



Company Wellness Program



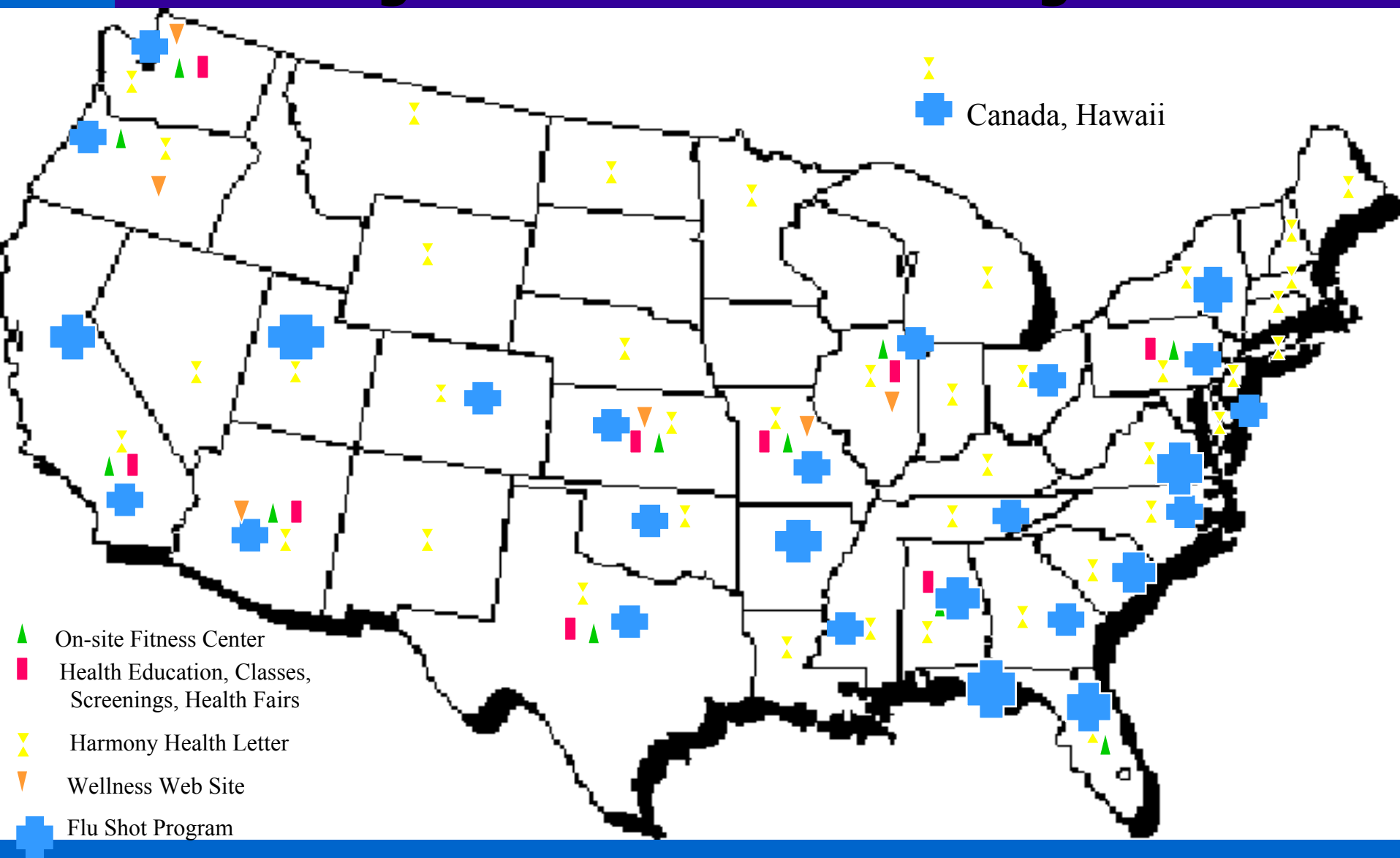
“We will promote the health and well being of Boeing people and their families” – Vision 2016



Wellness Team Members

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Boeing Health & Wellness Programs



Highest Cost Boeing Health Conditions

- Trauma
- Heart Disease
- Cancer
- Pregnancy
- Arthritis
- Low Back Pain
- Depression
- Conditions of Uterus
- Diabetes
- Substance Abuse
- Headaches
- Hypertension
- Acid Disorders
- Asthma

Risks And Costs Are Linked

- Blood Glucose: +113%
- Depression: +71%
- Blood Pressure: +53%
- Asthma: +46%
- Body Weight: +30%
- Tobacco Use: +26%
- Exercise: +25%
- Heart Disease: +228%
- Stroke +85%
- Psychosocial +147%

Source: Boeing Vital Measures Program
Analysis 1998

Source: Multi-employer HERO health risk and cost
database, LOEM, 40(10), October 1998. (n=40,026)

Top Conditions Affecting Productivity

Average Days Lost/Month*

- High Risk Preg.- 6.7
- Depression - 6.2
- Migraine - 5.7
- Neck/Back/Spine - 4.6
- Asthma - 3.4
- Arthritis - 3.4
- Allergies - 3.3
- Heart Disease - 2.8
- Diabetes - 2.7
- Hypertension - 2.1

Source: Employers Health Coalition, Inc., Productivity Study, 2000

*Lost days calculated from days absent plus self-reported lost productivity due to condition

Cost/Benefit of Worksite Wellness

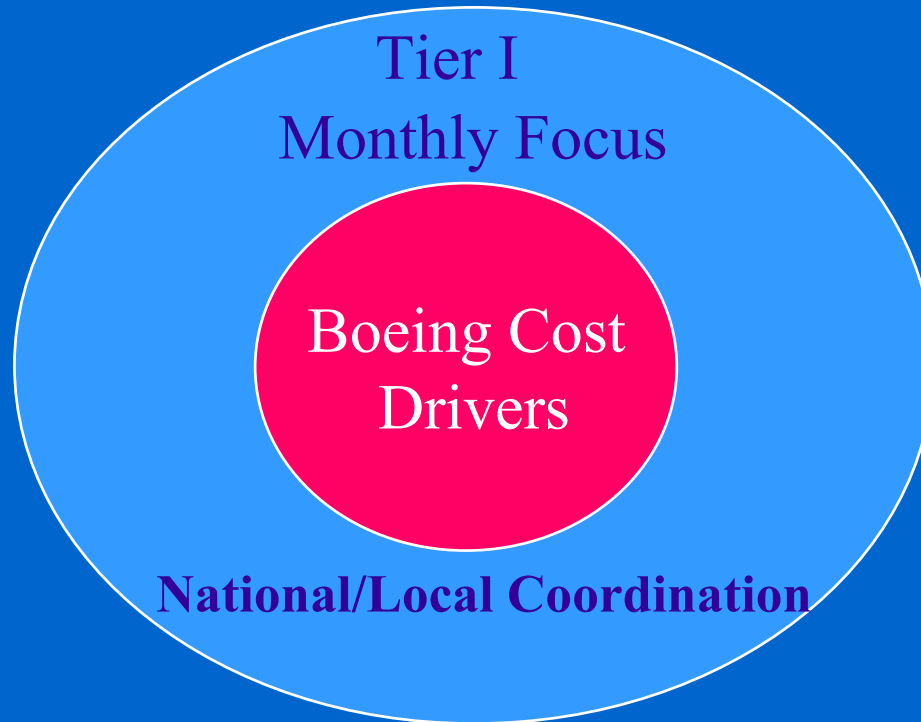
#	Company	Author	Basis	Population	C/B
1	DuPont	Bertera	HC,SL	43,888	\$2.05
2	Ind BC & BS	Gibbs	HC	1,559	\$2.51
3	Prudential	Bowne	HC,SL,DM	1,573	\$2.90
4	Travellers Ins	Golaszewski	HC, SL, P	36,000+	\$3.40
5	General Foods	Wood	SL	1,075	\$3.50
6	City of Tempe	Aldana	HC	1,325	\$3.60
7	Providence H.S.	Chapman	HC,SL	955	\$4.24
8	Bank of America	Leigh	HC	5,686	\$4.73
9	Canada Life Assur	Shephard	HC	628	\$4.85
10	Small Businesses	Fries	HC	4,712	\$5.96
11	Citibank	Goetzal	HC	22,933	\$6.70
12	P & G	Goetzal	HC	8,334	\$6.82
13	Coors Brewing	Henritze	DM	180	\$10.10
14	City of Birmingham	Harvey	HC	4,000	\$19.40

Company Wellness Strategy

- Focus on health cost/productivity issues
- Reach all covered lives
- Provide programs for education, health improvement, condition management, and self care
- Measure participation, satisfaction, and outcomes

Company Wellness Strategy

Tier I Action: *Focus*

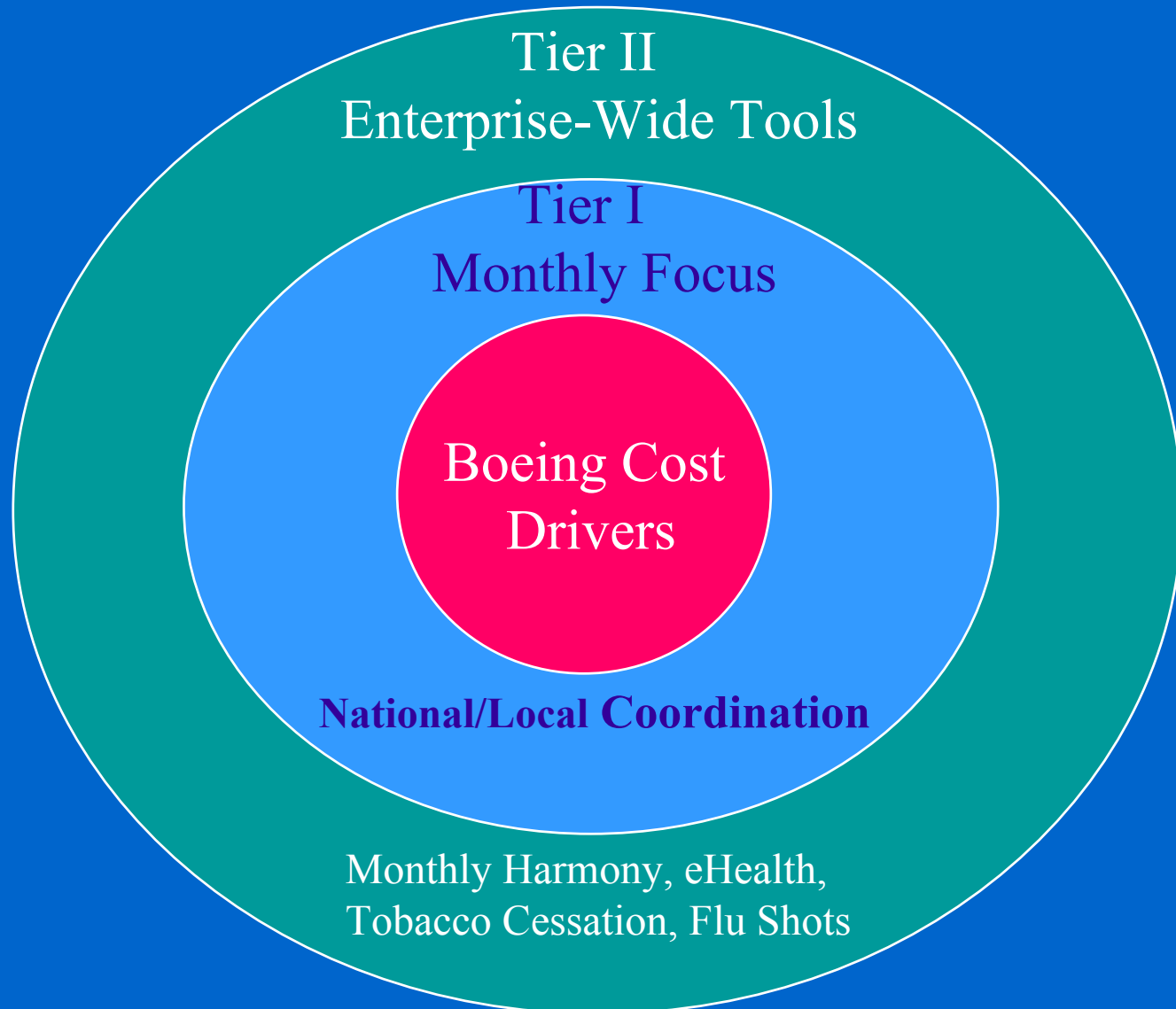


Monthly Focused Health Topics

- Jan. - *Headaches/ Migraines*
- Feb. - *Heart Health*
- Mar. - *Nutrition*
- Apr. - *Cancer*
- May - *Allergies/ Asthma*
- Jun. - *Safety*
- Jul. - *Mental Health*
- Aug. - *Arthritis*
- Sep. - *Men's Health*
- Oct. - *Women's Health*
- Nov. - *Diabetes/ Smoking*
- Dec. - *Stress*

Company Wellness Strategy

Tier II Actions: *Focus, Reach, Tools*



“Harmony” Objectives

- Reach
- Continuity
- Awareness
- Monthly Focus
- Promotion

HARMONY
EMPLOYEE HEALTH LETTER

VOL. 21, NO. 2 THE HOPE HEART INSTITUTE SUMMER 2001

HARMONY NEWSLETTER SURVEY

What You Told Us

In the April issue of *Harmony* we asked what you thought of this newsletter. Nearly 5,000 of you responded to the survey. The survey was administered by an outside firm (Hope Health) and the identity of individual respondents was not revealed to Hoag staff.

We're reporting the results of that survey on pages 4 and 5 of this newsletter. Overall, the *Harmony* newsletter is widely read, and has contributed to

helping many people make a positive change in their lifestyles. Many reported they're also better consumers of health care services as a result of reading the newsletter.

We received many positive comments and request to continue publishing the *Harmony* newsletter with comments request to publish in more areas. We have reproduced some of these comments on these two pages.

We believe the *Harmony* newsletter is used, enjoyed, and plays a positive role in helping Hoag employees, retirees, and their families lead quality lives.

Thank you for responding to the survey and helping us to provide you with meaningful and useful communications.

Five hundred Hoag employees and retirees won a \$10 gift certificate to Blockbuster® Video. Our survey vendor conducted the drawing and mailed out the awards to the winners.

BEDSIDE MANNER MATTERS

Doctors and patients who ignore the rule of bedside manner in the healing process have a lot to learn, maintains Howard Brody, MD, a family-practice doctor at Michigan State University.

"People who think stress only come out of a bottle or out of an intravenous line or in surgery really do underestimate the power of that exchange."

WHAT'S INSIDE...

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A Free Service for Hoag Employees and Families

“Boeingwellness.com” Objectives

- Reach
- Integration
- Participation
- Tools
- Data

The screenshot displays the Boeingwellness.com website interface. At the top, the Boeing logo is on the left, and the Mayo Clinic Health Information logo is on the right. Below the logos is a navigation bar with links for Home, Diseases & Conditions, Healthy Living, Drug Search, Ask a Specialist, Programs & Tools, My Health Interests, and Boeing Information. A search bar is located in the top right corner.

The main content area is divided into several sections:

- Welcome, Chris.** A personalized greeting.
- Find Information Fast:** A section for quick access to A-Z index articles, with a list of letters (A-Z) and a dropdown menu for selecting a center (Addiction, Alternative Medicine, Allergy, Alzheimer's, Arthritis, Asthma).
- Spotlight on Pain Management Center:** A featured article titled "How you feel pain" with an image of a glass of water. It includes a "Recent Spotlights" section with links to Children's Condition Center, Page Management Center, and Digestive Center.
- Programs & Tools:** A section for "Breast cancer decision guide" with an image of a woman's face.
- Timely Topics:** A section for "Back to School" and "HRT" (Hormone Replacement Therapy) with links to related guides.
- Ask a Specialist:** A section for "Night terrors: More than bad dreams" with a recent article snippet and a link to "Read the answer".
- Boeing Connections:** A sidebar section promoting the Mayo Clinic Health Risk Assessment, including a "Take the HRA" button.

At the bottom of the page, there is a footer with links for "About Us", "Site Help", "Contact Information", "Site Map", "Privacy Policy", and "Terms of Use". Below the footer is a legal disclaimer: "LEGAL CONDITIONS AND TERMS OF USE APPLICABLE TO ALL USERS OF THIS SITE. ANY USE OF THIS SITE CONSTITUTES YOUR AGREEMENT TO THESE TERMS OF USE. ©1999-2002 Mayo Foundation for Medical Education and Research. All rights reserved."

April – August Roll-Out

Tobacco Cessation Program Objectives

- Barrier Removal
- Participation
- Reduced Cost
- Increased Productivity
- Equitable Support



1100 Enrolled

One Flu Shot Program Objectives

- Positively Affect:

- Productivity
- Contract Admin.
- Employee Satisfaction

- Outcomes: (2002 vs 2001)

- 1 contract vs 20+ contracts
- 70 vs 32 sites
- 38% vs 23% avg. participation
- 57K vs 39K shots
- Positive site coordinator and employee feedback

Tier III
Targeted Programs

Tier II
Enterprise-Wide Tools

Tier I
Monthly Focus

Boeing Cost
Drivers

National/Local Coordination

eHealth, Monthly Harmony,
Tobacco Cessation, Flu Shots

**TBD: Phone-Based Coaching,
Condition Management,
Weight Management, Fitness**