

# Union Pacific Corporation

## HealthTrack

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### Program Overview

- Number of employees: 48,000
- Available to all employees and their spouses

### Program Goals

- Return shareholder value.
- Make Union Pacific a place where employees are proud to work.
- Impact safety and health care claims related to lifestyle.
- Raise awareness and eliminate risk factors for diabetes, asthma, smoking, inactivity, overweight, high cholesterol, high blood pressure, fatigue, stress, and depression.

### Program Components

- A Wellness Assessment.
- Follow-up programs including independent study guides, stage-based mailings, telephonic health coaches, videos, tobacco cessation program, and lifestyle management classes.
- *System Health Facilities* consisting of more than 535 contracted fitness facilities providing free exercise opportunities for our employees.
- *Know Your Numbers*, a general education program highlighting important numerical values associated with health.
- An incentive program that is integrated into *IdeaWorks*, the company's employee reward and recognition process.

### Key Findings

- A 10 percent reduction in lifestyle-related health care claims.

“Wellness and related safety initiatives are integral parts of Union Pacific’s business strategy. At Union Pacific, we believe that if promoting wellness is implemented as a strategy, it should be managed like any other facet of the business and integrated into the corporate culture. By investing in a wellness program, we are protecting our most important asset—our employees.

“We have seen good results from our wellness program and safety initiatives, including a 10 percent reduction in lifestyle-related health care claims and the integration of health promotion into our safety and benefits design initiatives. An aging workforce and continued health care cost increases, however, mean Union Pacific will continue working to improve its *HealthTrack* wellness program for long-term success.”



## THE BOTTOM LINE

“By investing in a wellness program, we are protecting our most important asset—our employees.”

