



# Reed Smith Wellness Works

# Wellness Works Pillars

- **Stress Reduction**
- **Mindfulness**
- **Work-Life Balance**
- **Healthy Habits**
- **Substance Use Awareness**





# Wellness Works 2018 Review

Financial Wellness

Mental Wellness

Breast Cancer

Month of Good Deeds

Healthy for the Holidays



# American Bar Association Pledge



# Wellness Works 2019



<b>Month</b>	<b>US</b>
January	New Year – New You
February	Arts for Wellness
March	Substance Use Awareness
April	Positivity
May	Resilience & Avoiding Burnout
June & July	Get Moving Challenge
August	Financial Wellness
September	Mental Wellness
October	Breast Cancer Awareness
November	Month of Good Deeds
December	Healthy for the Holidays



## **Reed Smith’s “Arts for Wellness” month promotes emotional & physical benefits of art**

February 5, 2019 – Global law firm Reed Smith LLP continues its firmwide *Wellness Works* initiative this year, marking February as “Arts for Wellness” month. Throughout the month, the firm’s U.S. offices will offer a wide range of programming to firm employees in an effort to promote the mental, emotional and physical benefits of art.

“There is a significant and growing body of evidence that supports the benefits of art and creative outlets to overall mental and physical well-being,” said Casey Ryan, Reed Smith’s Global Head of Legal Personnel and a member of the American Bar Association’s (ABA) Working Group to Advance Well-Being in the Legal Profession. “A number of the firm’s professional staff and attorneys have artistic abilities and experience the benefits of artistic expression through these endeavors. Our hope is that we can spread that experience across the firm so that all of our employees can enjoy those benefits.”

Reed Smith is among the inaugural group of 13 law firms in the nation to sign and commit support for the American Bar Association’s (ABA) Well-Being Pledge, a seven-point framework to reduce substance use disorders and mental health distress in the legal profession. The ABA Campaign identifies seven core areas on which the signatories have agreed to focus. It also details concrete activities that law firms can take to achieve the Campaign’s goals.

Prior to that, Reed Smith launched its *Wellness Works* initiative in January 2018. The firmwide program comprises stress management, work-life balance, healthy habits, health mindfulness and substance use awareness. In addition to promoting wellness, the program addresses mental health and substance abuse issues by providing training and information on these topics and helping the firm develop and maintain a supportive culture focused on these and other challenges its global employees encounter.

“Arts for Wellness” month is the brain-child of Pittsburgh-based Reed Smith Associate Sasha Phillips, who was a professional artist before her legal career. Phillips proposed the wellness theme to firm leadership based on her own experiences with the benefits of art in relieving and reducing stress. Phillips turned to drawing as a means to deal with her own personal stress and sadness following the tragic mass shooting at a Pittsburgh synagogue last October.

A highlight of “Arts for Wellness” events includes a presentation by Dr. Donna Betts, associate professor and research director in the graduate Art Therapy Program at George Washington University and president of the Board of the American Art Therapy Association. Betts will discuss the mental and physical health benefits of art in the firm’s Washington, DC, office. The program will be broadcast live to all Reed Smith U.S. offices.

Each U.S. office will host an art show during the month to display drawings, paintings, craft and handmade projects by the firm’s attorneys and professional staff. In addition, each office also has a designated area for an ARTiZEN Pop-up Art Studio, where various art and craft materials will be available allowing firm employees to take a break during the day to draw, doodle, paint or work on a craft project.

Other planned activities in various Reed Smith offices include:

- **Pittsburgh** – Art & Lunch sessions will be offered at both the Global Customer Centre (GCC) and Reed Smith Centre (RSC) on February 15. Phillips will teach the class at RSC, instructing participants on how to recreate the Andy Warhol Uncle Sam painting on display there. At the GCC, Pittsburgh artist Yelena Lamm will teach participants how to paint Poppies, a painting that is on display there.
- **Tysons Corner** -- Brittani Wilson, Legal Recruiting Manager, will instruct a painting class on how to recreate an original painting by Hilda Thorpe on display in the reception area.
- **Richmond** – Art class offerings will include two sessions on the watercolor resist technique by a *local artist on February 12 and 21, and two pen and paint sessions on the Richmond skyline* by Reed Smith records clerk Becky McCravy on February 19 and 26.
- **New York** -- Two Art & Lunch sessions will be taught by Reed Smith professional staff Chelsea Buranich, Mary Collado, Jennifer Fried, Roseann Lentin, Liz Perez, and Kristen Snyderman. The classes will allow employees to create mosaic projects, alcohol ink painting, watercolor painting, a group art project on a single canvas, and paper flower art.
- **San Francisco** – Reed Smith professional staff members Jessica Sisco and Amy Hathaway will teach a craft class on February 1 on homemade Valentine’s Day cards.
- **Chicago** – Legal secretary Paula Mhoon will lead a class on floral lapel pins on February 14, as well as teaching line dancing during three sessions throughout the month.
- **Houston** – Local artisans will teach a mandala coloring class on February 26 and a book binding class on February 13.
- **Philadelphia** – Professional staff presented a class on the art of rustic farmhouse sign design.

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## Reed Smith attorneys, staff embrace “Get moving challenge” worldwide

### More than one third of employees commit to enhanced physical activity & well-being

June 27, 2018 – Reed Smith LLP is known as an active, on the move Big Law competitor, and, this summer, more than 900 of its lawyers and staff worldwide are participating in the global law firm’s “Get Moving Challenge.” Launched by Reed Smith’s *Wellness Works* Team, the Get Moving Challenge uses creative local activities, education, friendly competitions and technology to help its people increase their personal physical activity levels.

“We are delighted by the enthusiasm for our first annual Get Moving Challenge,” said Casey Ryan, Global Head of Legal Personnel at Reed Smith, a member of its Senior Management Team, and a *Wellness Works* stalwart. “June and July are wonderful months to be out and about with co-workers, friends and family, and the firm’s encouragement and support have helped many of us take another step forward in our personal journeys to improve overall wellness.”

*Wellness Works* was launched in January to promote, support and sustain the well-being of all employees of the firm in response to the inherently high pressure environment of the legal profession. The initiative comprises stress management, work-life balance, healthy habits, and health mindfulness.

The six-week Get Moving Challenge has fired up the imagination of Reed Smith personnel throughout the U.S., Europe, the Middle East and Asia, with 27 of the firm’s offices already involved in local walks, runs and other planned fitness events organized by Get Moving Champions in each office.

Participants use their smart devices or other fitness trackers to log their daily activities and advance across a virtual map of the firm’s offices. The *Wellness Works* Team will award grand prizes to the three Challenge participants who log the most physical activity in the period, as well as award weekly prizes to participants chosen randomly throughout the initiative, which ends July 20.

Reed Smith’s Senior Management Team has its own competition going, with one member asking wryly if his airline miles would count toward his total--- the miles do not, but the steps in the airport and in the aisle do.

The office with the highest participation rate will also be honored. So far, leading the pack, in the top five, are the firm’s Abu Dhabi; Silicon Valley; Princeton; Richmond; and Dubai offices, with nearly two-thirds participating in the top office. The firm’s Chicago, San Francisco, Pittsburgh, Singapore, Houston, Paris, Washington, DC, Los Angeles, Miami, New York, Beijing, and Philadelphia offices are close in the running, with participation currently at a third or more in most of the firm’s larger offices.

Information about the Get Moving Challenge and other planned activities under development as part of the *Wellness Works* initiative is available on the firm's Intranet. In addition to an updated "Leaderboard" of the most active Get Moving Challenge participants, the site provides an individual page for each office with information about the Challenge and other firmwide and local wellness programming options.

With friendly competitions heating up – not only between offices, but within them and across practices – local activities and events are multiplying quickly. For example, some recent highlights so far include:

- In Princeton, personnel on the second floor challenged those on the third floor to an activity contest, with the prize still undecided, but with 30-minute walks scheduled each morning, noon and at 5 p.m. and planned weekly events, including lunchtime strolls, evening ambles, circuit training, a scheduled 5K walk-run and bike rides;
- In Pittsburgh's two offices, in addition to Get Moving lunchtime walks exploring various city neighborhoods, a personal trainer was brought in to educate personnel on how to make the most of their work outs, with a one month free gym membership to attendees.
- In Century City and Los Angeles, Tuesday and Thursday lunchtime walks are planned, and the Get Moving Champions are circulating information about nearby events at Grand Park, including Tuesday fitness bootcamps; The Music Center's Dance Downtown LA, KTown Night Market Friday evening Downtown Festivals, Art Walk, Outdoor Yoga and Los Angeles hikes.
- In San Francisco, participants are competing in three groups – including engagement in walks to art exhibits, farmers markets, regional tourist spots overlooked by locals – with the most active group of the three winning a party with a chair masseuse and other healthy rewards;
- In New York, Challenge Champions are providing healthy snacks, weekly walks with a challenge champion, and yoga – with a healthy catered lunch on the line for the top 10 New York participants and an as yet undetermined fabulous prize to the most active New Yorker;
- In Philadelphia, participants are competing head-to-head with one another, with weekly and end of competition local prizes for the most active employees, local Challenge Champions are hosting 30-minute "Lunchtime Strolls" every work day; and,
- In Chicago, walking groups tackle the fantastic Chicago Riverwalk at lunch every Monday, Wednesday and Fridays; two weekday evening 5K walk/runs are being planned; a floor v. floor competition for average number of steps walked has taken off – with health fruit sorbets stocked on the floor freezer for the remainder of the summer for the winning floor – and each floor has a "Get Moving" station to promote physical activities for two to five minutes each hour, including a small basketball hoop, putting green, inflated punching bag and bean bag toss.

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## **Reed Smith among inaugural firms joining ABA'S campaign to advance well-being in the legal profession**

### **Signing the ABA pledge another step forward for firm's *Wellness Works* initiative supporting the health and work-life balance of all employees**

September 10, 2018 – Reed Smith today announced that it is among the inaugural group of 13 law firms in the nation to pledge support for the American Bar Association's (ABA) innovative campaign to improve the health and well-being of the nation's lawyers, with a specific focus on alcohol and substance-use disorders and mental health issues. Sandy Thomas, Reed Smith's Global Managing Partner, signed the seven-point pledge developed by the ABA's Working Group to Advance Well-Being in the Legal Profession on behalf of the firm.

"We are proud to take a leadership role in this important initiative," Thomas said. "We hope our commitment encourages other firms to participate in this campaign to raise awareness, work to reduce the incidence of substance use and mental health distress, and improve lawyer well-being. This effort provides the legal profession with a strong framework for changing the conversation about these important issues and finding real solutions."

The ABA Campaign identifies seven core areas on which the signatories have agreed to focus. It also details concrete activities that law firms can take to achieve the Campaign's goals. At Reed Smith, many of these are already underway.

The firm launched its *Wellness Works* initiative in January to promote, support and sustain the well-being of its lawyers, staff, and other employees worldwide through a suite of creative programming and special events focused on stress management, work-life balance, health habits, and health mindfulness. In addition to promoting physical fitness and positive health outcomes, the initiative provides resources to proactively address mental health and substance abuse issues by offering training and information on these topics, and developing and maintaining a supportive culture focused on these and other challenges employees may encounter.

"Signing the Pledge is another step forward for *Wellness Works*," said Casey Ryan, Reed Smith's Global Head of Legal Personnel and a member of the ABA Working Group to Advance Well-Being in the Legal Profession. "The ABA's Campaign aligns perfectly with our initiative and underscores the importance of *Wellness Works*' innovative approach to our employees' well-being. We will continue to add new components to the initiative as we work to translate our support for this Campaign into action."

*Wellness Works* provides ongoing programming and activities with monthly themes and significant resources available to everyone at Reed Smith through the firm's *Wellness Works* portal on the firm's intranet. More than 1,000 Reed Smith employees participated in the firm's "Get Moving Challenge" this summer to increase their physical activity

levels. The six-week program prompted fierce, but friendly, inter- and intra-office competition involving formal and informal walks, runs and other fitness events across the global platform.

## **About Reed Smith**

Reed Smith is a dynamic international law firm dedicated to helping clients move their businesses forward. Our belief is that by delivering smarter and more creative legal services, we will not only enrich our clients' experiences with us, but also support them in achieving their business goals.

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## Reed Smith launches *Wellness Works* Globally

### New program promotes, supports overall well-being of all employees

NEW YORK & LONDON January 23, 2018 – Reed Smith LLP today announced the launch of *Wellness Works*, a firmwide program to promote, support and sustain the well-being of its lawyers, staff and other employees worldwide.

“This firm’s most valuable resource is its people, which makes their health and well-being critical to our firm, our clients and our success,” said Sandy Thomas, Reed Smith’s Global Managing Partner and Executive Committee Chair. “The legal profession is inherently high pressure, and there can be a tendency for personnel in all roles to minimize or ignore their own well-being to focus on the demands of work. I have high hopes that *Wellness Works* will help all of us achieve the level of work-life balance we each desire and so richly deserve.”

*Wellness Works* comprises stress management, work-life balance, healthy habits, and health mindfulness, and encompasses more than physical fitness. In addition to promoting wellness, the program also will address mental health and substance abuse issues by providing training and information on these topics and helping the firm develop and maintain a supportive culture focused on these and other challenges its global employees encounter.

“*Wellness Works* builds upon Reed Smith’s successful, already well-established wellness initiatives,” said Casey Ryan, the firm’s Global Head of Legal Personnel and a member of its Senior Management Team. “We anticipate the program will continue to evolve by offering additional resources that address the health and wellness needs of our entire workforce.”

The program’s initial training, entitled “A Stress Resilience Toolkit: Moving from Surviving to Thriving,” is scheduled for February 13 and 14 as a videoconference in Reed Smith’s offices around the globe.

“Information about all aspects of *Wellness Works* is now available to all staff members online, as a link from the firm’s Intranet,” said Nita M. Gordon, Reed Smith’s U.S. Director of Human Resources. “Already under development are individual pages for each office that will provide information about both firmwide and local wellness programming options. We know many individuals aspire to become healthier and improve their work-life balance at the beginning of a new year. *Wellness Works* will give them new tools to actually jump-start that process in 2018.”

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