



Arkansas Psychological Association

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CROSS, GUNTER, WITHERSPOON & GALCHUS, P.C., RECOGNIZED FOR EMPLOYMENT PRACTICES

Receives Psychologically Healthy Workplace Award from American Psychological Association

Little Rock, Arkansas (March 8, 2011) --- In recognition of its workplace practices promoting employee well-being and organizational performance, law firm Cross, Gunter, Witherspoon & Galchus (CGWG) will receive the American Psychological Association's (APA) 2011 Psychologically Healthy Workplace Award (PHWA) at a ceremony in Washington, D.C., on March 12. The ceremony will be broadcast live at 4.45pm EST at <http://bit.ly/PHWA2011>.



(from left to right) Russell Gunter, Rickie Smith, Allen Dobson, Rick Roderick, Scotty Shively, and Julia Strickland from CGWG at ceremony for the state-level Psychologically Healthy Workplace Award.

One of eight employers from across North America to receive the award this year, CGWG won in the Small, For-Profit category. The organization, a law firm with clients in industries including banking, manufacturing, health care, retail and hospitality, is a previous winner of the Arkansas Psychological Association's state-level Psychologically Healthy Workplace Award, qualifying it to be nominated for the APA award.

CGWG excelled in its efforts to foster employee involvement, health and safety, employee growth and development, work-life balance and employee recognition. The firm's use of self-managed work groups, individualized support of professional development and flexible work arrangements are several examples of the workplace practices that helped earn a 2011 award.

CGWG's psychologically healthy workplace practices have reaped rewards for both the organization and its employees. Satisfaction with flexible schedules translates into happier employees, a positive work environment and a competitive advantage when it comes to recruiting. With a healthy set of workplace practices in place, the cost of health benefits at CGWG has remained stable since 2004.

"CGWG is on the cutting edge of implementing healthy workplace practices", says Dr. Joyce Fowler who chairs the Arkansas Psychological Association's Psychologically Healthy Workplace. "We were proud to nominate CGWG for APA's national award."

While not typical of a law firm's culture, alternative work arrangements are the norm at CGWG. There are no billable hour requirements at the firm and hours are monitored for signs of excessive work or inconsistent schedules. CGWG allows employees to work modified schedules and telecommute when needed to accommodate their family life.

CGWG's approach to employee well-being reflects the company's commitment to preventive health care. A comprehensive, flexible benefits program allows employees to choose from a number of options and coverage levels to customize a package that best meets their needs. The health insurance plan includes 100 percent coverage of wellness services and the firm encourages healthy eating at worksite functions and participation in National Start! Walking Day.

"As we head into the economic recovery, employers who understand how a positive organizational culture and a healthy workforce can promote business success will have a distinct competitive advantage," says David W. Ballard, PsyD, MBA, APA's assistant executive director for marketing and business development. "The workplace practices at Cross, Gunter, Witherspoon & Galchus help create a work environment where both employees and the organization thrive."

APA's Psychologically Healthy Workplace Awards are designed to showcase the very best from among the award winners recognized by APA's affiliated state, provincial and territorial psychological associations. Nominees are evaluated on their workplace practices in the areas of employee involvement, health and safety, employee growth and development, work-life balance and employee recognition. Awards are given to for-profit and not-for-profit organizations as well as government, military and educational institutions.

More information about APA's PHWA winners and Best Practices Honorees is available at <http://www.phwa.org/media>. Organizations 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.

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The Arkansas Psychological Association (ArPA) is a non-for-profit, professional, statewide organization whose purpose is to advance psychology as a science, a profession, and a means of promoting human welfare in a challenging and changing world. Our members represent the most well trained, highly credentialed, and clinically experienced mental health care professionals in Arkansas. ArPA members dedicate countless hours to various boards and committees on the state, national, and international level, including the Business of Practice Network and Psychologically Healthy Workplace Program. For more information on this program, or others offered through the Arkansas Psychological Association, please visit www.arpapsych.org or call (501) 614-6500.

The American Psychological Association (APA), 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 150,000 researchers, educators, clinicians, consultants and students. Through its divisions in 54 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession and as a means of promoting health, education and human welfare.