

Program helps workers cope

Current trends in corporate downsizing, "right-sizing" and restructuring, and the resulting uncertainty and loss of job security, may be increasing the stress that leads to workplace violence, says Stefanie Zin, director of employee assistance programs at Oakland Family Services.

"After a downsizing effort, employees may initially feel a sense of shock and disbelief," Zin said. Following these initial feelings, Zin said employees may feel anger, sadness and resentment. Later, employees may experience depression and anxiety, feelings of betrayal and discontent, and finally, a loss of self-esteem. "All these feelings may contribute to a disgruntled employee acting out in violent ways," Zin said.

Recent reports by the U.S. Department of Labor show workplace violence is on the rise in Michigan. The state had 49 workplace homicides and suicides in 1994, up from 38 in 1993. Michigan ranked first among the six

Great Lakes states in the number of workplace homicides in 1994. Across the country, workplace homicide is now the fastest growing type of homicide in the country. It has become the leading cause of occupational death for women and the third leading cause of death for all workers.

Through Oakland Family Services' Employee Assistance Service program, Zin consults with employers and supervisors regarding troubled or stressed employees and possible intervention strategies. The program also provides on-site Critical Incident Stress Debriefing (CISD) services to help employees and employees cause following workplace trauma or violence.

But the most successful elements of the program, according to Zin, focus on prevention. ZIN believes the Employee Assistance Service program can assist organizations in preventing workplace violence in three ways:

■ Helps employees find healthy

ways to deal with stressors that may affect job performance.

■ Helps organizations manage threats and incidents by training managers in stress management, conflict resolution and communication skills.

■ Trains managers to recognize workplace stressors and warning signs that may precede a violent act.

The program also provides employees and their families with confidential assessment and treatment services for mental health and substance abuse concerns.

Employee Assistance Service is a division of Oakland Family Services, a private, nonprofit human service agency that has provided family-focused services to the children and adults of Oakland County for 75 years.

For more information on the Employee Assistance Service, call Stefanie Zin, director of Employee Assistance Service, Oakland Family Services, (810) 624-6055.

Ward's Auto World editor cited

Beverly Hills resident David Smith, editor-in-chief of Ward's Auto World, a trade magazine for the automotive industry, has won the 1996 American Business Press Crain Award, the highest honor in business journalism.

The Crain Award is given annually to one individual who has made outstanding, long-term contributions to the development of editorial excellence.

Since joining Ward's in 1970, Smith has received 37 awards and has shaped the monthly news

publication into the best-read automotive business magazine. He is an authority on automotive issues and appears regularly on national television as an industry expert.

As a publishing innovator at Ward's for more than 25 years, Smith has created nine spin-off properties, including Ward's Wankel Report, Ward's Engine and Vehicle Technology Update, Ward's Automotive International's Focus on China and Ward's Who's Who Among U.S. Motor

Vehicle Manufacturers. Before joining Ward's, Smith worked at The Detroit Times, the Toledo (Ohio) Blade, The Wall Street Journal and The Detroit Free Press. He is a 1958 journalism graduate from The University of Michigan.

Past Crain Award winners include Robert J. Dowling, The Hollywood Reporter; Robert U. Brown, Editor & Publisher, and Sol Tishoff, broadcasting.

Ward's Auto World is published by Intertec Publishing Corp., Overland Park, Kan., the trade and technical publishing division of K-HI Communications. Intertec is one of the largest trade magazine operations in the United States with 71 magazines and more than 300 technical books.

Firm helps couples divorcing

Mediation Specialists, Inc. has opened in Southfield to provide mediation services to couples going through separation or divorce.

Nanci S. Klein and Barbara A. Johannessen, shareholders of this new business, bring experience and training in mediation. Although both are attorneys, they

have discontinued the practice of law to act as third-party neutrals to facilitate resolution of conflicts in divorce and related family matters.

Mediation Specialists, Inc. is in Suite 2500, 3000 Town Center, Southfield. Call (810) 375-9411.

LOCK IN TODAY
AND RECEIVE
A GUARANTEED
RETURN OF
5.75%
APY.

During this time of economic uncertainty it's nice to know that Comerica is offering something that's certain to put a smile on your face—a guaranteed return on your money. In fact, now through April 30, 1996, you can:

- Lock in our special 5.75% APY.
- Receive an interest-bearing checking account, free of monthly maintenance fees until the year 2000.

There are only two requirements. Invest \$10,000 or more in a new Comerica Bank Time Deposit Account or IRA for nine months. And, if you don't already have one, open a Comerica Bank checking account with a minimum of \$500. So stop by any Comerica Bank branch. Your time will be well spent. Guaranteed.

For more information, call 1-800-292-1300.

Comerica
WE LISTEN WE UNDERSTAND
WE MAKE IT WORK.

Comerica Bank Member FDIC. Annual Percentage Yield is based on a nine month Time Deposit Account (TDAP) payable for only a limited time. Time Deposit Accounts Special offer available to new depositors only. Minimum opening balances are \$10,000 for Time Deposits and IRAs and \$500 for checking accounts. Maximum deposit \$50,000 in a single or joint account. To qualify for this promotional offer only regular and interest-bearing checking accounts are eligible. APY not applicable to noninterest-bearing Time Deposits and IRAs. Other business deposits or special rates cannot be combined with this offer. Offer expires April 30, 1996.

BUSINESS MILESTONES

This column highlights promotions, transfers, hirings and other key personnel moves within the Oakland County business community. Send a brief biographical summary—including the towns of residency and employment and a black-and-white photo, if desired—to: Business Editor, Observer & Economic Newsletters, 805 E. Maple, Birmingham, MI 48009. Our fax number is (810) 644-1314.

Jamshid Bhavnagri, M.D., of Troy, has joined the staff of Henry Ford Medical Center-Lakeville as an obstetrician/gynecologist. He has been board certified by the American College of Obstetrics and Gynecology since 1982.

Linda Woolwine of Farmington Hills was named AAA Michigan assistant vice president, property and casualty insurance. She'll oversee AAA Michigan Claims Call Centers in Southfield, Dearborn, Flint and Grand Rapids and Claims Centers in Livonia and Lathrup Village. She joined AAA Michigan in 1973.

John Enokian of Bloomfield Township was named president-honorary services for Troy-based Arbor Drugs. He joined Arbor Drugs in 1965 as a registered pharmacist.

Joan Paris Bellore of Shelby Township was named business manager of American Digital Graphics, Birmingham. She previously was bookkeeper at Assembly Inc., an architectural, construction and property management group of companies.

Larry Denton of Bloomfield Hills was named global vice president of Detroit-based Dow Automotive, a business group of The Dow Chemical Co. He comes from Ford Motor Co., where he held a range of engineering and managerial positions over 24 years.

David Vawter of Orchard Lake was named creative director at the Southfield office of Bozell Worldwide Advertising. He'll creative ad campaigns for Chrysler. He previously was a senior vice president/creative director at Campbell Ewald Advertising, Detroit.

Julie Porcasi of Troy was named graphic artist at French & Rogers, a Troy public relations, advertising and marketing firm. She previously was with the creative firm of Eley O'Connor Detroit Ltd.

Robert Kelly of Bloomfield Hills was named assistant practice leader of the Intellectual Property Group at Dykema Gossett, a Detroit-based law firm. The registered patent attorney specializes in patent, trademark, trade secret and copyright law in the Bloomfield Hills office.

— Compiled by
Val Olander
staff writer

Marketplace from page 8C

VISTA recognized companies in two areas—responding to the professional and personal needs of Hispanic employees and placing Hispanic women in high-ranking management positions.

VISTA is a general interest publication for Hispanic men and women.

ON THE MOVE

In continuing efforts to offer customers the best possible service and the most detailed product lines, Wisam-based Drivestech Technology has announced plans to move from its current 46,000-square-foot facility in Witom to a larger 80,000-square-foot facility in Walled Lake. The new address will be 1164 Ladd Road, Walled Lake 48090.

Effective with the move, targeted for May 1, the company will change its name to GKN Drivestech Inc. After May 1, GKN Drivestech will continue to supply constant velocity products packaged under the brand names CV Express and Drivestech as well as brands sold under private labels.

AGENCIES CITED

Seven Oakland County agencies that write property and casualty policies were honored by Howell-based Citizens Insurance Co. of America. They are: Babylon Insurance Agency, Birmingham; The Brogen Agency, Birmingham; Emerson-Prew Inc., Birmingham; The Hershey Agency, Birmingham; Hansen, Metty & Hunt Inc., Bloomfield Hills; Accordia of Michigan, Southfield; and Zeros Agency, Southfield. All won Key Agents Club awards for exceptional production and underwriting results.

And Get A
Free Pager!



Purchase a six-month airline contract in advance and the pager is yours! Supplies are limited! Order now!

Detroit
810-827-0900

27100 Gratiot • Roseville

810-777-8222

15600 W Ten Mile Rd • Southfield

810-569-2662

26417 Ford Rd • Dearborn Heights

313-278-3836

MobileComm®

Now Leasing Occupancy May '96

Waltonwood Assisted Living Residence

Our primary goal at Waltonwood Assisted Living Residence is to assure your continued independence, health, safety, and happiness. We are dedicated to quality and luxury in totally personalized service.

Please call **810-375-2500** for more information and a free brochure.



3250 Walton Blvd.
Rochester Hills, MI 48309
A Singh Community



Brighten your day
without losing your cool.



Pella® Windows with Low-E glass can save you up to 24% on heating and cooling cost.* Buy now and add Low-E for FREE.**

Pella's InsulShield® Low-E glass features technologically superior insulating properties to help keep you warm in the winter and cool in the summer. It's Pella's most popular energy-saving option. And if you buy now, Pella will waive additional charges and give you Low-E glass for free!*

*Computer simulation average compared to single-pane wood windows. Actual savings may vary. ** Same price as clear glass. Some restrictions apply. See store for details.

Quality like this only comes from Pella.

Add Low-E for FREE**

Bring this coupon in to your Pella Window and Door Store* and add Pella's InsulShield® Low-E glass option to your window order FREE OF CHARGE. Offer expires April 30, 1996. See store for details or call 1-800-23-PELLA.

Not valid with
any other
or prior
purchase.

**The Pella
Window
Store**
Windows, Doors,
Screens & Shutters

PELLA WINDOW STORES			
Ann Arbor	971-3112	Port Huron	364-1261
Brighton	229-8174	Rochester	852-7820
Clarkston	620-3550	St. Clair Shores	445-2640
Lathrup Village	557-2552	Sterling Hts.	979-7200
Livonia	422-8088	Taylor	287-4220
		West Bloomfield	669-0440

1-800-23-PELLA