

**Well Workplace Award
Executive Summary**

**BP Products
North America Inc.
Gold Recertification Award**

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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WELLNESS COUNCILS OF AMERICA

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Preface: Narrative

Type of Organization

BP is one of the world's largest oil, natural gas, and petrochemicals companies. Our main activities are exploration and production of crude oil and natural gas; gas marketing and power generation; oil refining, marketing, and transportation; and the production of petrochemicals. We also manufacture and sell photovoltaic panels for power generation.

Formation and Evolution of the Whiting Wellness Program

The Whiting Wellness Program has its roots in the Amoco Corporate Fitness and Cardiac Rehabilitation Program, which started in 1974 as a single site executive program. The real beginning, however, was in 1989, when a joint proposal from the Health Services Department and the Benefits Department was drafted and submitted to the Senior Planning Committee. The proposal was to institute a corporate wellness process. It was accepted in June of 1990, and a Wellness Director was hired. Since the program was for the entire company (45,000 employees worldwide), the infrastructure for implementation would be by employee committees. This committee was one set up by Union/Management with a Memorandum of Agreement. By the end of 1990, there were Wellness Committees at six different Amoco facilities, and each was trained on implementing the wellness process. The Wellness Director was part of Health Promotion Services. The role of this group was to assist in developing wellness programs throughout the business unit as well as provide educational materials.

In 1998, Amoco merged with BP to become BP Amoco. Once the merger was completed, all corporate support for wellness groups was eliminated. The wellness process within BP is now done solely by individual Wellness Committees, and the Whiting Refinery continues to exist because of continued support from our local management.

At present, the Whiting Wellness Committee consists of 15 members. Both union and salaried employees are represented, plus we have one management sponsor. The management perspective on wellness at Whiting is largely from a cost avoidance point of view. Their view is that anything the Wellness Committee can do to avoid costs due to occupational illness and injury cases, Workers' Compensation

claims, and medical health care claims will only help the bottom line. Specific areas of continued interest include weight loss and stress management.

Mission and Vision Statements

The vision of the Whiting Business Unit is to be the leading refinery, as recognized by our customers, competitors, employees, and community. The mission of the Whiting Wellness Committee is to encourage and enhance the physical, mental, and emotional health of BP Whiting employees and their families.

Organizational Structure

The Whiting Refinery is divided into six departments: Optimization; Asset; Asset Support; Commercial; Human Resources; and Health, Safety, and Environmental. The Wellness Committee fits into the Health, Safety, and Environmental (HSE) Department because of its obvious ties to health. We would like to say that we are the H in HSE at Whiting. This department is dedicated to “provide a healthy and safe work environment for all their employees.” Dr. Kevin O’Shea, Chief Physician, has been assigned to the committee’s management sponsor position. Our committee’s budget is funded from the HSE Department with additional help coming from various divisions supporting the wellness efforts of our group.

Current Functions of the Wellness Program

We have three overall functions in our wellness program. The first is to promote health awareness. We feel the more aware our employees are of their personal health, the more prepared they are for any “surprises.” We do this through free or low cost exams such as prostate screening and health risk assessments, three blood pressure machines, and two scales located in the refinery. The second is to promote health education. We do this through numerous health related seminars, printed health promotion information, and our web site. We generally try to develop our programming around the month that they occur. Some examples of these programs follow. January is National Eye Care Month. We had a local Optometrist speak on what changes you should expect regarding your eyes as you get older and what problems you could encounter. Because February is American Heart Month, we had a registered nurse

speak on what warning signs to look for in the event of a stroke. She also shared what we should do if we are around someone who is having one. April is Cancer Control Month, and we had a Panel Discussion on Breast Cancer to educate our employees on that important issue. We also had a 2 day Menopause Seminar that month. November is Alzheimer's Disease Month, and for this we had an awareness program on this disease. The final function is to promote behavior change. We do this through our Commit to Get Fit and Health Club Reimbursement programs and our Weight Watchers At Work program. The Health Club Reimbursement reimburses employees for what they pay towards health club membership in different amounts depending on how many times they attend during the year. The "Commit to Get Fit" program encourages people to exercise even if they are not the type of person to join a health club environment. They simply turn in hours monthly and are put in a drawing for a prize if they exercise 8 hours or more for the month. The Weight Watchers At Work Program has this group come to us to share their weight loss program that has been a huge success throughout the world. We coordinate 2 blood drives each year and while promoting this, we share the benefits of donating blood for the donor. We also sponsor several walks for our employees and had teams walking in 6 different charity walks last year.