luncheon” on April 8. Staff were requested to bring a meal to share which represented their cultural background or family heritage. The luncheon was an overwhelming success with meals presented that represented France, Germany, Greece, Israel, Italy, Jamaica, Poland and the United States.

The week’s activities concluded with the “Multicultural Crossword” with the winner being able to utilize Warden Faucher’s parking spot for a week. The crossword puzzle had been developed using diverse topics to include: Chinese philosophers, US presidents, capitals of foreign nations, national topography, religious clothing, famous Americans and much more. Captain Charles Fritz was the winner with the most amount of correct answers.



Professor Frederick Knowles

## Black History Month Recap



Waterbury’s Chief of Police Vernon Riddick (L) with Commissioner Scott Semple.

In honor of Black History Month the staff at the Osborn Correctional Institution were treated to a presentation by Vernon Riddick, the first African American Chief of the Waterbury Police Department. Hired in 1994, Chief Riddick has completed numerous training classes in Police Management, Internal Affairs investigations, and SWAT command. He is a graduate of the FBI Law Enforcement Executive Development Association’s Command Institute and the Police Executive Research Association’s Senior Management Institute of Police. In his address to the Osborn staff, Chief Riddick discussed his decades long career and the challenges of being an African American in law enforcement. He also shared valuable advice that he has learned as he worked his way up through the ranks of the Waterbury Police Department, advice such as: doing the job to the best of one’s ability, staying true to one’s own moral compass and value system, respecting diversity instead of fearing it, and maintaining a sense of honor, honesty, and transparency at

all times. “Chief Riddick was a very inspirational and motivational speaker,” said Osborn CI Warden Edward Maldonado. “I thank Osborn’s Diversity Committee for inviting him. His message was very well received by the staff who were able to attend.”

## Years of Service

### Employees with 20 Years of Service as of December 2015

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Aloi, Joseph	Correction Officer	BCC	12/8/1995
Anderson, Inez	Correction Officer	MWCI	12/8/1995
Beswick, David	Lieutenant	CRCI	12/8/1995
Borkowski, Thomas	Correction Officer	MWCI	12/8/1995
Estey, Bernard	Correction Officer	Osborn CI	12/8/1995
Fernandes, Lee	Correction Officer	CRCI	12/8/1995
Forti, Dawn	Correction Officer	BCC	12/8/1995
Gaudette, Sherron	Correction Officer	WCCI	12/8/1995
Gethers, Priscilla	Correction Officer	Cheshire CI	12/8/1995
Guerin, Saul	Correction Officer	Cheshire CI	12/8/1995
Henry, Lloyd	Correction Officer	MWCI	12/8/1995
Hough, Peter	Correction Officer	Cheshire CI	12/8/1995
James, Michael	Correction Officer	York CI	12/8/1995
Kanios, James	Lieutenant	Cen Off	12/8/1995
Keel, Danette	Lieutenant	Hartford CC	12/8/1995
Kolpinski, Vincent	Correction Officer	WCCI	12/8/1995
Lee, Joseph	Correction Officer	MYI	12/8/1995
Lewis, Rebecca	Correction Officer	Cheshire CI	12/8/1995
Martinez, Eduardo	Correction Officer	MYI	12/8/1995
Martinez, Juan	Lieutenant	MCTSD	12/8/1995
Mattson, Laurie	Correction Officer	York CI	12/8/1995
McCullough, Stafford	Correction Officer	BCC	12/8/1995
McLaurin, Sharon	Captain	BCC	12/8/1995
Milano, Lorraine	Correction Officer	MYI	12/8/1995
Miller, Fred	Correction Officer	MWCI	12/8/1995
Morin, Carl	Correction Officer	MWCI	12/8/1995
Morton, Ricky	Correction Officer	York CI	12/8/1995
Pellegrino, Patrick	Correction Officer	NHCC	12/8/1995
Perez, Robert	Correction Officer	MYI	12/8/1995
Pettini, Alvin	Correction Officer	York CI	12/8/1995
Prete, Anthony	Correction Officer	York CI	12/8/1995
Ramdass, Ted	Correction Officer	MWCI	12/8/1995
Reese, John	Correction Officer	NHCC	12/8/1995
Scheirey, Douglas	School Teacher	Enfield CI	12/29/1995
Silagi, Todd	Correction Officer	MWCI	12/8/1995
Sullivan, Thomas	Correction Officer	MWCI	12/8/1995
Trahan, Linda	Counselor	Brooklyn CI	8/18/1995

## Birth of the EPA

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The new Agency was part of Nixon's plan to consolidate 44 organizations spread throughout nine departments into a single regulatory body and on December 2, 1970 the US EPA opened its doors.

The Department of Correction has two Environmental Analysts that are part of the Facilities Management and Engineer Unit; Rich Pease and Tim Carey are responsible for keeping DoC in compliance with the ever changing world of EPA and state environmental regulations, programs, plans, permits, records, and reports. Part of their duties include annual visits to each facility for air, water, and waste environmental compliance visits. From their visits, reports are drafted which outline recommendations to achieve higher levels of environmental compliance. Pease and Carey then work with the facilities to provide guidance to interpret the requirements and assistance to address the recommendations. Rich Pease monitors the Cheshire, Niantic, Bridgeport, New Haven, Garner, Corrigan-Radgowski, Brooklyn, and MacDougall-Walker facilities, and can be reached at (860) 692-7562. Tim Carey oversees the Enfield, Somers, and Hartford facilities and can be reached at (860) 692-7897.



## Years of Service cont.

### Employees with 20 Years of Service as of December 2015

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Velez, Gregorio	Correction Officer	Hartford CC	12/8/1995
Ward, Charles	Correction Officer	York CI	12/8/1995
Williams, Christopher	Lieutenant	MWCI	12/8/1995
Wood, Gerald	Captain	CRCI	12/8/1995
Zachreson-Senick, Barbara	Correction Officer	CRCI	12/8/1995
Zesut, William	Captain	Cen Off	12/8/1995

### Employees with 25 Years of DOC Service as of December 2015

Lewis, Michael	Counselor	CRCI	12/28/1990
Alleyne, Shannon	Correction Officer	Hartford CC	12/28/1990
Oliver, Francis	Correction Officer	Osborn CI	12/28/1990

### Employees with 30 Years of DOC Service as of December 2015

Henault, Deborah	Deputy Warden	Cen Off	12/20/1985
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## DoC Annual Awards Ceremony

from page 3

After calling him to the stage, Commissioner Semple took the opportunity to point out how much the world has changed since Warden Tarascio joined the agency in 1976.



Commissioner Semple with Medal of Valor winner Nicole Nejaime.

## Multicultural Appreciation at CRCC

Members of the Corrigan Radgowski Correctional Center Diversity Council Committee welcomed Kiana Lebeau of the Cheyenne River Sioux Indians to the facility on April 8, as part of the Multicultural Appreciation Week celebrations.



Kiana Lebeau demonstrates Native American dances

Dressed in full Native American regalia Ms. Lebeau displayed the distinct clothing and ornaments worn by Native Americans. She described in detail the significance of each piece of clothing. In addition, she discussed the various styles of dance and explained the meanings of each style. She also covered her past experiences of participating and ranking in National Pow-Wows as well as past family experiences. During this event she demonstrated Southern Traditional, Northern Tradition and Jingle Dress Dances.

For example the average income per year was \$16,000, the Average Monthly Rent was \$220.00, and the cost of a gallon of gas was 59 cents.

With the presentation of the Commissioner's Award the ceremony drew to a close. All in all, it was a great day to celebrate the accomplishments of the best correctional professionals in the nation.



# Congratulations to Corrigan-Radgowski's Biggest Movers



on completing the 8-week  
pedometer challenge!

- 1st place: Team Arachnids
- 2nd place: Team Sole Destroyers
- 3rd place: Team WALKaholics



The Arachnids  
Walked 1,372 miles  
in 8 weeks!

That's equal to walking from  
Uncasville, CT to Omaha, NE!

- \* 9 of 14 teams met their destination goal!  
(Wrigley Field, the Harley Davidson Museum, Notre Dame and the Kentucky Derby)
- \* 26 of 57 participants walked MORE THAN 10,000 steps per day!  
(The American College of Sports Medicine recommends an activity level of 10,000 steps/day)

A special thanks to the  
**Step Into  
The  
Future**  
Kaizen Team for all of  
your hard efforts!

In order from left to right:  
Officer Peau  
Counselor King  
Captain Griffin  
Dr. Coursen  
Retired Officer Schoonmaker  
Counselor Supervisor Lacy  
Deputy Warden Zegarzewski  
Counselor Iozzia  
Officer Dewaine  
Not in picture: Counselor Ilvento  
& Counselor Hylton



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# Employee Assistance Program

A confidential Employee Assistance Program, a benefit that provides resources and solutions for the problems you encounter. Just as health insurance is designed to address your physical health, your EAP benefit is designed to assist your emotional and mental well-being. And because your employer has covered the entire cost of services, there is no cost to you.



## How does the EAP work?

Getting the help you need is simple. You can call the EAP 24 hours a day, 7 days a week to reach a professional counselor. Call one of the toll free numbers: 1-800-252-4555 or 1-800-225-2527 or log on to the Web at: [www.theEAP.com](http://www.theEAP.com) to access other benefits.

## Counseling Benefits

Many complex issues are best resolved with counseling assistance from a behavioral health professional. You will want to consider calling for help if you encounter problems such as: Relationship and family issues; Depression, stress, or anxiety; Grief or loss of a loved one; Eating disorders or substance abuse; Workplace difficulties.

When you call, you connect immediately with a counselor. Each of our experienced counselors has a Masters or Ph.D. level of training. Should you need to be referred to a local counselor for personal visits, we have more than 25,000 providers available to ensure that you will have a counselor near your home or workplace.

## Work/Life Benefits

Assistance for other personal, family, financial, and legal issues is available. We offer a broad range of solutions for your everyday work/life problems. These may include: Debt restructuring, Legal problems not related to employment, Childcare or eldercare, Financial information, Real estate and tenant/landlord concerns, Interpersonal skills with family and co-workers. We have thousands of financial, legal and debt counseling professionals located across the U.S. to serve your needs.

## Information Resource Benefits

Sometimes the best solution to a problem comes from finding the right information. That's why we have created Information Resources — a vast collection of thousands of self-help tools and informative articles that covers virtually every problem you might face. You can call or log on to the website to access these benefits. Some of the resources available include: Behavioral Health Information, covering everything from alcohol abuse to personal stress; Financial articles, tools and information to help with virtually every financial question; Legal Information -Topics ranging from adoption to wills.

Call anytime for confidential assistance.

To reach a counselor for any of your EA needs, call toll free: 1-800-252-4555 or 1-800-225-2527 or log on to [www.theEAP.com](http://www.theEAP.com)

## Getting the help you need