



“Creating a Culture of Wellness”

Video Transcript
October 2016

Mike Petters, President and CEO: “HII is a unique, long-term business. We design and maintain the most complex military warships in the world, and we provide engineering, manufacturing and management services to the nuclear energy, oil and gas markets. Yet it’s truly our workforce that differentiates us in our industry. These are the talented men and women who are committed to shaping freedom in America and around the globe. They are critical to our success, and because they are so important, we are making long-term investments in their health and wellness and that of their families.”

Bill Ermatinger, Executive Vice President and Chief Human Resources Officer: “Good health is a priority across HII, and it’s why we continue to offer conventional PPO and CDHP medical coverage as the foundation of our benefits strategy. But our commitment to our employees and their dependents goes much further than this. We have put multiple programs in place to help break down barriers to accessible and affordable healthcare. By providing support and offering incentives to those who make healthy choices, we’re creating a culture of wellness. And it’s working. Our employees and their dependents are taking advantage of these programs and improving their health and that of their families. For example, our workplace wellness programs provide education and guidance from fitness experts on physical conditioning and good nutrition. We also offer annual biometric screenings for possible health risks and yearly flu shots.”

Doug Person, General Foreman, In-Service Carrier Program, Newport News Shipbuilding: “I participate in it and see my personal doctor because I have a wife, four kids and four grandkids. I want to be around to walk my daughters down the aisle—those that I haven’t already—to play ball with my grandkids, you know, things of that nature.”

Bill Ermatinger: “For employees who want to quit smoking, we have tobacco-cessation programs that offer individualized counseling and much more. For those who don’t smoke, we have a preferred medical insurance rate that’s \$660 less each year than the standard rate. The smoking-cessation programs are free and have been successful for the many employees who have gone through the programs.”

Donny Taylor, Quality Analyst, Newport News Shipbuilding: “As I found out in January that my daughter was going to be born in the late October/September timeframe, so my goal was to quit on my birthday. My daughter was due October 5. My boss was like: ‘Make it a challenge to quit by September 15, your birthday.’ I said, ‘OK, I’ll do that.’ The company offered a program that would help me quit, and I gave it a shot, and it worked. [Holding up photo] This is my daughter, Gracie Lynn Taylor, born eight pounds, 11 and a half ounces, a day after my birthday.”

Bill Ermatinger: “Getting healthcare whenever or wherever you are is also provided to our eligible employees and their dependents through our telemedicine benefit. This convenient, low-cost health care option offers direct access to board-certified, licensed doctors, 24 hours a day, 365 days a year for only \$10 per consultation. Physicians can diagnose and prescribe medications for issues like sinus and ear infections, flu and even skin conditions.”

Kim Gibson, Administrative Assistant, HII Corporate: “I came to work feeling bad that day, and I felt like I had a sinus infection so I called Teladoc. It’s a wonderful program because when my child is sick, I can still call the doctor for a \$10 fee, give them her symptoms, and they can suggest a treatment over the phone and call a prescription in at our local pharmacy for her too. It’s ready when I get home.”

Bill Ermatinger: “In addition to Teladoc, we are pleased to offer employees convenient, high-quality health care through our Family Health Centers. These centers are located near our shipyards in Mississippi and Virginia. Both of our Family Health Centers offer employees and their families affordable health care, such as primary care, radiology, physical therapy, and laboratory services for just \$15 per visit.”

Stephanie White, Talent Acquisition, Newport News Shipbuilding: “There’s something that I want to talk about—I call the three C’s—when you come into the medical facility. They have wonderful *care*. It certainly is *convenient*, because it’s right here at the shipyard; you can just walk right over. But at the same time, you’re getting *customer service*.”

Bill Ermatinger: “Our employees and their families have convenient access to free wellness counseling at the health center with dietitians and chronic care counselors who assist people with issues like high blood pressure and diabetes.”

Stephanie White: “There’s also a fourth C, and that’s cost. And the \$15 fee is certainly I’ve found to be very reasonable, and I would encourage anybody to come here.”

Bill Ermatinger: “On-site pharmacies make it easy for our employees and their families to pick up medications they need.”

Olga Rojas, Pipefitter, Ingalls Shipbuilding: “It’s convenient. We have everything in one place. That’s what I like about it. The doctors are awesome. They actually care about you. They question every little detail about you. I always recommend it. Always.”

Mike Petters: “This commitment to health and wellness is an investment in the future of our workforce and in the communities where we live and work. Since many of the men and women of HII are second, third, fourth—and we even have a few fifth-generation employees—these investments in their health and wellness make good business sense. And most importantly, we think it’s the right thing to do. Our workforce is at the heart of our success, and we want to help them and their families be the healthiest they can be.”