

Healthy Babies Make Happy Moms and Excellent Employees!

Inspiring Success for Business and Working Families by Supporting Mothers at Work *LifeCare, Inc.*

Employer & Success Stories



Since it was founded in 1984, LifeCare, Inc. has led the work/life industry in the creation of high-quality, results-oriented programs designed to improve its clients' bottom line. It has developed cost-saving benefits that reduce the most pervasive absenteeism and productivity drains employers face, including child and eldercare, caregiving support and health and wellness issues. LifeCare's more than 200 employees, 80 percent of whom are women, serve 1,500 clients with 4.5 million individuals within corporations, health plans, government agencies and unions. The company prides itself in helping its clients find the best possible support for their health, wellness and work/life needs.

"There's no question that the Mothers at WorkSM program and support helped me to succeed in breastfeeding. The confidence and knowledge that I would have a clean environment to pump milk, the scheduling flexibility and the resources to help me were priceless."

—Kim Henningsen, Health and Wellness Coach, LifeCare, Inc.

It also prides itself on leading by example in the work/life industry by supporting the high performance and excellence of its people through its Mothers at WorkSM breastfeeding program. Begun in 1999, the program was first beta-tested among LifeCare employees before it was added to the company's core service offerings for employers. Today, the program serves 3,000 working mothers annually, including LifeCare's own employees, 27 percent of whom are hourly workers. The program helps to ensure a smooth transition back to work for mothers returning from family

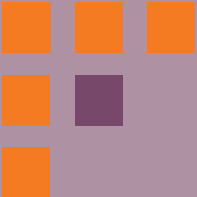
leave, reduces absenteeism, lowers health care claims and increases the engagement of working mothers throughout their careers by making sure they have access to high-quality breastfeeding education, support, resources and pumping facilities at work.



LifeCare's lactation room gives mothers a sanitary, private space to pump and store breast milk.

Program Description

LifeCare's Mothers at WorkSM program offers comprehensive breastfeeding support to both hourly and salaried employees, such as prenatal breastfeeding classes hosted by the company's Board



In fact, the Mothers at WorkSM program reduced medical costs for one of LifeCare's technology clients by an estimated \$424,000 in one year. It saved the client about \$92,000 in absenteeism costs and generated an \$8 return for every dollar invested. LifeCare's breastfeeding program has proven so effective at meeting business and public health goals that the company was one of only five organizations to receive the Connecticut Breastfeeding Coalition's Breastfeeding-Friendly Business Award in 2009.

Corporate Voices for Working Families

Corporate Voices for Working Families is the leading national business membership organization shaping conversations and collaborations on public and corporate policy issues involving working families. A nonprofit, nonpartisan organization, we create and advance innovative policy solutions that reflect a commonality of interests among the private sector both global and domestic, government and other stakeholders. We are a unique voice, and we provide leading and best-practice employers a forum to improve the lives of working families, while strengthening our nation's economy and enhancing the vitality of our communities. Our research, publications and toolkits are available online at: www.corporatevoices.org.

Corporate Voices' Workplace Lactation Toolkit

Corporate Voices has published a free, high-quality online employer toolkit to help businesses comply with new federal regulations requiring workplace support for nursing mothers. This online toolkit includes practical guides, worksheets, tips, posters, resource flyers and employer success stories to help businesses establish workplace lactation programs for the benefit of their businesses and working families. This toolkit also includes updated information about federal regulations on workplace lactation support. It is available online at: www.corporatevoices.org/lactation.