

**Well Workplace Award
Executive Summary**

**Ciba Specialty
Chemicals
Corporation**
Gold 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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Ciba

Ciba Specialty Chemicals Corporation

Well Workplace

Gold Application

Basic Information:

Name of Organization: Ciba Specialty Chemicals Corporation

Address of Organization:

Council Affiliation: WELCOA

Contact Person: Angela Brady-Fleming

Title: Company Nurse, Wellness Director

Work Telephone:

Fax Number:

E-Mail Address:

Alternate Contact: Marjorie Stone, RN

Parent Organization: Ciba Specialty Chemicals Corporation

Number of Sites Covered by this Application: 1

Number of Employees Covered by this Application: 260

Nature of Business: Specialty chemicals sales, marketing and technical service

Name of CEO: Home and Personal Care Segment: Catherine Ehrenberger
Textile Effects Segment: Eric Marohn

Date of Application: December 15, 2003

Overview of Background

Ciba Specialty Chemicals (Ciba) was formed in 1996 when Ciba-Geigy and a pharmaceuticals company, Sandoz, announced plans to merge and create a new company called Novartis. Ciba's five industrial divisions became independent from the merger in 1997. Ciba develops, produces, and sells specialty chemicals worldwide through its five global business segments. Ciba operates a facility at 4050 & 4090 Premier Drive, High Point, North Carolina with two of the five segments; Textile Effects (TE) and Home and Personal Care (HPC).

We have a total of 260 employees at this location. Eric Marohn heads TE and Catherine Ehrenberger heads HPC. The High Point Site received the 1999 Excellence in Health Promotion Award and the 2000 Silver Well Workplace Award.

Background of Wellness Initiative

Ciba has always been a leader in supporting and providing resources for health and wellness initiatives. The Ciba Company Nurse, Angela Brady-Fleming, RN, developed the Health and Wellness Program similar to the established program prior to 1996 when the company was Ciba-Geigy, but she incorporated many positive changes. Health Services is operated by a Angela with consulting services from an off-site Medical Director and Physician Assistant.

Angela works with employees and all levels of management to plan, develop, and implement pertinent health promotion available to all. One of the most compelling reasons to continue such a program is that it can reduce health care dollars for the company, and can provide healthier, more productive workers.

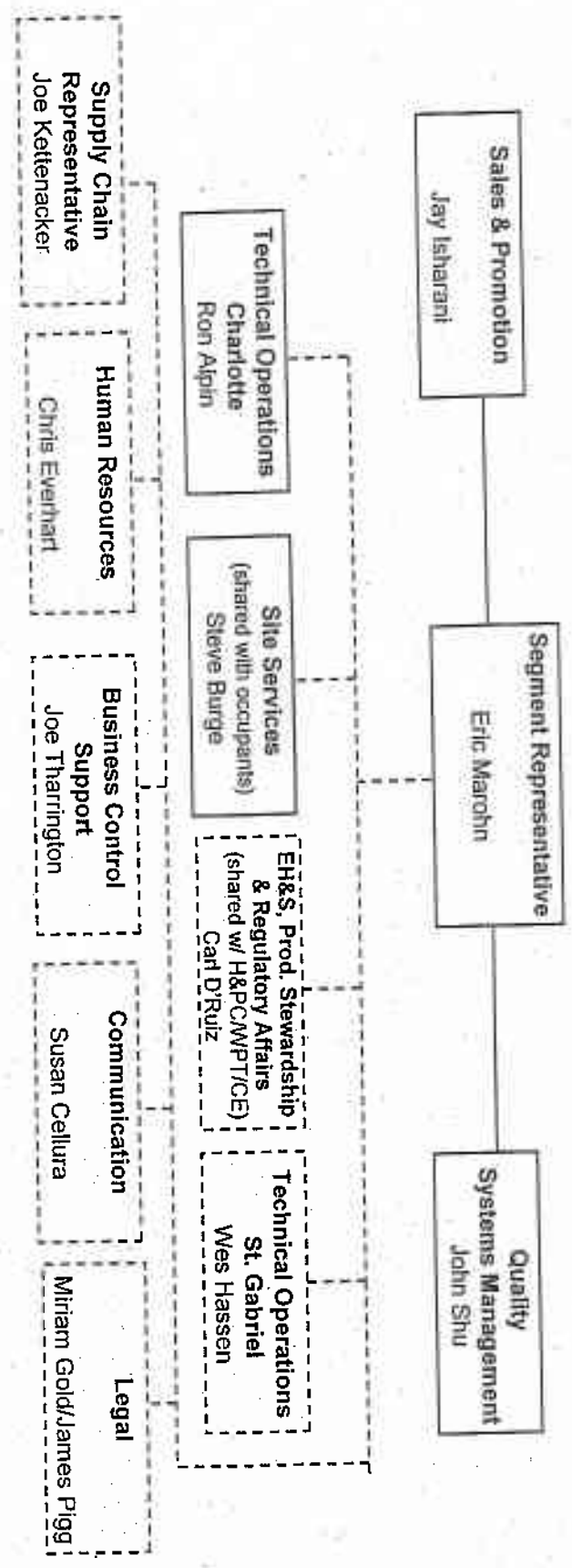
Company Vision and Mission Statement

Our vision states that we create effects to improve the quality of life.

Our Mission as a global leader in specialty chemicals states that we are committed to being number one in our chosen markets. We value people. We strive to respect, stimulate and develop the potential of our employees. We invest in their health and wellness by funding, supporting and providing access to programs and services. We know that this encourages outstanding performance by employees for the company.

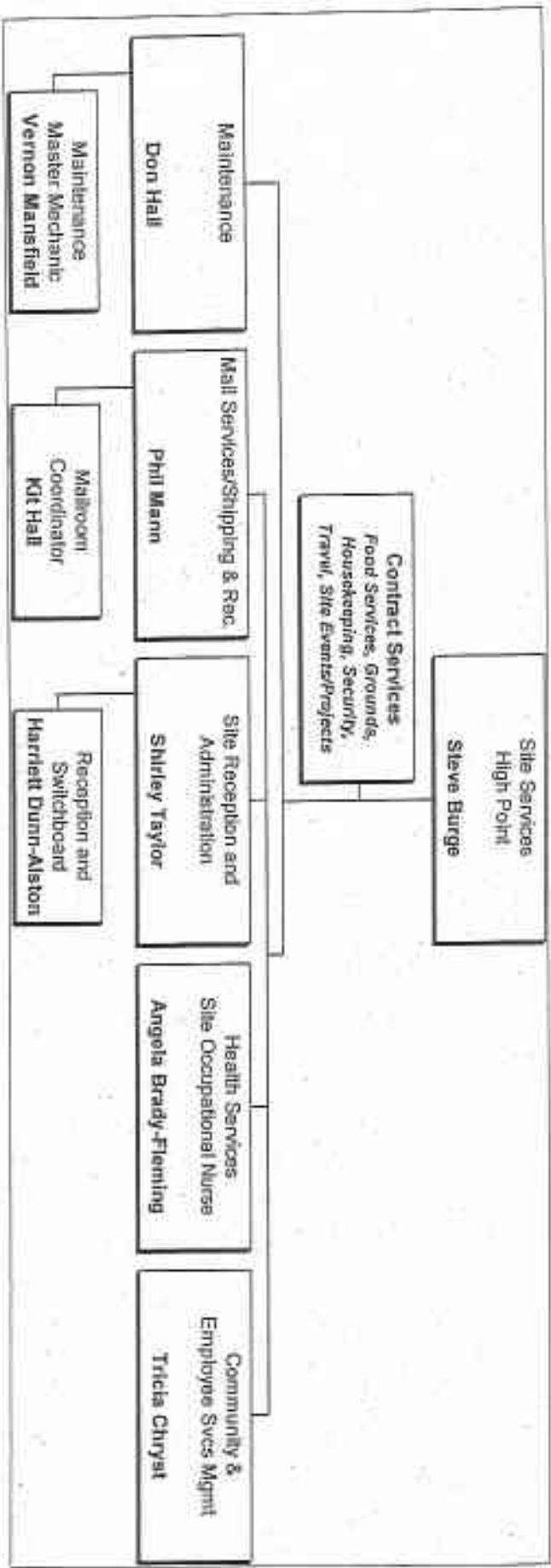
Segment Textile Effects

North America



Segment Textile Effects

High Point Site Services



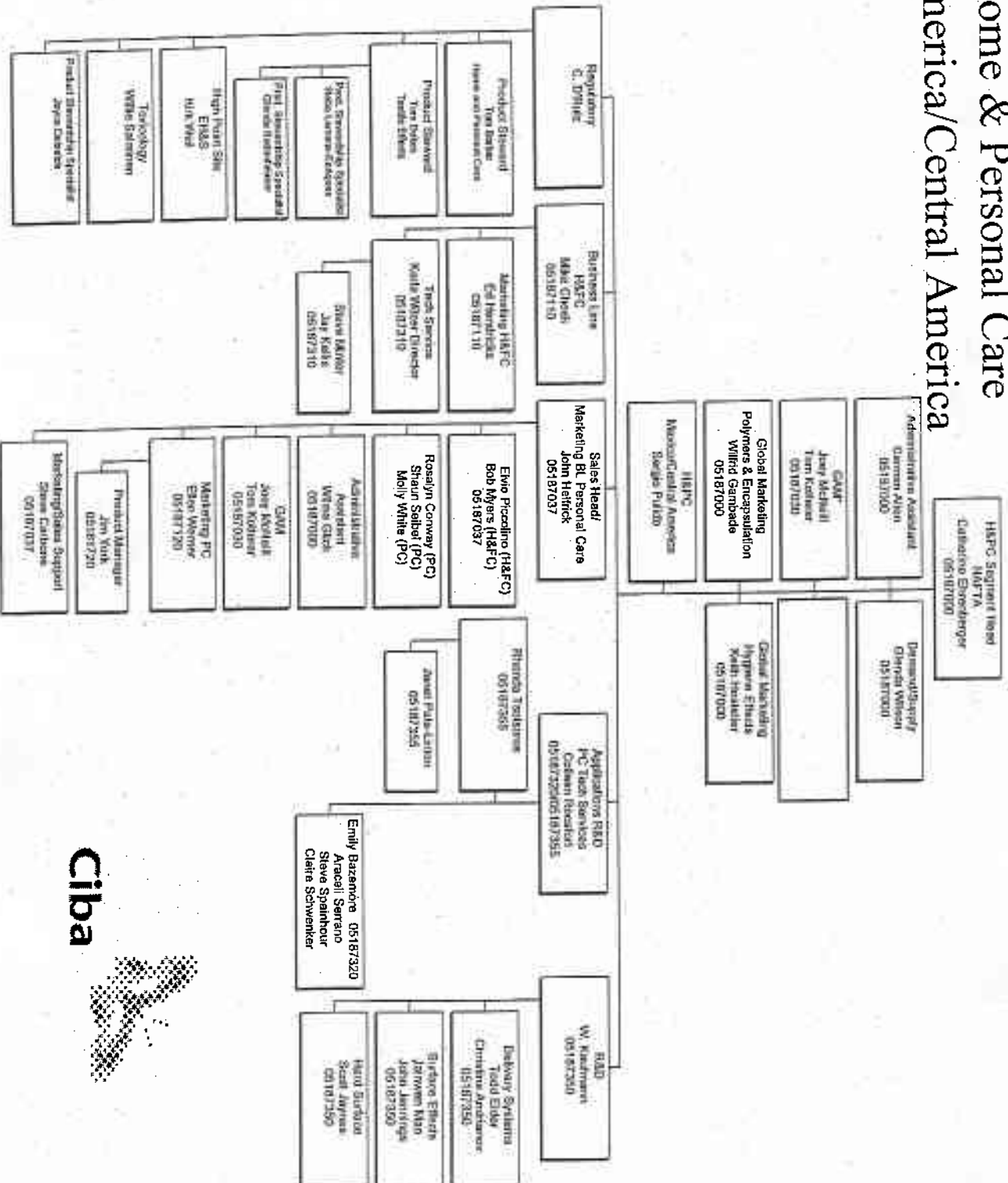
Textile Effects
July 2003

Personnel: 9

Regional View

Business Unit: Home & Personal Care

Region North America/Central America



Descriptive Overview

Senior management at Ciba shows its support for health promotion by funding, participating in, and providing access to these resources. They show excellent leadership by being role models for other employees in and around health promotion programs. Senior management gives the Company Nurse the freedom to design and carry out wellness activities without requiring approval for each event.

The company supports and encourages wellness programming by having the company nurse's job description include directing wellness. Other company teams that she is a part of that helps her with designing Safety and Wellness Programs for the site include a CORE Team Committee and an Employee Safety Committee. The Company Nurse is also a part of the North American Ciba Specialty Chemicals Corporate Committee that designs Work/Life programs throughout all U.S. Ciba sites. She also heads a wellness subcommittee under Work/Life to provide consistent health and wellness programs and services to all the Ciba U. S. locations.

In order to provide the most focused programs for the High Point site, we had employees complete a Health Risk Appraisal. We received participation from 43% of employees and gave an incentive to do so. We have also completed various satisfaction surveys, and have received some utilization statistics from the health insurance the company participates in.

An Operating Plan has been the focus of the Wellness Director in order to provide concise, planned programs that benefit employees to get the best utilization of the employees and the budget. The Operating Plan, structured around the National Wellness Calendar, has been the basis for design and implementation. Each year since 1998, the Wellness program has been structured with a "Fitness and Wellness for Life" theme. Because many people are in several different stages of change, she has been able to design programs on a variety of different levels of change to be able to provide the most participation.

Well thought out programs and interventions are scheduled throughout the calendar year. The information on upcoming wellness programs are handed out in January for the entire year. This format helps individuals plan and get excited about what is offered as a part of their company benefits.

Ciba provides a supportive environment for wellness. We have many policies and procedures developed to keep the worksite safe and employees healthy. We have an excellent safety record. We operate smoke-free buildings, provide healthy meal options in our site cafeteria, and have emergency procedures that include a well-trained Emergency Team. We are a drug free workplace. We have a "Recognition and Reward" system for wellness accomplishments that include gift certificate rewards. Our site fully supports using work time to attend offered programs. We have a very supportive back-to-work program to provide ill employees with the opportunity to work as soon as they are capable of doing any

part of their job whether at home or on-site as appropriate.

Each year the Company Nurse/Wellness Director evaluates programs offered during that year by tracking employee participation, gathering satisfaction survey data, and meeting with the appropriate committees to help design the next year's programs. She meets individually (confidentially) with "at risk" employees to provide the best options at their stage of change. Individuals are free to give any feedback at any time, as she has an open door policy.

Individual that has made the Wellness Initiative what it is today

Angela Brady-Fleming, RN, Company Nurse, was hired in May 1997 for the newly formed company. She was given information about how the historic Ciba-Geigy Health Services team operated, and was given a vision of how employees wanted the new Health Services to be. The new company was much smaller than the old one, but they wanted to provide similar services with a smaller budget. Angela was able to learn the culture and be valued by the employees quickly. She developed well-organized programs that the employees felt were important to them. Angela is quoted as saying, "In order to get the most support and participation from your wellness program, the leader must be a role model."

Highlight Three Unique Strengths

The three unique strengths that the Ciba Wellness Program has that other companies may lack are a budget for wellness, the time for employees to participate in wellness, and a true commitment to employee health from the company head down. We feel our Health and Wellness Programs go above and beyond other similar chemical companies in benefits to employees. One of Ciba's goals is to become one of the top ten U.S. companies to work for based on our flexible Work/Life benefits. We have won awards locally in our community in 2002 and 2003 because we provide a great place to work for our employees.

At the High Point facility, we budget \$15,000.00 per year for wellness programs, initiatives, and employee incentives. We also provide, to employees at no cost, an on-site Fitness Room well equipped with cardiovascular and strength training equipment. In addition, the company also allows for a \$225.00 reimbursement per year for each employee to join an outside gym or purchase cardiovascular equipment for home use. We want to encourage fitness any way the employee feels it can be a part of their regular routine. Some employees find it easier for them to utilize the on-site gym, others enjoy working out near their home with their families.

Many businesses only measure productivity by measuring the bottom line. Ciba allows employees the time to attend health and wellness programs and visit the Health Services Unit. At Ciba, we feel that if we can allow our employees to take

the time to learn new ways to have better health, then the time they are working is only more productive and beneficial. It increases the possibility of the company producing and selling more. Keeping employees well not only helps the employees and their families, but it helps keep health care costs down and reduces sick days.

Our segment presidents are committed to health and wellness initiatives. They fund, support, and participate in programs because they see many benefits. It is known that by implementing great health and wellness programs, we reduce on the job and home accidents and we use less health care dollars because less people are sick or injured. It is important for them to have employees work hard, but it is also important for them to encourage employees to play hard. This year a new committee was formed, the FISH! committee, to provide programs to encourage all employees to find ways to "play" on the job.

Describe the most Popular Programs and Activities

Our Wellness Program's most popular activities include our on-site Massage Therapy program, our on-site Fitness Center, and our annual Flu vaccination program. We currently have a Certified Massage Therapist on site one afternoon per week. Both Senior Managers and employees utilize this program. The Therapist does both stress management reduction and/or eliminating muscle pain. Our on-site gym allows employees the convenience to choose to exercise at work for free. We also allow reimbursement for gyms or equipment outside Ciba to allow workers to exercise wherever it fits best for them. We give Influenza vaccinations at no charge to any employee and/or their spouses, and also to long-term contractors. We give 200 vaccinations each year at this location. This keeps most of our employees healthy and at work during the flu season.

Other Pertinent Information about the Organization

Ciba Specialty Chemicals is a progressive company that strives to be on the top of the list for companies offering great benefits to its employees. We always go above and beyond when we are dealing with our employee's health. Ciba understands that healthy employees can add to the productivity of the company. With the economy in duress and the current rise in health care costs, employers must think about how to best manage benefits offered to employees while minimizing costs. Thinking ahead and thinking out of the box, retaining great employees, and funding and supporting great health programs is the way all companies need to be now to survive. Ciba is a winner in health and wellness initiatives.