

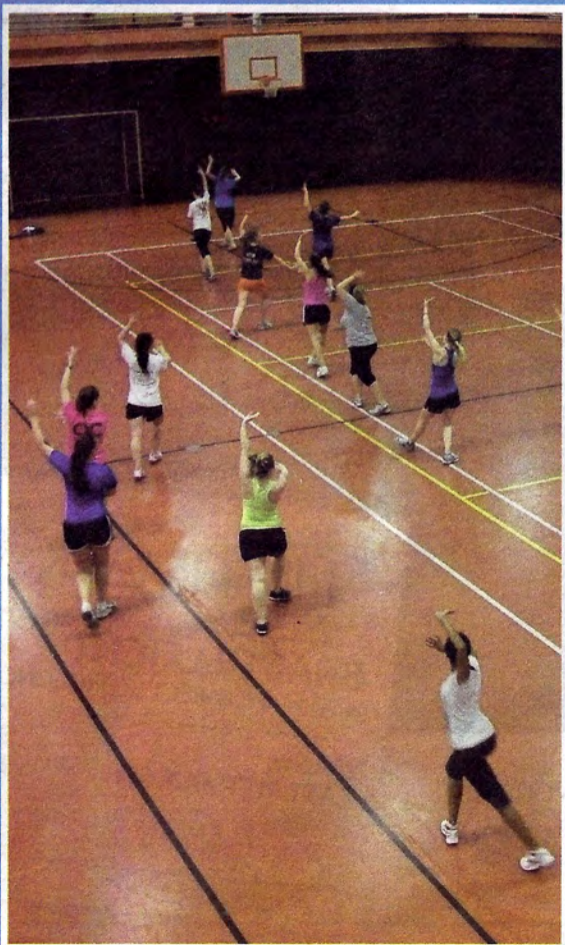


HEALTHIEST EMPLOYERS[®] of Western Pennsylvania

June 15, 2012



Clockwise from top left: Turkey burgers are among the healthier options in Westinghouse Electric Co.'s cafeteria; Excela Health offers employees access to a personal trainer; Penn United Technologies Inc. has an on-site fitness center; the Tomayko Group LLC held a 12-week weight-loss program; and Saint Francis University held a Zumba Fitness party for employees.



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Workers literally taking stock in wellness program

BY TRACY CARBASHO

The wellness program at Penn United Technologies Inc. has special significance for employees because they also have an ownership interest in the company.

Operated under an Employee Stock Ownership Plan, Penn United gives the employees an opportunity to own a share of the company and to reap the reward of profits. Having healthier employees can translate into a more robust bottom line, which benefits the ESOP participants.

"We all have a much bigger interest and investment in what happens here," said Becky Shaw, an executive administrator with 28 years of service. "The officers and the board of directors have given us the tools we need to be healthier, more productive employees."

Fittingly, the theme for this year's Heart Month celebration in February was "A Healthier Me Makes a Stronger We." The theme was selected with not only the company's wellness plan in mind, but also the overall well-being of Penn United.

The company implemented its wellness program in 2005 with activities that are open to all full-time employees and spouses who participate in the Penn United medical insurance plan. Highlights of the program include biometric screenings,

Penn United Technologies Inc.
Provides high-precision metal manufacturing solutions

NUMBER OF EMPLOYEES: 608

LOCATION: Cabot

WEBSITE:
www.pennunited.com

KEY COMPONENTS OF WELLNESS PROGRAM:
The wellness initiative features biometric screenings, preventive exams, weight-loss programs, educational activities, community events and employee newsletter.

educational lunchtime sessions, preventive screenings, weight-loss activities, 5K walks, exercise classes, gym membership, and softball and basketball team participation.

In the spirit of being an ESOP and a company that promotes family, many of the activities encourage participation by spouses and children. The 5K walks, which are held several times throughout the year, represent a family event where employees bring their spouses and children.

The objective of the wellness effort is to improve the health of employees and their families, thereby reducing the company's health-care costs in order to

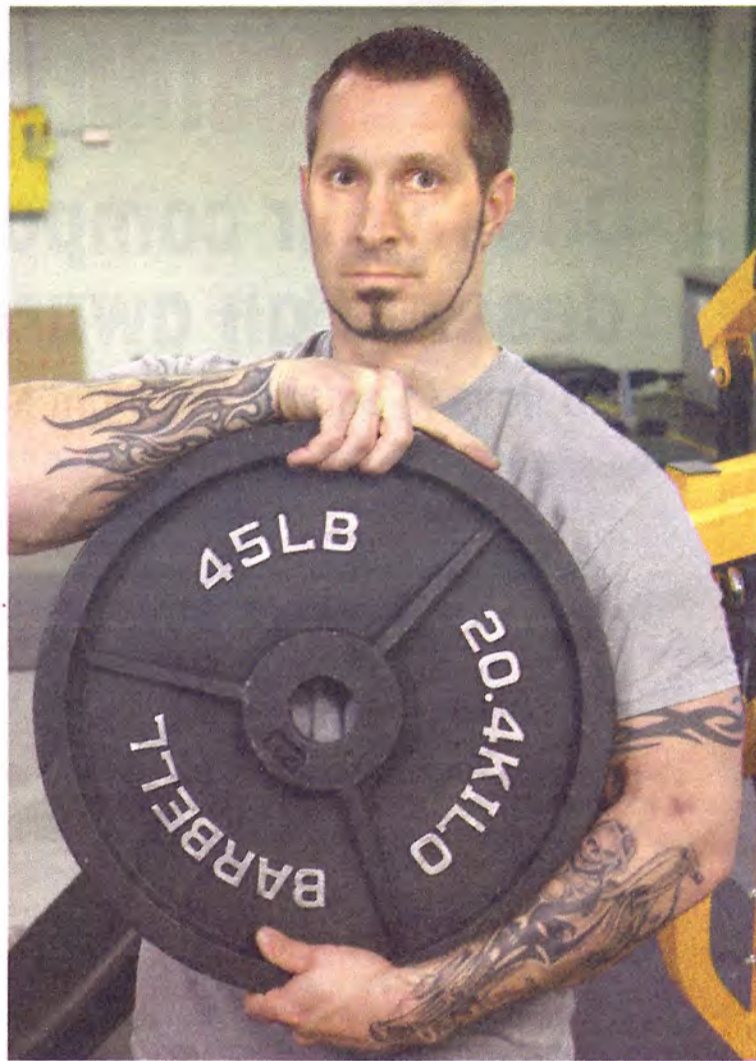
continue providing low-cost, high-value medical plans for workers.

Esther Locke, the company's occupational health nurse who spearheads the wellness effort, said Penn United benefits with a reduction in both medical costs and lost work days. She could not provide specific numbers, however.

"We are a self-funded benefit company and the future of controlling costs requires us to build a healthier workforce through a wellness program as opposed to reducing benefits," Locke said. "The morale of the employees is enlightening and contagious."

This year's wellness program, called "5 for 5," gives employees five options to achieve a healthy lifestyle. Employees can earn \$5 in credit toward their insurance coverage for completing each of the five sections of the program. That would give them a total of \$25 back into their paycheck each week, if they complete all of the activities in the 5 for 5 program.

Participating in the program begins with completing a Highmark Lifestyle Returns pledge and employee health profile, a small task to complete for a \$5 reward. The profile covers personal fitness, nutrition, stress, substance abuse and other risk factors for chronic illness. Based on the results, programs and resources are suggested to



JOE WOJCIK

Penn United Technologies Inc.'s Mike Hite is the team leader of the furnace division and an avid weightlifter.

manage each person's needs.

The remaining four components call for employees to participate in various educational programs, physical activities and health screenings.

Locke said the biometric screenings, which monitor blood pressure, blood sugar, cholesterol, body mass index and nicotine use, are popular. In fact, spouses often compete to see who gets the best numbers.

More than 500 employees and spouses participated in the most recent biometric screening and 132 employees completed the Lifestyle Returns program. Locke said the cost of rewarding employees with credits each year typically costs the company about \$121,810.

Both Shaw and her husband, Ron, are longtime employees who participate in the biometric screenings, the 5K walks and other activities. Ron Shaw has lost weight, seen a drop in his blood pressure and learned to eat better to prevent his cholesterol numbers from

increasing.

Meanwhile, Becky Shaw feels healthier than she has in a long time after losing 50 pounds by participating in company activities and altering her lifestyle.

Ron Shaw, a team leader in the shipping and receiving department, has worked at the company for 25 years. He enjoys the educational programs and the fact that they are held at lunch time, which enables busy employees to receive valuable health information while they eat.

The Shaws believe company leaders stand behind Penn United's core value of "Do what is right regardless of the cost." Lowering the cafeteria prices so employees can afford healthier food choices is just one example.

"We recently completed a 5K walk that was great for participants," Becky Shaw said. "Seeing members of management who were also walking for their health shows additional support for the program."

TRACY CARBASHO is a freelance reporter.



JOE WOJCIK

Penn United Technologies Inc. employee Barry Blackburn, 55, has lost 35 pounds since February, finished a 5K race and is a Nautilus fitness buff.