



# Kiewit

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by Peter Kiewit 60 years ago and has since been used to promote personal health, financial and quality of life initiatives. Kiewit extends wellness programs to include our entire nonunion craft workforce and spouses/domestic partners. These initiatives have shown positive results with 89 percent participation, 50 percent reduction of high-risk status population and overall decrease in health care costs.

## Programs Implemented

- ▶ Live Healthy — a nutrition and exercise challenge designed to encourage all participants to make positive and healthier choices.
  - ▶ Trestle Tree Smoking Cessation Program — a combination of counseling services with nicotine replacement therapy, which yields proven cessation above national averages.
  - ▶ 10K-a-Day Walking Challenge — an extremely popular program since 2010. Walking is simple, fun and fits into almost any schedule, so the program is designed for everyone, no matter their beginning physical condition. It includes online tracking with trails located throughout the world and the ability to sync to Fitbit trackers.
  - ▶ Disease management — a program that, for those with chronic illness, removes all barriers to working with a nurse on managing and complying with medication.
  - ▶ NurseLine — a 24/7 service for nonemergency health needs and guidance on health clinics verses hospital emergency rooms.
  - ▶ Employee Assistance Program — a service that addresses mental health wellness and/or substance abuse issues.
  - ▶ High-deductible health plan with a health savings account — a program that 28 percent of the workforce are using to save health care dollars and to use better judgment when accessing health care.
  - ▶ Health Care Calculator — a service that estimates health care costs and compares services within a geographic area.
  - ▶ Flexible spending accounts — another tool to use pretax dollars for health care expenses.
  - ▶ Onsite bio-screening and health appraisals — services that provide immediate snapshots of health conditions to help employees identify health risks and take steps toward treatment.
  - ▶ 100 percent paid preventative screening — services, including mammograms and colonoscopies, that encourage employees to stay up to date with their health conditions.
- ▶ Free/discounted flu shots.
  - ▶ Reimbursement for gym memberships — a program that encourages exercise and promotes competition. Employees may take on difficult fitness challenges such as marathons or 10K runs.
  - ▶ Significant 20 percent premium discounts for participation — an incentive that drives 89 percent participation.
  - ▶ Free employee health advocate service — a service that provides coordination of services for all family members, including elder parents.



**Bruce E. Grewcock**  
President and Chief Executive Officer