Since 2013, HII has expanded and refined its benefits and wellness strategy to best meet the needs of our employees and their families. Our ultimate goal is for employees and their family members to take ownership of their physical, financial and mental health. We want them to be savvy consumers of health care, mindful savers who look to the future while budgeting for today, and willing seekers of help and mental health support when in need.

To achieve this goal, though, we recognize the hurdles our workforce and the public at large face when it comes to benefits and wellness. Health care and finances can be tricky and jargon-heavy. And even when you enroll in a health plan, accessing medical care can be burdensome, expensive and scary. So our mission in 2019 was to develop and refine HII’s benefits and wellness programs to focus on awareness, engagement and, ultimately, ownership. For employees to own their health, they have to know it first.

In 2019 we focused on several key areas in terms of awareness, engagement and ownership. First, since awareness and engagement rely on education, we expanded our in-person benefits activities and updated our Annual Enrollment process so employees could easily learn about the plans and programs available to them. Second, we partnered with our physical and financial wellness providers to increase employees’ understanding and accountability through the new Know Your Numbers program and increased one-on-one coaching. And lastly, a major project was tackling greater ownership of mental health, a topic that is too often stigmatized. So we worked to rebrand our employee assistance program to break down stigma and barriers to care so employees and their loved ones can feel confident about getting the care they need.

We invest in our workforce and strive to offer employees and their families the right benefits and wellness programs to meet their needs. As we continue this journey, we’ll continue engaging our employees to create a culture of well-being where everyone knows, and owns, their health.

Bill Ermatinger  |  HII Executive Vice President and Chief Human Resources Officer

Cover: More than 950 runners registered for Ingalls Shipbuilding’s eighth annual “5K on the Causeway,” Sept. 21, 2019. This year, Ingalls was able to donate $50,000 to Special Olympics of Mississippi. Photo by Derek Fountain/HII
Since 2011 Huntington Ingalls Industries (HII) has developed cutting-edge benefits and wellness options for our workforce and their families. Each new benefit and program is designed to achieve a single goal: To help employees and their families better understand their physical, financial and emotional health, so that they can take steps toward living healthier lives.

Understanding health care and benefits options can be time-consuming, from copays and deductibles to 401(k) contributions. When you’re busy with day-to-day life, being a savvy benefits consumer can be low on your to-do list. That’s where HII’s benefits engagement strategy comes in.

Our goal is help employees and their families become informed benefits consumers. From awareness to action, when employees understand their benefits they can own their health—and a healthier future, too.

To raise awareness, we realized we needed to reach all levels of employees—from leaders to individual contributors—as well as their families. By creating strategic connections—in print, online and in person—we made meaningful contact with more people than ever before.
INCREASED AWARENESS

Offer in-person education events to increase benefits awareness and participation.

- Annual Benefits Enrollment Fairs at Newport News and Ingalls—April to May 2019
- Design thinking focus groups with United Steelworkers—July 2019

Educate HII leaders on our benefits and wellness programs so they can champion them.

- NNS Business Forum for Newport News Shipbuilding leadership—January 2019
- HII Atlanta Leadership Conference—September 2019

Make health and wellness benefits a year-round family affair with engaging events and giveaways.

- Well Fun in the Park
- Newport News Shipbuilding Family Day—May 2019

Newport News Shipbuilding’s Family Day was a huge success.

More than 10,000 Newport News employees and family members attended the event, which featured 22 different benefits vendors, including HII Family Health Center, CVS, HII Family Vision Center, Onsite Dental, Alight Financial Advisors, Wells Fargo, Rethink, Employee Assistance Program, SmarterPath and Teladoc. We also hosted a number of popular wellness events throughout the day such as healthy lunch demonstrations and mini aerobics classes. The event was fun as well as informative, and it was a great opportunity to talk to spouses and children about benefits and wellness services available to the whole family.
ONE: Increased Awareness

SIMPLIFY, SIMPLIFY, SIMPLIFY

The good news: HII offers an incredible range of health care and retirement benefits. A downside? So many great options can make it difficult for our employees to choose exactly which benefits are best for them. We don’t want anyone to choose their benefits blindly, so we took several key steps to streamline and simplify the enrollment process.

• ALEX
• SYNCHRONIZED ANNUAL ENROLLMENT
• SIMPLIFYING BENEFITS LANGUAGE AND IMPROVING FLOW
• HIGHLIGHTING TOBACCO-FREE SAVINGS
• ADDING 401(k) PLANS TO THE ANNUAL ENROLLMENT WINDOW

75% OF STUDY PARTICIPANTS

70% OF STUDY PARTICIPANTS

NEARLY 40%

say it’s important to pick the right health plan
don’t know where to go for information

BY THE NUMBERS

7,485 TOTAL VISITS to ALEX during 2019 Annual Enrollment

ALEX

Introduced in 2018 as HII’s interactive video guide to benefits decisions, ALEX asks basic questions about health spending, medical habits and more to help families make smart choices and save money.

Complete and confidential and jargon-free, the online tool is available during Annual Enrollment and to new hires, or to employees who have experienced a qualified life event such as a marriage or a new baby. It’s the perfect way to get personalized solutions—plus peace of mind, too.

“ALEX makes it so simple and easy to understand. For years I blindly picked which medical option would work for me. But, this process is quick, efficient and effective!”
— HII Employee survey response

“I used ALEX for the first time last year and was able to make better choices for my medical care. I ended up with savings and better care.”
— HII Employee survey response

70% OF STUDY PARTICIPANTS rank health plan guidance tools, cost clarity tools and summaries of past usage as the most helpful services their employer could offer.

Alight’s 2018 Consumer Health Mindset Study
SYNCHRONIZED ANNUAL ENROLLMENT

TIMING
In 2019, all HII divisions and the corporate office had the same Annual Enrollment window. Communications were consistent across all divisions, and now, all HII employees and their families will know to look for enrollment every spring. As an added bonus, it also made the process more streamlined for our benefits administrator.

OVERALL ENROLLMENT IS UP SIGNIFICANTLY
ANNUAL ENROLLMENT PARTICIPATION

+21.8% 36,872 SHIPBUILDING EMPLOYEES
(up 21.8% compared to 2018’s Annual Enrollment)

+15% 5,121 TECHNICAL SOLUTIONS EMPLOYEES
(up 15% compared to 2018’s Annual Enrollment)

92% CUSTOMER SATISFACTION

EMPLOYEES ARE MAKING NEW ELECTIONS

<table>
<thead>
<tr>
<th>Division</th>
<th>Online Enrollment</th>
<th>Phone Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHIPBUILDING</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>TECHNICAL SOLUTIONS</td>
<td>88%</td>
<td>12%</td>
</tr>
</tbody>
</table>

*All statistics above are 2019 enrollment stats compared to 2018 stats.

HII worked with Alight, our benefits administrator, to make the online Annual Enrollment experience even easier. We updated benefits descriptions with simple, jargon-free language and we changed the flow of the information to make it more intuitive.
ONE: Increased Awareness

Employees who are tobacco-free can save at least $650 on their medical insurance each year. (Technical Solutions employees save $650 and shipbuilding and corporate employees save $660.) It’s a big cost savings, but employees must update their status every year to qualify.

In years past, employees needed to click through several pages online to update their tobacco-use status. When HII realized the confusion, we redesigned the site. Now, tobacco-use status is one of the first questions listed when you enroll.

RESULTS
401(k) enrollments increased, most likely in response to these key updates.

TOBACCO-FREE STEELWORKERS
BY THE NUMBERS

The redesign resulted in less confusion for employees. There were fewer calls to the Huntington Ingalls Benefits Center (HIBC) and fewer tobacco-related searches on UPoint.

Preparing United Steelworkers for tobacco-use changes
2019 marked the first year where Newport News Shipbuilding’s United Steelworkers had to identify their tobacco-use status to save $660 a year on their medical insurance.

Our Newport News benefits team prepared Steelworkers for this change by offering more than 50 in-person educational events. These supportive one-on-one connections increased program awareness and provided extra help to Steelworkers.

FINANCIAL SECURITY AND SAVINGS PROGRAM (FSSP) 401(k)

62% of participants who engaged with the 401(k) module during Annual Enrollment either enrolled in the 401(k) or increased their savings.

153 employees enrolled in the 401(k) for the first time

2,067 employees increased their 401(k) contributions

The FSSP retirement plan is for Ingalls represented employees.

HUNTINGTON INGALLS SAVINGS PLAN (HISP) 401(k)

81% of the 6,644 Steelworkers declared a tobacco-free status

70% of Technical Solutions employees indicated they do not use tobacco

401(k) enrollments increased, most likely in response to these key updates.

BY THE NUMBERS

The redesign resulted in less confusion for employees. There were fewer calls to the Huntington Ingalls Benefits Center (HIBC) and fewer tobacco-related searches on UPoint.

Preparing United Steelworkers for tobacco-use changes
2019 marked the first year where Newport News Shipbuilding’s United Steelworkers had to identify their tobacco-use status to save $660 a year on their medical insurance.

Our Newport News benefits team prepared Steelworkers for this change by offering more than 50 in-person educational events. These supportive one-on-one connections increased program awareness and provided extra help to Steelworkers.

401(k) enrollments increased, most likely in response to these key updates.

FINANCIAL SECURITY AND SAVINGS PROGRAM (FSSP) 401(k)

62% of participants who engaged with the 401(k) module during Annual Enrollment either enrolled in the 401(k) or increased their savings.

153 employees enrolled in the 401(k) for the first time

2,067 employees increased their 401(k) contributions

The FSSP retirement plan is for Ingalls represented employees.

HUNTINGTON INGALLS SAVINGS PLAN (HISP) 401(k)

81% of the 6,644 Steelworkers declared a tobacco-free status

70% of Technical Solutions employees indicated they do not use tobacco

RESULTS

For the first time, we incorporated our 401(k) retirement benefits into the Annual Enrollment process. By adding a 401(k) module, we made it easier for employees to review and update their retirement accounts while also selecting their benefits.
LET’S FACE IT: Many of us don’t go to the doctor as often as we should. We ignore the ache in our shoulder or the extra pounds we’ve added over the years. We try not to think about cholesterol or blood pressure. We assume we’re healthy, even though our health numbers may indicate otherwise.

That’s one reason why HII introduced Know Your Numbers, a program designed to help employees better understand and take ownership of their health. Through health screenings and an online wellness profile, our employees gain knowledge and learn their risk for disease. It’s a vital opportunity to make individual health a true priority, and to potentially catch disease before it starts.

The program is administered by QuadMed, the third-party vendor that operates the HII Family Health Centers and BeWell for Life wellness program. All information collected is protected by HIPAA, the Health Insurance Portability and Accountability Act.

HII EMPLOYEES CAN COUNT ON A $600 FINANCIAL BENEFIT, TOO

After completing both a health screening and a wellness profile, eligible employees receive a $600 discount on HII’s standard medical premiums. This financial factor made a big impact on participation numbers.

Disclosure: The medical premium savings are available to salaried Ingalls, Newport News and HII Corporate employees enrolled in an HII Anthem medical plan.

NEW: QuadMed’s Wellness Online Portal

In April 2019, HII and QuadMed launched a new Wellness Online portal. Thanks to this secure portal, employees and their family members can log on, complete a wellness profile and access their Know Your Numbers data. In addition to keeping health care statistics in one place, it also encourages overall wellness—with recipes, exercise tracking, nutrition and water tracking, mindfulness exercises, interactive workshops, videos and more.

WELLNESS ONLINE PORTAL LOGINS WERE HIGHER THAN EVER.

Know Your Numbers program period (from April to September 2019)

- Newport News Shipbuilding employee logins: 13,450
- Ingalls Shipbuilding employee logins to the Wellness Online portal: 41,570

In April 2019, HII and QuadMed launched a new Wellness Online portal. Thanks to this secure portal, employees and their family members can log on, complete a wellness profile and access their Know Your Numbers data. In addition to keeping health care statistics in one place, it also encourages overall wellness—with recipes, exercise tracking, nutrition and water tracking, mindfulness exercises, interactive workshops, videos and more.
TWO: Healthy Body

KNOW YOUR NUMBERS is convenient, confidential and free. Here’s how it works.

STEP 1 | COMPLETE A WELLNESS PROFILE
Log on to QuadMed’s new Wellness Online portal and answer health-related questions to create a personal wellness profile.

STEP 2 | GO FOR A HEALTH SCREENING
Free health screenings were conveniently available on-site at both Ingalls and Newport News, and at the HII Family Health Centers. Employees could also download a Health Screening Form and have their own medical provider complete it.

STEP 3 | SAVE MONEY
Eligible employees can save $600 on their HII medical insurance if they complete both a wellness profile and health screening by the program deadline.

KNOW YOUR NUMBERS

<table>
<thead>
<tr>
<th></th>
<th>Eligible</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingalls</td>
<td>3,497</td>
<td>2,657</td>
</tr>
<tr>
<td>Newport News</td>
<td>9,972</td>
<td>7,330</td>
</tr>
</tbody>
</table>

EMPLOYEES ELIGIBLE FOR A PREMIUM REDUCTION

<table>
<thead>
<tr>
<th></th>
<th>Total Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingalls Non-Represented</td>
<td>25</td>
</tr>
<tr>
<td>Ingalls Represented</td>
<td>61</td>
</tr>
<tr>
<td>Newport News &amp; HII Corporate Non-Represented</td>
<td>100</td>
</tr>
<tr>
<td>Newport News Represented</td>
<td>1,024</td>
</tr>
</tbody>
</table>

EMPLOYEES ELIGIBLE FOR A RAFFLE

While the premium reduction only applies to certain medical plans, many employees still completed the program because they wanted to know their health numbers and participate in a raffle.

KNOW YOUR NUMBERS

<table>
<thead>
<tr>
<th></th>
<th>Total Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingalls Non-Represented</td>
<td>1,210</td>
</tr>
<tr>
<td>Ingalls Represented</td>
<td>25</td>
</tr>
<tr>
<td>Newport News &amp; HII Corporate Non-Represented</td>
<td>61</td>
</tr>
<tr>
<td>Newport News Represented</td>
<td>100</td>
</tr>
</tbody>
</table>

MAKING HEALTH NUMBERS COUNT

The Know Your Numbers Health Screening measures the following:

- Height
- Weight
- Body Mass Index (BMI)
- Blood Pressure
- Total Cholesterol
- HDL (Good Cholesterol)
- LDL (Bad Cholesterol)
- Triglycerides
- Blood Sugar (A1C) Test

These health statistics are more than numbers. Measured during a Know Your Numbers health screening, they’re an important glimpse into a person’s overall health. They can help medical providers determine a plan of action—whether it’s cutting salt intake to achieve lower blood pressure, or creating a weight loss and exercise strategy to combat high BMI. Knowing your health numbers is a smart way to jumpstart a healthier life.

Employees who aren’t enrolled in an eligible medical plan can still participate in the program and be entered to win a raffle prize.
A STRONGER, HEALTHIER TEAM

Know Your Numbers helps the individual, but it also benefits our entire HII workforce. For years, HII offered voluntary health screenings, yet we never saw high engagement. So while we wanted to create health care plans that met the needs of our entire team, we didn’t have enough data to be truly effective. Creating the Know Your Numbers program—and offering $600 in health care savings for the majority of participants—generated a much larger response.

HII created Know Your Numbers for three vital reasons:

1. To help our employees lead longer, healthier and happier lives
2. To help health care professionals at the HII Family Health Centers point employees to the specific programs that will benefit them
3. To look at aggregate data and trends on a large scale to determine which benefits plans and programs best meet the needs of our workforce

THE BIG PICTURE

KNOW YOUR NUMBERS ALLOWED HII TO CAPTURE COMMON CONTROLLABLE RISK FACTORS OF PROGRAM PARTICIPANTS, WHICH IN TURN CAN HELP US MAKE CHANGES AND CREATE PROGRAMS TO IMPROVE THE HEALTH OF OUR WORKFORCE.

DATA

- Risk is a measure of lifestyle, medical and psychosocial factors that seeks to predict a participant’s prospects for disease and/or disability.
- Based on 14 modifiable risk factors
  - Self-Rating of Health
  - Medical Status
  - Cholesterol
  - Blood Pressure
  - Activity Level
  - Weight/BMI
  - Tobacco Use
  - Alcohol
  - Medications
  - Stress Level
  - Life Satisfaction
  - Job Satisfaction
  - Absenteeism
  - Seat Belt Use

OVERALL RISK levels of Know Your Numbers participants

While more than half of Know Your Numbers participants exhibit zero to two risk factors, our data shows that 14% of participants are considered high risk.

COMMON RISK FACTORS

- OVERWEIGHT
- HIGH-RISK LIPID PROFILE
- LOW LIFE SATISFACTION
- SEDENTARY LIFESTYLE
- LOW JOB SATISFACTION
- HIGH ABSENTEEISM
- HYPERTENSION
- HIGH STRESS LEVEL
- TOBACCO USE
**NEWPORT NEWS SHIPBUILDING**

Aggregate data from Newport News Know Your Numbers participants.

**INGALLS SHIPBUILDING**

Aggregate data from Ingalls Know Your Numbers participants.

---

**WE TAKE CONFIDENTIALITY SERIOUSLY.**

All Know Your Numbers information is maintained securely and confidentially by QuadMed and protected by HIPAA. We will never charge medical rates based on an employee’s health numbers, and there is no “goal number” that is necessary to attain to achieve a discount.

“**I found out my A1C was 15 at my health screening. Now I’m being treated for Type 1 diabetes. Know Your Numbers saved me $600, but it also saved my life.”**

— Seth Cole, planner apprentice at Newport News Shipbuilding

**DID YOU KNOW?**

**THE KNOW YOUR NUMBERS PROGRAM HELPED 9,987 EMPLOYEES SAVE $600 ON HEALTH INSURANCE.**
HII FAMILY HEALTH CENTERS

A STRONG SUCCESS STORY

We opened our HII Family Health Centers because we believed our employees and their families deserve high-quality, convenient and affordable health care. Five years later, we can truly see the impact. A record number of employees discovered the health center’s benefits in 2019, with annual physicals, preventive care and wellness coaching among the top reasons to visit.

DID YOU KNOW?

HII Family Health Centers offer comprehensive services for $15 per visit.
And preventive care, annual physicals and immunizations are free!

### CARING IN ACTION: HEALTH CENTER SERVICES

- Adult and pediatric primary care
- Free preventive visits
- Pharmacy
- Physical therapy
- Radiology
- Laboratory services
- Immunizations
- Flu shots
- Chronic care management for diabetes, asthma and hypertension
- Health and wellness education and coaching—including tobacco cessation, nutrition assistance and weight management programs

### EMERGENCY ROOM VISITS ARE DOWN

**FROM 2014 TO 2019, THE NUMBER OF TRIPS TO THE ER DECREASED BY AN IMPRESSIVE 2,965.**

Programs such as Teladoc and the HII Family Health Centers have made an impact in decreasing the number of overall visits to the ER.

<table>
<thead>
<tr>
<th>Family Health Centers</th>
<th>Ingalls</th>
<th>NNS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unique Patients in 2019</td>
<td>5,267</td>
<td>7,842</td>
</tr>
<tr>
<td>Average Capacity</td>
<td>82.4%</td>
<td>84.2%</td>
</tr>
</tbody>
</table>
HII FAMILY HEALTH CENTERS PERFORMANCE OVERVIEW

Percentage of eligible lives using the health centers: 20%

Total visits to HII Family Health Centers: 40,814

Patients satisfied with the quality of care: 99%

Patients would recommend the provider: 99%

USE OF GENERIC MEDICINE INCREASED TO 98.31% IN 2019.

There were 3,098 new HII Family Health Center patients in 2019 and 14,030 total unique patients. THAT'S 22% MORE THAN 2018.

QUALITY HEALTH CARE IS CLOSE TO HOME

31% of Newport News patients live within 10 miles of the Health Center.

50% of Ingalls patients live within 10 miles of the Health Center.

There were 3,098 new HII Family Health Center patients in 2019 and 14,030 total unique patients. THAT'S 22% MORE THAN 2018.

QUALITY HEALTH CARE IS CLOSE TO HOME

There were 3,098 new HII Family Health Center patients in 2019 and 14,030 total unique patients. THAT'S 22% MORE THAN 2018.

There were 3,098 new HII Family Health Center patients in 2019 and 14,030 total unique patients. THAT'S 22% MORE THAN 2018.

Quality health care is close to home.
TOP CONDITIONS SEEN AT THE HEALTH CENTERS

- Arthopathies/joint disorders
- Diabetes
- Stomach issues
- Hypertension
- Lipid disorders
- Spinal, back and low-back pain
- Endocrine disorders
- Respiratory infections

TOP CONDITIONS SEEN IN QUADMED’S ACUTE CARE CLINIC AT INGALLS SHIPBUILDING

- Upper respiratory infection
- Blood pressure check
- Neck and back pain
- Sinus infections
- Rash
- Eye discomfort
- Dizziness
- Headache
- Abdominal pain
- Ear wax removal

TOP CONDITIONS SEEN AT INGALLS SHIPBUILDING

QUADMED’S ACUTE CARE CLINIC IS LOCATED WITHIN INGALLS’ SHIPYARD TO PROVIDE SHIPBUILDERS EASY ACCESS TO NON-OCCUPATIONAL MEDICAL CARE.

HEALTH CENTER HIGHLIGHTS

2019 CARE INCLUDED

- 25,355 provider visits
  UP 20%
- 4,644 wellness visits
  UP 11%
- 2,390 x-ray performed
  UP 42%

HEALTH CENTER PATIENTS HEAL FASTER BY WORKING WITH LICENSED PHYSICAL THERAPISTS:

- National PT patients need an average of 12-15 appointments to heal
- Family Health Center patients need an average of only 5.7 visits to heal due to one-on-one work with licensed physical therapists

PHYSICAL THERAPY

Physical therapy patients at the Family Health Centers average fewer visits for a case versus the national average. This means less time away from work and their daily activities, less money spent on care, and, most importantly, less time in pain. All physical therapy appointments are staffed by licensed physical therapists—not technicians or assistants—which means more personalized, hands-on treatment for quicker heal times.

INCREASING HEALTH CARE CENTER USAGE AMONG REPRESENTED EMPLOYEES

- Ingalls shipbuilding represented employees’ utilization INCREASED FROM 1,350 TO 2,252
- Newport News shipbuilding represented employees’ utilization INCREASED FROM 2,480 TO 2,541

* When comparing July 2017-June 2018 plan year vs. July 2018-June 2019 plan year

QUADMED’S ACUTE CARE CLINIC IS LOCATED WITHIN INGALLS’ SHIPYARD TO PROVIDE SHIPBUILDERS EASY ACCESS TO NON-OCCUPATIONAL MEDICAL CARE.
COMPARING PATIENT POPULATIONS AND IMPROVING CARE

Through a partnership between QuadMed and IBM Watson, we can compare data from HII Family Health Centers’ patient population with that of HII employees seeking medical care in the community. This data shows that although health center patients have higher health risks, they are getting more comprehensive care and spending less time at the urgent care and the emergency room.

HII FAMILY HEALTH CENTERS PERFORMANCE OVERVIEW

- FAMILY HEALTH CENTER PATIENTS HAVE EASY ACCESS TO MEDICAL CARE
  Spend more time with health care professionals who can discuss concerns and answer questions thoroughly

- FAMILY HEALTH CENTER PATIENTS RECEIVE APPROPRIATE LAB AND RADIOLOGY SERVICES
  Benefit from a more complete picture of their whole health

- FAMILY HEALTH CENTER PATIENTS TEND TO HAVE HIGHER HEALTH RISKS
  Conditions such as heart disease, diabetes, depression, hypertension and back problems benefit from more care

When compared to HII employees seeking community care, patients at the HII Family Health Centers are getting more comprehensive care.

<table>
<thead>
<tr>
<th></th>
<th>HII Family Health Center Users</th>
<th>Non-Users</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colon Cancer Screening</td>
<td>60%</td>
<td>49%</td>
</tr>
<tr>
<td>Cervical Cancer Screening</td>
<td>71%</td>
<td>63%</td>
</tr>
<tr>
<td>Breast Cancer Screening</td>
<td>79%</td>
<td>69%</td>
</tr>
<tr>
<td>Diabetes Eye Exam</td>
<td>41%</td>
<td>39%</td>
</tr>
<tr>
<td>Diabetes A1C Test</td>
<td>94%</td>
<td>89%</td>
</tr>
</tbody>
</table>

HII FAMILY HEALTH CENTER PATIENTS BENEFIT FROM RECEIVING APPROPRIATE SCREENINGS, VACCINATIONS AND CONDITION-SPECIFIC CARE, COMPARED TO NON-HEALTH CENTER USERS.

<table>
<thead>
<tr>
<th></th>
<th>HII Family Health Center Users</th>
<th>Non-Users</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colon Cancer Screening</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td>Cervical Cancer Screening</td>
<td>9%</td>
<td>14%</td>
</tr>
<tr>
<td>Breast Cancer Screening</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>Flu Vaccine</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>Diabetes A1C Test</td>
<td>6%</td>
<td>8%</td>
</tr>
</tbody>
</table>
When Anthem’s medical claim data showed that HII’s population had a higher rate of musculoskeletal issues, we partnered with the physical therapists at the HII Family Health Centers to launch We’ve Got Your Back.

Introduced in 2019, this program is designed to help employees heal back injuries, prevent injuries and avoid re-injury.

Led by health center physical therapists and wellness staff, the program is comprised of three 30-minute education sessions. Participants receive free posture screenings and are taught how to identify risk factors and prevention strategies. The health centers’ physical therapists also share stretches and exercises to help with both acute and chronic lower back pain.

**BY THE NUMBERS | WE’VE GOT YOUR BACK**

**NEWPORT NEWS**

Maximum class capacity of 20

<table>
<thead>
<tr>
<th>Session</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Session 1</td>
<td>12 Participants</td>
</tr>
<tr>
<td>Session 2</td>
<td>13 Participants</td>
</tr>
<tr>
<td>Session 3</td>
<td>12 Participants</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Session</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Session 1</td>
<td>9 Participants</td>
</tr>
<tr>
<td>Session 2</td>
<td>3 Participants</td>
</tr>
<tr>
<td>Session 3</td>
<td>2 Participants</td>
</tr>
</tbody>
</table>

**INGALLS**

Maximum class capacity of 8

<table>
<thead>
<tr>
<th>Session</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Session 1</td>
<td>5 Participants</td>
</tr>
<tr>
<td>Session 2</td>
<td>2 Participants</td>
</tr>
<tr>
<td>Session 3</td>
<td>3 Participants</td>
</tr>
</tbody>
</table>

OCTOBER 2019

NOVEMBER 2019
At HII, we understand that everyone is different and that personal health and wellness come in many different forms. That’s why we offer BeWell for Life—a comprehensive, free wellness offering that brings together a variety of programs and resources to help employees get healthy and active. Whether it’s one-on-one wellness coaching or meal planning, group fitness classes or year-round wellness challenges, BeWell for Life encourages nutrition, exercise and overall healthy living.

**Employees who engaged with BeWell for Life programs in 2019 reported 98% satisfaction with the program.**

The FitCenter at Ingalls had 1,975 employees participate in a fitness class or visit the gym.

BeWell for Life administers flu vaccines and completes health screenings at no cost for HII employees.

4,254 employees participated in BeWell for Life wellness programs and challenges.

**BEWELL FOR LIFE**

Employees who engaged with BeWell for Life programs in 2019 reported 98% satisfaction with the program.

The FitCenter at Ingalls had 1,975 employees participate in a fitness class or visit the gym.

BeWell for Life administers flu vaccines and completes health screenings at no cost for HII employees.

4,254 employees participated in BeWell for Life wellness programs and challenges.

**FIGHT THE FLU | BeWell for Life administers flu vaccines and completes health screenings at no cost for HII employees.**

**Flu Vaccines in 2019**

NNS | 4,290

**INGALLS | 2,725**

**PROGRAMS**

**FITNESS** | Group fitness class participation, FitCenter memberships (Available at Ingalls)

**ONE-ON-ONE CARE** | Wellness coordinator visits, registered dietician nutritionist visits

**SIGNATURE PROGRAMS** | Prevent T2, heart healthy testing, Heart Of Steel (NN only), Sk event, maintain don’t gain (wellness online challenge)

**PROMOTIONAL PROGRAMS** | Nutrition bytes, BeWell in 5, lunch & learn/department requests, gate promotions

**WELLNESS ONLINE** | Wellness online visits
To encourage regular physical activity, BeWell for Life operates fitness classes and a gym for employees at Ingalls and hosts two 5k races each year—one at each shipbuilding division.

BeWell for Life outreach table at the 2019 Ingalls 5k On The Causeway.

Our employees live busy lives, and sometimes it’s hard to eat healthy. Nutrition Bytes makes it a little easier. Written by BeWell for Life registered dietitians, it’s a monthly e-newsletter that features healthy recipes, food tips and more. In 2019, we saw a surge in Nutrition Bytes subscription numbers—a positive sign that HII families are growing even more interested in making healthy eating a part of their daily routine.

NUTRITION BYTES

<table>
<thead>
<tr>
<th></th>
<th>NNS 2018</th>
<th>NNS 2019</th>
<th>INGALLS 2018</th>
<th>INGALLS 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Sign Ups</td>
<td>434</td>
<td>876</td>
<td>130</td>
<td>350</td>
</tr>
<tr>
<td>Outreach Emails Sent</td>
<td>1,714</td>
<td>6,289</td>
<td>430</td>
<td>3,289</td>
</tr>
</tbody>
</table>

SIGN UPS FOR NUTRITION BYTES SUBSCRIPTIONS HAVE MORE THAN DOUBLED IN THE PAST YEAR.
Not only do our eyes allow us to see, they also act as key indicators of our overall health. They are often the first organs to show symptoms of diseases like diabetes, high cholesterol, high blood pressure, rheumatoid arthritis and other autoimmune disorders. Providing easily accessible vision care to our employees and their families can help catch disease early.

In 2018, HII Vision Centers opened in Gautier and Newport News, and usage greatly increased in 2019.

Types of treatment available

- Cleanings
- Crowns and bridges
- Digital X-rays
- Exams
- Extractions
- Fillings
- Fluoride treatments
- Invisalign teeth aligners
- Implants
- Lumineers
- Night guards
- Onlays
- Periodontal Cleanings
- Retainers
- Sealants
- Sports guards
- Veneers
- Whitening (in-office and at-home treatment options)
- And more

Onsite Dental opened in Newport News in 2018.
TYPE 2 DIABETES

More than 100 million American adults are living with diabetes or prediabetes—yet one in four aren’t aware that they have the disease.*

Type 2 diabetes is a national epidemic, with more than 1.5 million Americans diagnosed every year.* The good news? Losing weight through diet and exercise can cut an individual’s risk of Type 2 diabetes in half. At HII, our goal is to educate our employees and their families about Type 2 diabetes and to help those with diabetes manage their symptoms to live healthier lives.

DIABETES PREVENTION PROGRAM: SOLERA

Prediabetes doesn’t have to lead to diabetes. By losing just 5 to 7 percent of your body weight, it’s possible to lower your risk of developing Type 2 diabetes.

But fighting the risk factors is hard work. To help employees and their families achieve success, HII partnered with Anthem’s Solera network—a program designed to empower our people with the tools they need to make daily lifestyle changes. Solera helps participants establish healthy habits and lose weight through diet and exercise, which can greatly reduce the risk of developing diabetes.

*Centers for Disease Control and Prevention

DIABETES CARE AT THE HII FAMILY HEALTH CENTER

FREE

• One-on-one wellness coaching with dietitians and certified diabetes educators
• Diabetes education and resources
• Meal planning assistance
• Accountability resources

LOW-COST

• Medical providers
• Pharmacy
• Laboratory services

SOLERA BENEFITS INCLUDE:

• Free diabetes prevention programs via the YMCA, Weight Watchers and others
• Free wireless scales and activity trackers
• In-person, online and over-the-phone support

303 EMPLOYEES & DEPENDENTS committed to a Solera diabetes prevention program in 2019.

TELEDAC

We want to help employees and their families avoid high medical expenses whenever possible, and that means preventing unnecessary trips to the emergency room and urgent care. Teladoc is a smart solution. It’s available for non-emergencies anytime, anywhere—even when the patient is away from home or it’s the middle of the night. Thanks to its incredible convenience, Teladoc is increasingly popular with HII employees and their families. Utilization increased from 9.2% in 2018 to 10.2% in 2019.

TELEDAC OFFERS HELP IN FIVE MAJOR AREAS OF CARE:

GENERAL MEDICINE

BEHAVIORAL HEALTH

CAREGIVER ASSISTANCE

TOBACCO CESSATION

DERMATOLOGY

In 2019, 2,313 employees and 636 dependents used Teladoc for non-emergency medical needs, saving an average of $472 per claim.

TELEDAC DERMATOLOGY

In the summer of 2019, HII added Teladoc’s dermatology service to our benefits offerings.

Now, patients can send a photo and a description of their dermatology issue to a board-certified dermatologist who will create a treatment plan and write a prescription if needed. Patients don’t need to wait for an appointment or waste time driving to a dermatologist.

In 2019, 0.9 HOURS was the average wait time for a dermatology appointment, measured from the member’s initial request until the provider’s initial response.

NUMBER OF DERMATOLOGY USERS PER DIVISION

<table>
<thead>
<tr>
<th>Division</th>
<th>Users</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingalls Shipbuilding</td>
<td>15</td>
</tr>
<tr>
<td>NN Shipbuilding</td>
<td>40</td>
</tr>
<tr>
<td>Technical Solutions</td>
<td>0</td>
</tr>
</tbody>
</table>

*Numbers above reflect unique users in 2019.

In 2019, Teladoc’s dermatology service helped patients:

- 724 General Medical
- 70 Behavioral Health

- 2,054 NNS Users
- 254 Technical Solutions

- 171 Ingalls Users
- 10 Technical Solutions

Numbers above reflect unique users in 2019.

TELEDAC

In the summer of 2019, HII added Teladoc’s dermatology service to our benefits offerings.

Now, patients can send a photo and a description of their dermatology issue to a board-certified dermatologist who will create a treatment plan and write a prescription if needed. Patients don’t need to wait for an appointment or waste time driving to a dermatologist.

In the summer of 2019, HII added Teladoc’s dermatology service to our benefits offerings.

Now, patients can send a photo and a description of their dermatology issue to a board-certified dermatologist who will create a treatment plan and write a prescription if needed. Patients don’t need to wait for an appointment or waste time driving to a dermatologist.
SPEAK TO A LICENSED PHYSICIAN
24/7/365 | By phone or online
ONLY $10

TOP DIAGNOSES OF 2019
• Acute sinusitis, unspecified
• Acute maxillary sinusitis, unspecified
• Acute upper respiratory infection, unspecified
• Acute pharyngitis, unspecified
• Urinary tract infection
• Acute bronchitis
• Acute cystitis without hematuria
• Acute nasopharyngitis (common cold)
• Cough
• Flu

WHERE USERS WOULD HAVE GONE IF TELADOC WERE NOT AVAILABLE

Primary Care Physician 28%
Emergency Room 5%
Urgent Care 60%
No Treatment 8%
Specialist 1%

OUR WORK IS MAKING AN IMPACT

TOP DIAGNOSES OF 2019

EMERGENCY ROOM VISITS ARE DOWN
From 2014 to 2019, the number of trips to the ER decreased by an impressive 2,965.
Programs such as Teladoc and the HII Family Health Center continue to make an impact in decreasing the number of overall visits to the ER.

GENERIC MEDICINE EFFICIENCY IS UP
Use of generic medicine increased to 98.3% in 2019.
98.3% of employees and dependents use a generic drug when available.

DEPENDENT NUMBERS ARE VERIFIED
Compared to 2018, there was a 6% increase in the number of employees who verified their dependents.

TOBACCO USAGE HAS DECREASED
71% of employees are tobacco-free.
At HII, we believe in the importance of living a financially fit life. Our goal is to help educate and empower our employees—not only about retirement accounts, but also about day-to-day budgeting, short-term savings and debt management. When our employees learn how to better manage their everyday finances, it’s so much easier for them to plan for a bright and happy future.

FINANCIAL FITNESS CAN MAKE DREAMS COME TRUE

49% of Americans are living paycheck to paycheck*
30% of Americans are constantly stressed about money**

2/3 of American adults can’t pass a basic financial literacy test***

*CSource: GOBankingRates, **Source: FINRA Investor Education Foundation, ***Varo Money

CARING IN ACTION: FINANCIAL HEALTH

“I don’t have much financial experience, so I needed (and still need) financial coaching. I knew I needed help to develop a plan to pay my credit card bills, and my coach helped me determine which ones to pay off first and how much to pay.”
— Rick Akiona, Technical Solutions human resources business partner

“I didn’t have a saving/budget plan before SmartPath, but now I’m more conscious about how much I’m really spending.”
— Joaquin “Rosco” Orozco, Ingalls Shipbuilding manufacturing engineer

HII’S SUITE OF FINANCIAL RESOURCES CAN HELP EMPLOYEES AT ALL STAGES OF THEIR FINANCIAL JOURNEY.

HII’S SUITE OF FINANCIAL RESOURCES CAN HELP EMPLOYEES AT ALL STAGES OF THEIR FINANCIAL JOURNEY.
FINANCIAL FITNESS GOES BEYOND RETIREMENT

Achieving tomorrow’s biggest dreams means understanding today’s financial picture. That’s why HII created a suite of financial resources to help all of our employees, no matter what phase of life they’re in. Easily accessible financial literacy tools—like financial classes, online videos and personalized free investment and 401(k) advice—can alleviate stress and increase financial confidence.

SMARTPATH

SmartPath offers independent one-on-one financial coaching with a focus on financial basics and everyday budgeting. The program’s no-pressure, no-commission approach has proved extremely popular since its introduction in 2018. In 2019, both the number of SmartPath clients as well as the number of coaching hours nearly doubled from the previous year.

HII has partnered with SmartPath to offer free financial coaching and education classes—both in-person and via webinar.

EDUCATION CLASS TOPICS FOR 2019

- Benefits Of An Annual Financial Checkup
- Marriage And Money
- Smart Tax Planning
- Retirement Readiness
- Building Generational Wealth
- Investing 101
- Improving Your Credit Score
- Finances And Family
- T-Minus 10 Years Until Retirement

“I had been looking for a tool or program to help me with savings and investments and where to put my money. My goal is to retire and not worry about money. SmartPath is helping me make sure there’s enough money for my wife and me in the long-term.”

—Jimmy McDonald, Newport News engineer planning analyst

“The online tools told me I should retire at age 70, but now I know I can retire at 70 or even as early as 67 based on my full financial picture.”

—Sylvia Bolte, Ingalls information systems project manager

SMARTPATH: BY THE NUMBERS

- Usage has almost doubled
- New portal launched in September
- Increased sign-ups for SmartPath classes

JANUARY 2018

launch date

1,110

hours of coaching in 2019

880

attendees at SmartPath’s onsite classes (held twice monthly at both shipyards)

117

Webinar attendees from Technical Solutions

44 COACHING CLIENTS, WITH A COMBINED $8,294,808 IN BAD DEBT

(Bad debt includes credit cards, high interest loans and medical loans)

TECHNICAL SOLUTIONS GAINED ACCESS TO SMARTPATH IN 2019

TOP REASONS TO TALK TO A SMARTPATH COACH IN 2019

- Retirement readiness
- Budgeting
- Other financial topics
- Debt reduction

NEW IN 2019: THE SMARTPATH FINANCIAL LEARNING CENTER

Not everyone needs a financial coach. Some HII employees prefer to research their own financial options and educate themselves. To meet the needs of this population, SmartPath launched its Financial Learning Center in September. In addition to calculators and articles, the site offers live and pre-recorded webinars led by SmartPath coaches, so employees can learn on their own time.

171 employees have created a Financial Learning Center account between the September 2019 launch date and December 31, 2019.
THREE: Healthy Wallet

ALIGHT FINANCIAL ADVISORS

Saving for retirement can be daunting, but HII’s partnership with Alight Financial Advisors (AFA) continues to help employees increase their savings and improve the success of their retirement portfolios. Usage is up, and unlike other Alight clients, HII sees a steady stream of sign-ups throughout the year. It’s proof that HII’s decision to promote financial wellness year-round is a smart strategy.

FREE ONLINE FINANCIAL COACHING

For those who want to manage their own portfolio, it’s easy to receive free financial advice and personalized support from a licensed financial advisor, plus online tools and evaluations.

- 1,028 employees signed up for online advice in 2019
- 3,284 online advice participants since launch (Q4 2016)
- 46% have increased their savings contribution rate
- 28% have improved their retirement income forecast

BY THE NUMBERS: 401(k) LOANS CONTINUE TO DECREASE

2018 VS. 2019

- 169 fewer loans from HII’s two 401(k) plans
- 1,492 fewer loans from Huntington Ingalls Savings Plan (HISP)
- 1,341 fewer loans from the Financial Security and Savings Plan (FSSP)
- 23 fewer loans from The Financial Security and Savings Plan (FSSP)
- 151 fewer loans from The Financial Security and Savings Plan (FSSP)

In 2018, HII updated the HISP to only allow one loan outstanding at a time. The positive results were immediate and significant. The FSSP retirement plan is for salaried and non-represented HII employees. The FSSP retirement plan is for Ingalls represented employees.

RETIREMENT ACCOUNTS

To save for retirement, employees need a solid base—and taking out a 401(k) loan can really hurt their ability to save for the future. In 2018, HII changed the 401(k) plan design to allow for only one outstanding loan at a time.

PROFESSIONAL MANAGEMENT SERVICE

For those who would like a more hands-off approach, Alight’s licensed advisors will manage the account—tracking the market and making changes to ensure a balanced portfolio. Employees do pay a fee, but it is approximately 50 percent less than they would pay elsewhere—and not more than 0.5 percent of the account balance annually.

- 744 employees signed up for professional management in 2019
- 3,077 professional management participants since launch (Q4 2016)
- 52% have increased their savings rate
- 26% have improved their retirement income forecast
- $347.1M in total assets under management
- Employees pay around 50% less than they would elsewhere

70% have improved their investment portfolio

34% have improved their investment portfolio

34% of online advice users

42% of professional management members

Number of participants scheduled to meet their retirement goals according to Alight’s projections

34% of online advice users

42% of professional management members

Portfolio advice and management

Hands-off peace of mind for employees

Retirement evaluations

Tools and resources

Personal mid- or long-term savings advice

Retirement evaluations

34%

42%

44%

46%

46%
UPOINT FINANCIAL WELLBEING PORTAL

Many of our employees begin their financial journey online. For them, UPoint’s Financial Wellbeing portal is a popular resource. It’s easy to access no-cost financial checklists, videos and articles. There’s also an easy-to-use interactive tool that helps personalize a financial plan.

![Coaching support](image1)

![Financial planning tools](image2)

![Personalized content](image3)

![Interactive videos](image4)

![Financial checklists](image5)

![Employee testimonials](image6)

BY THE NUMBERS

2019

<table>
<thead>
<tr>
<th>Individual users</th>
<th>Homepage visits</th>
<th>Financial plans made</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,130</td>
<td>15,529</td>
<td>125</td>
</tr>
</tbody>
</table>

INCREASING SECURITY MEASURES

To better protect employees’ retirement assets, HII partnered with Alight—HII’s benefits administrator—to enhance security protocols for pensions and 401(k) plans. We implemented a seven-day restriction on new postal addresses for payments and loans, and we now send text message alerts for key personal information changes.

ADVIZR

Alight’s free financial tool gives employees a visual of their financial future so they can see exactly where they’re going.

In 2019, 125 new personalized financial plans were created using the Advizr tool, resulting in a total of 300 financial plans and 1,681 personal financial goals established since the portal’s 2018 launch. In addition HII accounts, employees have pulled in 709 outside financial accounts to create a more holistic view of their financial footing.

125 FINANCIAL PLANS MADE IN 2019

300 FINANCIAL PLANS MADE SINCE PORTAL’S LAUNCH (JAN. 2018)

Financial benefits need to be user-friendly. HII worked with Alight to update the 401(k) contributions flow and redesigned the webpage to make it more streamlined and easier to use.
HIII employees pride themselves on doing hard stuff right, and this can mean shouldering tough projects on their own. But the truth is, many employees will need to ask for help if they face a mental health issue, whether it’s grief, stress, anxiety or depression. Our goal is to take away the stigma of seeking help for mental health, and to make it easier to find convenient, cost-effective treatment.

By creating and promoting mental health care programs, we hope to build a culture where mental health care is always seen as a smart solution.

Sources: CDC, American Psychological Association

- 43% of adults with mental illness will receive treatment
- 34% of Americans dealing with stress feel fatigued
- 45% report lying awake at night

43.8 MILLION

American adults experience mental illness each year
HII has offered an Employee Assistance Program (EAP) for years, but we knew it could work harder. We wanted our people to really recognize it and its services so they would know exactly where to turn if they’re struggling with life’s challenges.

We began by assessing our current EAP. Although it was fairly well utilized compared to EAP programs at other companies, we found that many of our employees didn’t understand its offerings, and some even saw it in a negative light. They believed it was only used as a mandatory response for workplace issues and that talking about mental health should be kept secret. At best, employees simply didn’t understand the full scope of EAP’s services.

We knew changing institutional perceptions would be difficult. Yet because we believe in the importance of mental health care, we knew rebranding EAP was critical. Our goal: To help employees see EAP as the first resource to turn to when they—and their families—need help. We wanted to highlight the vast number of services available, and to reinforce it as a free, confidential and totally unbiased advocate—no matter what’s on your mind.

To rebrand our EAP, we worked with Anthem, our EAP service provider. HERO, and its counselors, are still managed by Anthem under the new brand.
With more than 42,000 employees and their families to reach, launching HERO was a huge undertaking. We introduced our new brand through multiple points of contact, reaching out to our employees online, at their workplace and in their homes. By successfully utilizing all of the communications channels we had available, our employees and their families were able to learn more about HERO’s wide-ranging services.

**REACHING OUT TO HII EMPLOYEES**

- **BEWELL NEWSLETTERS**
- **DIRECT MAIL**
- **TESTIMONIAL VIDEOS**
- **SIGNAGE**
- **ONLINE**
- **IN-PERSON EVENTS**

**HERO OFFERS**

- 8 SESSIONS of free counseling for each household member.

- 5 ON-SITE DAYS of HERO counselors are now available a week at both HII Family Health Centers

**TOP REASONS FOR CONTACTING HERO**

- Emotional/psychological help
- Marital/couple support
- Family and/or parenting help
- Legal assistance
- Alcohol/drug help

Data based on HII employees’ use

**HERO – EMPLOYEE ROLLOUT**

**HERO USAGE IN 2019**

- **HERO Users**
  - 18.85% of employees and household members used HERO services
  - 10.33% average EAP usage for companies with Anthem benefits

- **Anthem EAP’s Book of Business**
  - 8.43% of employees and household members called HERO’s 24/7/365 phone line
  - 6.09% average EAP calls for companies with Anthem EAP programs

**HERO USERS IN 2019**

- 2,545 people called HERO

**HERO USERS**

- 73.87% HERO users were employees
- 26.13% HERO users were employees’ household members

**Calls resulted in a referral for services**

- 69% First time callers
- 89.71% Calls resulted in a referral for services (including counseling, legal services, financial services and child and elder care resources)

*Data based on HII employees’ use*

“I’ve personally lived through internal difficulties that few can comprehend...But I was fortunate to have learned how to talk about it—sharing isn’t a bad thing and it’s okay to ask for help. And if you ask for help, know that you don’t have to commit to anything, and nobody has to know you asked. It’s all private.”

— Kevin Blatnik, Newport News Shipbuilding Project Manager
IMPROVING MENTAL HEALTH CARE AT HII FAMILY HEALTH CENTERS

In 2019, we charged our benefit providers to look for ways to make mental health a priority. The HII Family Health Centers were critical to this effort and assisted by promoting depression screenings and treatment options. As a result, we saw mental health awareness improve when compared to the rest of the community.

17% more HII Health Center patients received a depression screening (compared to HII employees and dependents who sought medical care in the community)

19% more HII Health Center patients received ongoing depression therapy (compared to HII employees and dependents who sought medical care in the community)

TELADOC – BEHAVIORAL HEALTH & rethink

Teladoc’s behavioral health offering erases two important barriers to mental health care: access and cost. Now, our employees and their families can reach a therapist seven days a week from the comfort of home by phone or web chat—for only $10 per session.

In 2019, HII worked closely with Teladoc to increase awareness of its behavioral health benefit. Teladoc behavioral health messaging was included in benefits communications and in onsite engagement events, as well as direct mail sent to employees’ homes.

For HII employees whose children have developmental disabilities, learning difficulties or behavioral challenges, Rethink is a vital online resource for information and support. It’s designed to help families—not just the employee—and it can be a critical tool to access help. Thanks to increased publicity and awareness, utilization rates have risen.

**RETHINK OFFERS:**
- Free access to teleconsultations with board-certified behavior experts
- Online library featuring 1,500+ videos, tutorials and articles
- Peer support through online communities and forums
- Help with care coordination
- Free quarterly webinars with behavior experts

**TELADOC BEHAVIORAL HEALTH SAW A SIGNIFICANT JUMP IN UTILIZATION**

- 1.8% HII Utilization in 2018
- 6.6% HII Utilization in 2019
- 2% Average Teladoc Behavioral Health Usage for Anthem Clients

**BY THE NUMBERS**

- 71 employees signed up for Rethink since launch, representing 73 children with Rethink profiles
- 142 individualized care plans created
- 173 training activities and modules completed by HII users

Since launch in September 2018

**2019 QUARTERLY WEBINAR TOPICS**

- **POSITIVE REINFORCEMENT:** Fun and easy ways to make it happen at home
- **STEPPING UP THE SOCIAL GAME:** How parents can boost social and emotional learning at home
- **TIPS FOR A SUCCESSFUL SCHOOL YEAR**
- **EXECUTIVE FUNCTIONING:** Help your child focus and get on track

**TELADOC BEHAVIORAL HEALTH VISITS IN 2019**

- • 70 at Ingalls Shipbuilding
- • 254 at Newport News Shipbuilding
- • 10 at Technical Solutions

**UP 249 FROM 2018**

*During the 2018-2019 plan year*
2019 TIMELINE OF EVENTS

- HII Family Health Center hosted meet and greet event for NNS Guards
- Implemented Teladoc for NNS Guards
- NNS Steelworkers and Guards joined HII’s Tobacco Free Incentive program
- QuadMed’s Wellness Online portal launched
- Introduced HII’s Know Your Numbers program
- Refreshed Annual Enrollment online flow; added 401(k) module
- Introduced accident and hospital indemnity insurance for salaried employees
- Implemented site of care for non-cancer related infusion services
- Increased Anthem fertility benefits to $35,000
- Increased benefits on Dental Care Plus plan for salaried employees
- Aligned Technical Solutions’ short-term disability coverage
- Participated in NNS’ Family Day Event with benefits vendors and activities
- Financial Engines retirement advising launched for NNS represented employees
- SmartPath’s Financial Learning Center launched
- Introduced Teladoc’s dermatology service
- Ingalls began offering prescription safety glasses services in the shipyard through the Family Vision Center
- Presented BeWell transformation initiatives at the HII Atlanta Leadership Conference
- Issued targeted tobacco savings communications for Ingalls represented employees
- Ingalls 5k On The Causeway donated $50,000 to Special Olympics Mississippi
- Issued targeted 401(k) communications for NNS Steelworkers
- Launched Family Health Centers’ We Got Your Back program
- Onsite Dental opened for Ingalls
- Partnered with Singing River Health Systems in Mississippi to offer mammography events for Ingalls employees and families
- HII Family Health Centers transitioned to EPIC MyChart
- Rebranded and launched HERO: HII Employees Reach Out
- Launched Mental Health In The Workplace presentations throughout HII