

News for Immediate Release

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**COLEMAN PROFESSIONAL SERVICES RECEIVES BEST PRACTICES HONOR
FROM THE AMERICAN PSYCHOLOGICAL ASSOCIATION**

KENT, Ohio (April XX, 2006) – Coleman Professional Services (CPS), a private nonprofit organization headquartered in Kent, recently received the Best Practices Honor from the American Psychological Association (APA) for creating a psychologically healthy workplace.

The behavioral healthcare organization was one of 10 groups to receive the national award in Washington, D.C. for its extensive use of employees' input in the design and development of its senior care facility. The APA considered the employee involvement in the new facility's design one of the components of a psychologically healthy workplace.

Coleman was nominated for the APA honor after having received the Psychologically Healthy Workplace Award from the Ohio Psychological Association.

Dr. Russ Newman, APA's Executive Director for Professional Practice, said CPS earned the honor for demonstrating that it values the input and concerns of its employees, which is key to operating any successful organization.

"In today's challenging business environment, some employers understand the critical link between employee health and well-being and organizational performance," Newman said. "Coleman's employee involvement efforts have produced positive results for clients, staff and the organization itself."

"This national award affirms our belief that supporting our employees in a modern and clean work environment can only lead to better services to our customers," Nelson Burns, Coleman Professional Services' CEO said. "We are proud of our employees and we are very grateful to be recognized as a National Best Practice honoree."

In 1998, CPS acquired Portage Area Senior Services (PASS), a program serving older adults with physical and mental health needs. The former PASS building was outdated and without adequate space or lighting. Safety was also affected due to structural limitations that prevented the installation of equipment to help lift clients.

PASS employees were included in planning a new facility on the campus of Ravenna's Robinson Memorial Hospital. Last-minute employee suggestions were included even though it delayed the building's completion. The comfortable and safe new building accommodated staff and client needs, including the flexibility to provide different levels of care.

As a result of CPS' efforts, PASS staff turnover has decreased by 30 percent, employee morale and satisfaction have increased, and the number of clients served has increased by 60 percent.

The Best Practices Honors is a national program developed by APA to recognize organizations for an innovative program or policy that fosters a psychologically healthy workplace.

Studies show that, among other benefits, psychologically healthy workplace practices can increase job retention and satisfaction as well as reduce stress. The American Institute of Stress estimates that workplace stress costs U.S. industry \$300 billion per year in absenteeism, turnover, diminished productivity, and direct medical, legal, and insurance fees. According to an APA survey, two-thirds of men and women say work has a significant impact on their stress level, and as a result one in four has called in sick or missed work.

More information about the National PHWA winners and Best Practices Honorees is available at <http://apahelpcenter.mediaroom.com>. Companies interested in learning more about creating a psychologically healthy workplace or applying for an award in their state, province or territory, can visit www.phwa.org. Information about Coleman Professional Services is available at www.colemanprof.com or by calling 1.800.673.1347.

Coleman Professional Services is a nationally recognized not-for-profit provider of behavioral health and rehabilitation programs that improve the lives of individuals, families and businesses in Northeast Ohio. The company relies on an Enterprise Business Model to diversify its funding. Coleman's foundation and four enterprise companies produce more than 40 percent of the company's funding for its award-winning programs.

The American Psychological Association (APA), located in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 155,000 researchers, educators, clinicians, consultants and students. Through its 54 divisions and its affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science and profession, and as a means of promoting health, education, and human welfare.