



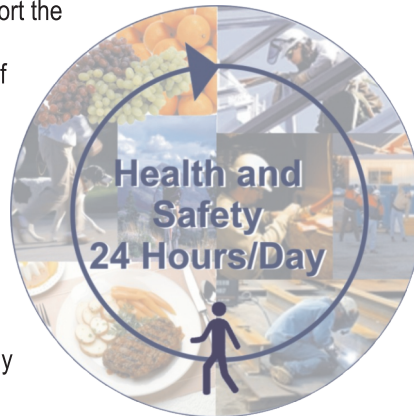
Cianbro's Wellness Program

Cianbro is an employee owned, heavy construction company with 2100 team members, covering 13 states up and down the eastern seaboard. Its headquarters is in Pittsfield, Maine, with regional offices in Pittsfield; Bloomfield, Connecticut; and Baltimore, Maryland.

Cianbro began exploring wellness programs in the early 90's looking for an initiative that would make a positive impact on team members and families and provide outcomes to reduce rising medical costs. Today, our program focuses on 4 strategies: creating the right environment, education, prevention and eliminating at-risk controllable health behaviors.

1. Creating the right environment means

- making safety and health part of what we do every day
- aligning our benefit programs to support the behaviors we are encouraging
- participating in stretches at the start of the work day,
- having a tobacco-free workplace,
- providing free nicotine replacement therapy products to team members and spouses,
- providing healthy vending and healthy choices for any company provided meals, and
- creating financial incentives for healthy living.



2. Prevention includes

- a behavior based safety program,
- ensuring a high quality health plan that pays for all recommended screenings, laboratory and x-rays at 100%,
- covered physician weight loss visit with no underlying disease diagnosis, in or out of network,
- the Healthwise Self Care Handbook for all team members, and
- promoting our medical carrier's 24-hour Nurse Health Information line to triage team members with health concerns.

3. Education consists of

Monthly *Wellness Matters* Newsletter | *WOW Bullets* and *Communication Bullets* reviewed verbally with team members at stretches | Targeted mailings and pay check messages | Intranet for team members with wellness information and links to websites such as mycigna.com and lifebalance.com | Quality Counts Program promoting Centers of Excellence and a Specialist Care Network

4. Eliminating At-Risk Controllable Health Behaviors through

The Healthy LifeStyle Program (HLP) - the center of Cianbro's Wellness Program - is a one-on-one behavioral-based, health coaching intervention program based on the principles of Stages of Change and motivational interviewing. The program was designed by Cianbro and Dr. Larry Catlett to create a way to measure health risk over time and encourage and evaluate change.

Participants talk with a health coach either on the job site during company time, at a central location for spouses or over the phone. Health coaches, employed by Occupational Medical Consulting and Dr. Larry Catlett, use custom software and a health risk appraisal questionnaire to provide participants with a customized health risk assessment, educate them on the significance of their health risk behaviors, develop motivation towards change, and set short- and long-term goals toward realistic, sustainable lifestyle changes. Since the program began in 2001, we have reduced health risks in all areas and in particular have a 50% tobacco quit rate.

Team members/spouses save on their medical insurance premium by participating. Furthermore, if they meet three out of the four criteria below, they will receive an additional discount.

- Body Mass Index (BMI) less than 27.5;
- Blood Pressure both numbers less than 140 over 90;
- Total Cholesterol less than 200 and HDL greater than or equal to 40; and/or
- Tobacco-free for 12 months or more.

An Award Winning Wellness Program

The efforts of the men and women of Cianbro and their spouses, have been honored through the Wellness Program with:

- The Wellness Councils of America (WELCOA) Gold and Platinum Level of Achievement in their Well Workplace Awards Initiative
- The Corporate Health Achievement Award from the American College of Occupational and Environmental Medicine

Cianbro continues to partner with the Centers for Disease Control and Prevention (CDC) on their Swift Worksite Assessment & Translation (SWAT) Project. In 2006, the CDC visited Cianbro as one of nine sites from across the United States identified as having a health promotion program that could serve as a national benchmark. The focus of SWAT is to identify and assess innovative worksite health-promotion programs that show promise in helping employees maintain or attain a healthy weight.

For more information about Cianbro's Wellness Program, please visit Cianbro's website at www.cianbro.com and click on the *Health & Safety* tab or contact Rita Bubar, corporate human resources and wellness manager, at (207) 487-2110 or rbubar@cianbro.com.

