

## Bouchier Welcomes Andy Jones to the Board

Andy Jones has stepped in for Simon Buttery as a Director to the Bouchier Board. Simon will be leading the Carillion business in the Middle East.

After serving as Carillion's Managing Director of their business in the Middle East and North Africa (MENA) since 2013, Andy Jones is now leading the Canadian business as President and CEO.

Andy has been with Carillion for over ten years, acting as Managing Director of Aspire Defence Capital Works, a joint venture between Carillion and KBR in the UK; Managing Director of Carillion Alawi, a Construction and Facilities Management business in the Sultanate of Oman; and most recently Managing Director of Carillion MENA, a construction and support services business in Oman, Qatar, Saudi Arabia, Egypt and Australia.

As Managing Director of Carillion's MENA business, Andy has led all business activities ensuring successful delivery of contracts. He was accountable for the effective management of Health & Safety, procurement, program, allocation of resources, contract management and service quality. His role in MENA also involved the development and



implementation of Carillion's strategy to grow its revenue in the region to more than \$1.5 billion, leading a business with more than 20,000 people and managing relationships with present and future customers.

Andy has been responsible for the successful delivery of a number of large and iconic construction projects such as The Royal Opera House Muscat, The National Parliament (Majlis) of Oman and the Downtown Doha project, a landmark project in Qatar.

Bouchier is pleased to extend a warm welcome to Andy! He will be attending his first Bouchier Board meeting in October.



## Inaugural Skidsteer Rodeo Grand Finale

**September 20, 2016**  
**Bouchier Office, Fort McKay**  
**Incubator Park • 11 am – 2 pm**

The Skidsteer Rodeo was organized to help recognize and celebrate the amazing skill and dexterity of our operators. Keith Janzen, Glenn Jones and Lloyd Janes worked hard to create a skills course at the Incubator Park to test the full range of skills that our operators need to be successful. The course tests operator's skill, technical ability, safety and judgement.

Throughout August and early September, company-wide qualification trials were held to determine the finalists who will now compete in the Grand Finale. Please join us for this exciting event when Bouchier's Skidsteer 'Top Guns' will be determined!

### SEPTEMBER 20 Skidsteer Rodeo Grand Finale

- \* Performance by Northwind Dancers
- \* BBQ \* Awards

\* Special Announcement from the Northern Lights Health Foundation

**PRIZES  
AWARDED FOR  
Accuracy and  
1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup>  
places**

# BOUCHIER IN THE COMMUNITY

## Volunteers in the Community— SAMAYA KATZMAN

Samaya Katzman started working with Bouchier during the winter of 2011/2012 at the Cenovus Winter Drilling (Telephone Lake) project, where she worked two winter seasons. She has since worked at Fort Hills (2013), Kearl (2013-2016), and is now at Shell FM as the Facilities Coordinator.



Samaya has been involved with volunteer work throughout most of her life, from volunteering at cultural pavilions in the Saskatoon Folk Fest, to summer camps, to taking on volunteer board positions while in high school (president and vice president of her youth group), and later on, the class treasurer in college.

More recently, Samaya has spent a lot of her time volunteering for charities, non-profits, and music festivals in her community of Big River, Saskatchewan.

Samaya has sat on the board of directors for the Jack Millikin Centre for the past five years. She has been involved with organizing and planning several events and fundraisers such as dinners, dances, parties, boat cruises, and calendars, to name a few.

Samaya said, “We have been fundraising for this centre for years, and it is finally coming to fruition. The walls and roof are up and it has become a usable space. We recently received a donation of \$100,000.00 so we are really happy with that! A little history on the Jack Millikin Centre (named after my husband’s grandfather)—it will be a vibrant, four-season home to cultural events with a focus on community at the Ness Creek site in northern Saskatchewan. Check it out at [jackmillikincentre.com](http://jackmillikincentre.com).”

Samaya has spent time volunteering at the Ness Creek Music festival over the past eight years, where she has taken on many roles. Her favourite has been the festival’s photography coordinator, which she organized for four summers. She has also been involved with the Northern Lights Bluegrass and Old Tyme Festival as the photographer (2013-2015).

“It’s important for me to give back to my community. I think it’s great that there is a vibrant arts and culture scene in northern Saskatchewan, and I love being a part of it,” said Samaya.

## Girls Inc.

Girls Incorporated of Northern Alberta is a non-profit organization with a mission to deliver life-changing programs that inspire all girls to be strong, smart and bold. They provide girls aged 8 to 18 years with the knowledge and skills needed to break free from gender stereotypes, create social change, be proud of who they are and be confident in their own skin. Research-based curricula, delivered by trained professionals equip girls to achieve academically, lead healthy and physically active lives, manage money, navigate media messages, and discover an interest in science, technology, engineering, and math.

Their programs are well developed and researched based, and they partner closely with local schools and youth organizations in order to implement them. Their programmers and volunteers care deeply about the general well-being of their girls, changing the systems within which girls and young women function and work to create an equitable society.

Bouchier has maintained a close working partnership with Girls Inc. for many years by supporting various programs and events. Our most recent contribution has been toward the Women of Inspiration Celebration and Annual Golf Tournament.

### 4<sup>th</sup> Annual Woman of Inspiration Celebration

On August 27, 2016, Nicole Bourque Bouchier was the guest speaker during the afternoon tea to celebrate twelve amazing women from our community who embody the Girls Inc. mantra of Strong, Smart and Bold. She was joined by Maud Musiwarwo, Lorraine Murray, Victoria Brown, Anniken Richard, Michelle Bouchier, Barb Sparkes, Maryanne Gillam, Tammy Cornect and Petrina Fudge.



*Left to right: Maud Musiwarwo, Victoria Brown, Anniken Richard, Michelle Bouchier, Maryanne Gillam, Tammy Cornect, Barb Sparkes, Nicole Bourque Bouchier*

### Girls Inc. 23<sup>rd</sup> Annual Golf Tournament

On August 13, 2016, Allen Remon, Anniken Richard, Maryanne Gillam and Brad Bailey attended the 23<sup>rd</sup> Annual Golf Tournament. The tournament is a fundraiser to help support and improve programs offered by Girls Inc. in the Wood Buffalo region.



*Left to right: Allen Remon, Anniken Richard, Maryanne Gillam, Brad Bailey*



## BOUCHIER IN THE COMMUNITY (CONT.)



### Northeastern Alberta Aboriginal Business Association GOLF TOURNAMENT

The Northeastern Alberta Aboriginal Business Association (NAABA) is a non-profit organization that consists of a growing interest group of Aboriginal Businesses committed to enhancing and creating an environment which promotes businesses, jobs, and training for the betterment of all Aboriginal people in the region. Their association certifies that all full members are qualified by at least 51% Aboriginal ownership and are local to the Wood Buffalo region.

Bouchier has supported NAABA from its inception and is pleased to continue to do so. Doug Janikiewicz, Brad Bailey, Karl Odland and Blessing Maranga participated in the 18<sup>th</sup> Annual NAABA Golf Tournament held on August 12, 2016. The golf tournament gives Aboriginal businesses the opportunity to network and promote business development in the Wood Buffalo region. To learn more visit [naaba.ca](http://naaba.ca).

### TEAM MEMBER PROFILE

## Tracy General

Contract Administrator

Tracy was born and raised on a horse farm in eastern Ontario. In 1992, she sold all her belongings and packed up her 1986 Honda Accord to move her family to Kelowna, BC. This is where she settled with her two children, Hilary and Kelsey and her husband, Philip to start a new adventure.

Tracy is a strong woman who was determined to maintain a career while raising her family. She attended the Centennial College of Applied Arts and Technology where she earned a General Business Diploma. The inception of her career was in the hotel industry,

where she started at the entry level working her way to Manager and eventually General Manager. In 1999, she joined Staples Business Depot as a Sales Manager and quickly moved to the General Manager position. After ten years, she transferred her General Manager skills and knowledge to Best Buy. Two years later she moved to Fort McMurray to join Canadian Natural Resources (CNRL) as a Supply Chain Analyst. In 2012, she joined the Bouchier family. Within the first week of her hire date it was evident that she was a strong-willed, organized and loyal team member who



would grow with the business. Tracy started as the Contract Specialist, moving into the Strategic Growth Manager and will be moving to the CNRL site as the Contract Administrator in early September.

As the Contract Administrator, Tracy will be commuting to Penticton, BC during her time off. She will join Phillip,

Hilary, Kelsey and her four grandchildren; Hayden, Kaiya, Bentley, and Lincoln.

*Thank you for your continued commitment to Bouchier! Congratulations on your new role. We are confident that you will be key to our success at the CNRL site.*

# KUDOS CORNER

## Thank you to Firebag!

Bouchier is delighted to witness small acts of kindness within the business. Throughout the summer, the Firebag team has gone above and beyond to help out the Fort Hills team. In particular, they have allowed the small team at Fort Hills the opportunity to take time off by covering their shifts. Lou Benoit said on behalf of the team, "We at Fort Hills received so much help from the folks at Firebag throughout the whole summer. Without their help, many at Fort Hills would have had to pass on summer holidays. Seeing as Firebag is on a two-and-two schedule, they were very willing to help out, and it is very much appreciated by all at Fort Hills."

## Recognizing the Human Resources Team

Harold Gates, Operations Director, sent a thank you note to the Human Resources team to congratulate them for a job well done. He said, "The ladies are ambassadors of our vision and values and they definitely Care, Inspire and Deliver!"

"Since signing the Fuel and Lube-Kearl contract just eight short days ago, I just wanted to pass on a great big thank you to the whole HR team for stepping up to the plate and attacking this challenge with alacrity! Everyone just plunged in and did whatever it took to pull this off. I'm hearing very good things from client to incumbent and our own site folks in the way things are handled from the folks working the phones, in person and behind the scenes. I know this will reflect on the success of the execution come September 1<sup>st</sup>," wrote Harold.

## ACT OF BRAVERY

On July 23, 2016, David Burke, Kearl Supervisor, was working with his crew near an area where there was a game of catch ball taking place. Members of his crew were Patrick Cote, Ian Crowshoe, Shawn Gamble and Terrence Okeymow. David noticed that one of the individuals playing ball had dropped and was not responsive. David immediately started to administer First Aid/CPR and directed his crew to contact the



*Left to right: Ian Crowshoe, Terrence Okeymow, Shawn Gamble, Patrick Cote and David Burke*

emergency number and radio in the emergency. David continued CPR on the unresponsive individual until he was given an AED from Shawn Gamble. David Burke was successful in reviving the individual. The ERT showed up shortly afterwards to airlift the individual to the Fort McMurray hospital. He was later transferred to the U of A where medical professionals confirmed that the immediate use of CPR and the AED was a contributing factor in saving his life.

Bouchier is overjoyed with the act of bravery performed by the Kearl team. This is a true testament to their commitment to safety and proves that safety is a group effort. "We are all very proud of how this event turned out here at Kearl. We are even more proud of the leadership these folks displayed in the face of this trying event. They were there, they cared, and they acted and stuck with it on many levels. There are no road maps to these events, but these gentlemen handled this event at a level that saved this man's life. Truly incredible," said Geoff Scott, Site Manager.

## #hrnews

### NEW & REHIRES

#### MAY 2016 WELCOME

Daniel Novelo (CNRL)  
Adam MacDonald (Shell FM)

#### JUNE 2016 WELCOME

Frank Price (BMS)  
Scott Lachman (CNRL FM)  
Brittini Fernandes (CNRL FM)  
Chuck Boland (CNRL FM)  
Scott Clifford (CNRL FM)  
Michael John Hebb (CNRL FM)  
Basem Aziz (CNRL FM)  
Ian Haward (Shell Calgary)  
Ryan Sigsworth (Shell FM)  
Lance Larocque (Shell FM)

#### JUNE 2016 WELCOME BACK

James Murray (Enbridge)  
Tyson Wall (Suncor MEM)  
Jeffery Haz (Shell FM)  
Hunter Travis Clare Irwin (CNRL)  
Joseph McCarthy (CNRL)  
Brady Davis (CNRL)  
Andrew Kilburn (CNRL)  
Matthew Ihamaki (CNRL FM)

#### JULY 2016 WELCOME

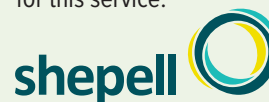
Tyson Gale (CNRL)  
Rudi Quaadvlieg (CNRL)  
Alexa Caruthers (Kearl)  
Jan Sangalang (Shell Calgary)  
Chrisovalantis Erotokritou (Shell FM)  
Nathan Beaver-Okemow (Enbridge)

#### JULY 2016 WELCOME BACK

Kelvin Dean Roy (CNRL)  
Jamie Marion (RMWB)  
Neil Arnold (Shell FM)

## EFAP Program

Attached you will find information on the EFAP Program through Shepell which provides a wide range of support. There are advisors available to provide support 24 hours a day, seven days a week through phone calls, face to face and SKYPE. Any team member that participates in the Bouchier Benefits program is eligible for this service.





# INCIDENT FREE DAYS

"We are Leaders in Safety" is a Guiding Principle that defines our character and culture. Bouchier aspires to improve and promote our safety record on a daily basis. Tracking and posting the incident free days for each project has proven to promote safety awareness. Incident free days are discussed at the daily toolbox talks to re-engage team members to safety at the beginning of every shift. Our goal is to work every day incident free. "If we can work 103 incident free days, we can certainly work incident free today," said Dirk de Boer, Director of Operations.

Recognition of the Incident Free Days along with JSA reviews, FLHA completions and site inspections all support our motto "Safety is a Group Effort". Our priority will always be to get our family members home safely!

We are proud to share our Incident Free days as of August 30, 2016 for each project.

Projects	Incident-Free Days
CNRL Common Services	48
CNRL Facility Maintenance	85
CNRL Major Projects	177
Firebag	51
Fort Hills	126
Kearl	46
Shell Facility Maintenance	55
Shell General Site Services	243
RMWB	140

## Shell

The Albion and Calgary Business District teams have achieved 100+ days collectively at goal zero with no harm to people and no life saving rule violations

In July, the first quarterly review with the contract management team was conducted, highlighting the positive work being done across the account. A few highlights include:

- Successful contract handover and stabilization period at both sites
- Effective HSE program in place
- Monthly improvement in operational excellence with quantified results
- Positive feedback from client and community received on response to Fort McMurray wildfire by Albion site team. The group were commended for their above and beyond efforts, accommodating for displaced victims of Fort McMurray, working extra hours in the kitchen to feed the evacuees, and creating a welcome environment while maintaining structure and organization on the job site
- Team building exercise held in Calgary



← Albion village filled with evacuees



← The Calgary group at their teambuilding exercise "the Locked Room"



↑ Site manager Rod Torres and electrical supervisor Cecil Barter tallying the number of people they boarded onto outbound planes during the wildfire

# safety

## EMPLOYEE OF THE MONTH AWARDS

### MAY 2016



#### DARIN HANSEN – CNRL COMMON SERVICES

Darin always has a positive attitude when coming to work, always motivates the crew and gives feedback in the morning meetings. Darin completes his assigned tasks with pride and ensures all documentation is completed before starting each job. His hard work and determination sets the example for other employees to follow. *Congratulations, Darin!*



#### TYRONE BURNS – CNRL FM

Tyrone is a hard worker who displays a great attitude and is always eager to learn new skills. He is very dependable and always gives a 110% with every job that he is tasked with. No job is absolutely without risk, but Tyrone always approaches each job to make it safer. *Thanks, Tyrone—you are a great motivator!*



#### SIMON CHURCH – CNRL MAJOR PROJECTS

Simon is an integral part of the Bouchier family thanks to his dedication working long hours to ensure projects have been thoroughly planned prior to their execution and double checking every aspect of the project. From tender to turnover, Simon applies his technical background as a civil engineer, years of experience within the industrial construction industry and a photographic memory of standards & specifications! *Congratulations, Simon!*



#### STEVE FARMER – FIREBAG

Steve has shown that safety always comes first by continuing to set examples on how to perform his tasks safely. His hard work and safety culture made him a great candidate for this month's winner. *Keep up the good work, Steve!*



#### SAMANTHA SMITH – FORT HILLS

In the month of May, site administrator Sam kept everyone who was evacuated from site up to date with what was going on. Although she was not on site, she played a huge role in making sure everyone had flights and rooms booked for when everyone was to return to site. *We appreciate your hard work and dedication, Sam. Congratulations!*



#### RICHARD BURTON – KEARL

Richard has been in the Supervisor role at Kearl for two years, is always willing to lend a hand without question and does an exceptional job every day. Richard always engages his crew in safety meetings and gives positive energy to our safety culture. *Thank you for your contributions, Richard, and for being a great ambassador for Bouchier.*



# safety – EMPLOYEE OF THE MONTH AWARDS

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## MAY 2016

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**KEVIN GIROUX – SHELL FM**

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Kevin's dedication to safety is consistent, thorough and well thought out. He continually has a great positive attitude which shows in how he carries out his work on a day-to-day basis. *Thank you, Kevin, for all your hard work and dedication.*



**ROB MACDONALD – SHELL FM**

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We would like to congratulate Rob for being a fantastic team player by helping his co-workers on top of completing his daily work tasks. Rob is known for having a smile on his face. *Welcome to the team, Rob!*



**LLYWELYN EVANS – SHELL GENERAL SITE SERVICES**

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Lou recently played a critical role in the evacuation of the Shell site. Due to his assistance, all evacuees were accounted for, and were able to get home safely. *Way to go, Lou!*

## JUNE 2016

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**DION HYMAN – CNRL COMMON SERVICES**

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Dion always completes his tasks in a safe manner and is up to any challenge. His hard work and dedication has contributed to the success of our team at CNRL. When executing work or setting crews up for work, Dion always takes the time needed to ensure the work crew understands the scope of work to be performed. *Thanks for your valued efforts and contribution, Dion!*



**ALBERT BOUVIER – CNRL FM**

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Albert works with firewater at CNRL Site Services. He demonstrates great work ethic and good attitude among his peers. He is very dependable and always gives a 110% with every job that he is tasked with. He is a very valuable member of our team! *Thanks, Albert!*



**DALE HEALEY – CNRL MAJOR PROJECTS**

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Dale acts as QA/QC for Bouchier Major Projects on the CNRL Horizon site and plays an integral part in all aspects of MP life. From quoting and bidding jobs, to planning and budgeting, as well as ordering materials and everything in between. *Thanks, Dale, for your tireless efforts in helping make the Major Projects division what it is today. Without your contributions, everyone's lives would be a little more chaotic!*

# safety – EMPLOYEE OF THE MONTH AWARDS

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## JUNE 2016

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### COLIN GHOSTKEEPER – FIREBAG

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Colin (AKA Ghosty) always uses a questioning attitude when it comes to how to perform a job safely. He also takes part in morning toolbox talks and doesn't mind having a little fun with his co-workers, making it a great work atmosphere. *Keep up the good work, Ghosty!*



### BRENDON BULLDOG – FORT HILLS

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Brendon has a positive attitude and is always willing to perform any task that is assigned to him. His continued improvement on his FLHA and SOS cards show his dedication to safety, himself, and the crew. Brendon also has a great reputation with the crew for his impeccable housekeeping of any piece of equipment that he runs. *Thanks for your hard work, Brendon, and keep up the good work. Congratulations!*



### GARFIELD MORIN – KEARL

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Garfield is a great Leader, and important part of our team at Kearnl. He is always willing to lend a hand without question and does an exceptional job every day. Garfield always engages in safety meetings and gives positive energy to our safety culture. *Thank you for your contributions, Garfield, and for being a great ambassador for Bouchier.*



### QUAN GAN – SHELL FM

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Committed, trustworthy, outstanding work ethics, excellent safety culture, positive attitude, attention to detail and always willing to help out a fellow team member. These are only a few attributes that Quan demonstrates on a daily basis. *Quan, you deserve recognition and on behalf of Bouchier Management, we thank you for your dedication and continued service.*



### TODD MCCULLY – SHELL GENERAL SITE SERVICES

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Todd shows an outstanding level of work ethics and attitude towards safety. He always has a positive attitude and spreads that energy amongst the crews when working. Todd has been a great person to have around. *Congratulations!*



# safety – EMPLOYEE OF THE MONTH AWARDS

## JULY 2016



**CORY LITTLE – CNRL COMMON SERVICES**

Cory has been nominated by his peers and supervisors for demonstrating his dedication to safety and production while maintaining a positive attitude! Not only is Cory a team player but he has shown a great deal of success while working independently. *Thanks for your valued efforts and contribution, Cory!*



**DEAN BORYS – CNRL FM**

Dean has been voted our Employee of the Month by his fellow peers for his great attitude, morale and safety culture. Dean is a strong employee amongst our BSS Team and has proven that since he On-boarded. *Thank you for being a great asset to our company! Your determination goes a long way!*



**DAVE REED – CNRL MAJOR PROJECTS**

Dave is a great role model and helpful to green hands. He has adopted Bouchier's safety culture and it shows through his work. Dave takes direction very well, is hard working and self motivated. He goes the extra mile to ensure the jobs are completed on time, properly and above all else, safely. *Congratulations, Dave, from everyone on the CNRL Major Projects Team!*



**KEVIN MOCASSIN – FIREBAG**

Kevin always has an impeccable FLHA, which reflects the way he works safely and his questioning attitude. Also, he was one of the submission leaders in hazard identification cards this month. *Keep up the safe work, Kevin, and continue to set a good example for your peers!*



**RYAN WAHOBIN – FORT HILLS**

Ryan is dedicated to his own safety and that of others. He has shown much improvement on his daily paper work and his involvement in the SOS program. Ryan is a great team player and he has shown us he can work wherever he is needed and always completes every task safely. *Thanks for your hard work and congratulations, Ryan!*



**SHERMAN YELLOWFLY – KEARL**

Sherman has been at Kearl for several years incident free and provides great mentorship to all the workers through leading by example. He is a great co-worker and a very important part of the Kearl team. Sherman is always in good spirits and has a smile on his face at all times. He is very dedicated to the safety culture here at Kearl and consistently participates in the HID/BBO program. *Thanks and keep up the good work, Sherman!*

# safety – EMPLOYEE OF THE MONTH AWARDS

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## JULY 2016

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**CYPRIAN OSEI – RMWB**

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Cyp brings a lot of value to the project every single day as he aligns his words with his actions. He is willing to grind it out. His collaboration with the RMWB Team has had a dramatic effect on our results and performance. Cyprian is a great teammate and we are glad to have him here. *Congratulations, Cyp!*



**KEVIN CLEARY – SHELL FM**

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Kevin is a Journeyman Carpenter with Bouchier. He demonstrates a great work ethic, dedication to safety and strong attention to detail. He is very dependable and always gives a 110% with every job that he is tasked with. He is a great asset to our team and his work exemplifies all that Bouchier strives for in a safe and successful work environment. *Thank you, Kevin, for your dedication and continued service.*



**WILFRED USIAYO –  
SHELL GENERAL SITE SERVICES**

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Wilfred has been a great asset to the Bouchier team. Fred is a hard worker and he has proven to us time and time again his dedication to the company and his team members. *Congratulations, Fred!*





## Shepell-fgi EAP Services

In our increasingly fast-paced world, you may find it challenging to take care of yourself while balancing your responsibilities at work with your obligations at home. Your Employee Assistance Program (EAP) is here to help. We offer timely, professional assistance and support to help you manage all of life's complexities—be it issues with your Work, Health or Life.

### Accessing your EAP

**24-hour, 7-days-a-week** toll-free confidential telephone access via the Care Access Centre to EAP for crisis counselling, risk assessment and matching to appropriate service(s).

Our Intake Specialists are fully bilingual in English and French. **1-800-387-4765**

**24-hour, 7-days-a-week** secure and confidential access to a range of EAP support services via [workhealthlife.com](http://workhealthlife.com) with Online Access. Service fully bilingual in English and French.

**24-hour, 7-days-a-week** direct access via the Internet to Online Programs, E-Counselling and First Chat. Our trained counsellors are fully bilingual in English and French.

### Professional EAP Counselling Services

#### Counselling Modalities:

A range of **six** counselling modalities to accommodate any client:

- Face-to-Face
- Telephonic
- E-Counselling
- Text-based Resource Packages
- Video-Counselling
- First Chat

#### Counselling Services:

##### Personal/Emotional

- Stress
- Depression
- Anxiety
- Suicidal Risk
- Self Esteem
- Anger Issues
- Life Stages
- Post Trauma Support
- Abuse

##### Couple/Relationship

- General Relationship
- Relationship Breakdown
- Separation/Divorce
- Intimacy Issues
- Communication/Conflict Resolution
- Family Planning

##### Addiction Related

- Alcohol
- Drugs
- Other's Addictions
- Smoking
- Gambling

##### Family

- Parenting
- Child Behaviour
- Adolescent Behaviour
- Blended Family
- Communication
- Elder Related
- Extended Family Relations

##### Work Related

- Workplace Stress
- Work Relationships/Conflict
- Career
  - Planning
  - Resiliency
  - Retirement Planning
- Workplace Violence/Harassment
- Work Performance



### Support Modalities:

- In-Person Consultation
- Telephonic Consultation
- Expertly-developed online programs
- Text-based Resource Packages

### Work-Life Services:

#### Legal Support Services

- Civil Litigation
- Criminal Law
- Landlord-Tenant
- Property Law
- Real Estate
- Will/Estate
- Child Custody
- Child Support
- Separation/Divorce

#### Family Support Services

- Planning a Family
- Adoption
- Daycare
- Expectant and New Parents
  - New Parent Package
- Home Support Services
- Parenting Resources and Info
- Special Needs
- Compassionate Care and Bereavement
- Eldercare Resources and Information
- Community Programs
- Residential Care Options

#### Financial Support Services

- Bankruptcy
- Debt/Credit
- Divorce
- Estate
- Insurance
- Investment Planning
- Real Estate/Mortgage
- Retirement
- Taxes
- Employment Transition

#### Nutrition Support Services

- Disease State Management
- General Healthy Eating
- Weight Gain/Loss
- Healthy Eating on the Go
- Accommodating Shift Work
- Regulating Diabetes
- Preventing Heart Disease

#### Health Coaching

- Condition Management
- Risk Reduction
- Weight Management
- Healthy Eating
- Responsible Alcohol Use
- Stress Management

#### Naturopathic Services

- Physiology
- Diet
- Lifestyle
- Mental/Emotional Well Being

### Self Help Resources:

#### Online Program Suite

- Stress Management
- Enhancing Your Relationship
- Smoking Cessation
- Financial Planning Service

#### Health & Wellness Resource Packages

- Parenting School-Age Children (6-12)
- Parenting Teens
- Enriching Your Career
- Managing Workplace Stress
- Enhancing Your Relationship
- Separation and Divorce
- Eating for Health

### Online Services:

- Online Access provides users with secure and confidential access to a range of EAP support services
- First Chat is confidential online chat consultative service with a trained counsellor for immediate support
- My EAP Mobile Device Application (for Blackberry, Apple and Android-based devices)
- Client Resource Website [workhealthlife.com](http://workhealthlife.com) featuring 700+ health/wellness articles
- E-Newsletters
- Mental Health Microsites

Discover [workhealthlife.com](http://workhealthlife.com)

Download [My EAP](#) app | Follow us on [Twitter](#) [LinkedIn](#)

