

**Well Workplace Award
Executive Summary**

**McJunkin Corporation
Silver 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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General Information
WELL WORKPLACE
Silver Re-certification Application

Basic Information

Name of Organization: McJunkin Corporation

Address of Organization

Work Telephone:

Fax Number:

Contact Person: Barbara Higgins

Title: Compensation/Risk Analyst

Alternate Contact: Diana Morris

Parent Organization: N/A

Number of Sites Covered by this Application: Corporate (5), Houston (1)

Number of Employees Covered by this Application: 429

Nature of Business or Industry: Distributor of Pipes, Valves, & Fittings

Name of CEO: H.B. Wehrle, III

Date of Application: May 31, 2004

PREFACE

ORGANIZATIONAL AND PROGRAM BACKGROUND

Established in 1921, by two brothers-in-law, H.B. McJunkin and H. Bernard Wehrle, McJunkin Corporation is a privately held distributor of carbon, stainless steel and corrosion resistant pipe, valves and fittings, oil country tubular goods, drilling supplies, instrumentation and controls. Corporate headquarters are located in Charleston, WV. Major industries served by McJunkin Corporation include chemical, petrochemical, power, paper, refining, mining, metals, oil and gas, and construction. There are currently 429 employees in Charleston, WV, and Houston, TX and 1435 nationwide. H. B. Wehrle, III is the President & Chief Executive Officer.

McJunkin Corporation received the Silver Well Workplace Award in 2001.

BACKGROUND OF THE WELLNESS INITIATIVE AND HOW AND WHY IT CAME INTO EXISTENCE

McJunkin Corporation realizes that it takes significant resources, dedication, and hard work to have a successful worksite wellness program. McJunkin has a long history of providing excellent benefits and safety programs for all employees. Dating back to 1951, McJunkin launched a formal safety program prior to OSHA being formed. Committees have been established to design policies for health and safety of its employees. Over the last 20 years, McJunkin has taken its health, safety and wellness programs to higher

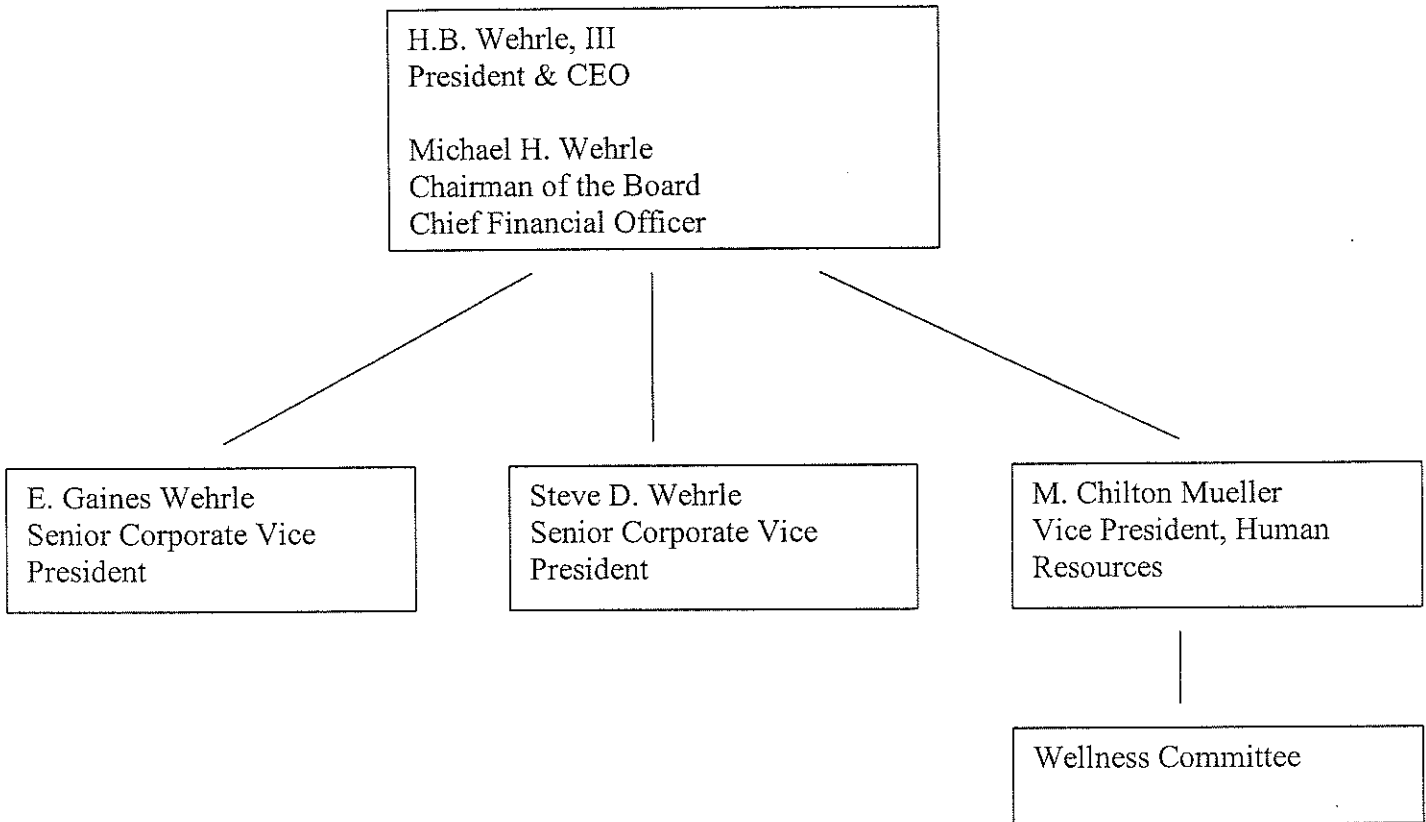
levels. As an example, preventive healthcare benefits have been added to McJunkin's health insurance program to provide employees with the most comprehensive insurance available.

MCJUNKIN CORPORATION'S MISSION AND WELLNESS VISION STATEMENT

Company Mission: To be recognized as the supplier of choice for the products and services we provide.

Wellness Mission: To be recognized by our employees as a continuous source for healthier lifestyles through education and behavioral change promotion.

McJunkin Corporation Organizational Chart



DESCRIPTIVE OVERVIEW OF THE LOOK AND FEEL OF THE INITIATIVE BASED AROUND THE SEVEN CRITICAL BENCHMARKS

McJunkin Corporation believes that the seven critical benchmarks are the integral part of building a successful wellness program. If you are to have a successful program of any kind, you must have the support of (1) *senior management*. At McJunkin, we have that support. All new employees receive a "Welcome to McJunkin Corporation" letter from H.B. Wehrle, II, CEO. In this letter, he acknowledges his commitment to maintaining training and wellness benefits to all employees. The (2) *wellness team* is responsible for implementing all of the activities that McJunkin sponsors during the year. The team meets semi-monthly to plan events and plan any new initiatives. The team also (3) *collects key data* through employees needs and interests surveys to determine the health and wellness habits of our employees and also to find out what interests our employees had. We use results from these surveys to design our (4) *operating plan* for the year. Our operating plan was designed to meet the expectations of our employees. Throughout the year, the wellness committee used the resources available to host a variety of (5) *programs and interventions* on topics that employees have requested and through results of the data collection. . Our interests and needs survey indicated that over 67% of our employees were interested in a walking program at the office. The Wellness Committee started a program, "100 miles in 100 Days" in April 2004 and also contributed \$2.00 towards pedometers purchased for those employees who were interested. Logs were turned in weekly to a wellness committee member for mileage tracking. The program was so well received that the walkers accumulated 350 miles in this program during the

first two weeks. To (6) **support** our employees in our drive to promote wellness, the Wellness Committee has a bulletin board that lets our employees know about upcoming events, fitness and exercise programs offered in the area, healthy habit tips, and upcoming charity walks. We also have “*The Wellness Corner*” that is published in “The Piper”, a bi-monthly employee newsletter. A *Wellness Website* has also been developed on the McJunkin Corporation Intranet. After each lunch and learn, (7) **evaluations** are completed by those employees in attendance to find out if the seminar and speaker have met expectations. Participation in each program and employee satisfaction has proven to be successful.

INFORMATION ON AN INDIVIDUAL THAT HAS MADE THE WELLNESS INITIATIVE WHAT IT IS TODAY

When McJunkin Corporation began its wellness initiative, our Senior Management wanted to demonstrate a commitment to helping their employees have a strong quality of life through well lifestyles. Over the last few years, the lead proponent of that position has been Chilton Mueller, Vice President of Human Resources. By pushing the initiative via her department to operating units of the company, she re-energized the process. Because her responsibilities include management of benefit plans as well as the human capital side of McJunkin, she has been able to integrate the program to meet employees' needs taking a long-term view to planning.

HIGHLIGHTS OF THREE UNIQUE STRENGTHS THE WELLNESS INITIATIVE OFFERS FOR THE EMPLOYEES

Our *first* strength is that McJunkin truly cares about its employees through the various programs that are offered by the Wellness Committee and the commitment to provide wellness benefits to all employees. For example, there are nine paid holidays throughout the year, a generous vacation package based on years of service, doctor appointment pay, short and long-term disability, Family Medical Leave, long-term disability insurance, pregnancy benefits, bereavement pay, jury duty pay, military leave pay, workers compensation benefits, life insurance, Profit Sharing Plan and 401 (k) plan, medical, dental and prescription drug benefits and a flex spending program.

Our second strength is that McJunkin also offers programs throughout the year at the workplace. Our Annual Employee Health Fair is a great example of bringing wellness to its employees. For example, we have themes every year during our health fair and this year our theme was to take the "McJunkin Wellness Cruise" with different ports of call (booths) offered: Complete blood work screenings, height, weight, blood pressure, a health risk assessment, a WellSteps mailing (this is a mailing of risk related educational material), Life-Line Screenings which consist of three tests: Carotid Vascular Test, Abdominal Aortic Test, and a Peripheral Arterial Test. We also offered Osteoporosis Screenings, a complimentary massage, Flu vaccinations, a spinal screening, Asthma and Allergy screening, hearing and eye exams, and Health Care Information provided by our insurance companies. And finally, an additional strength is that our health care plan provides a multitude of benefits that is hard to match. McJunkin values its employees and realizes that each one makes a contribution to the operation of the organization. McJunkin Corporation has maintained a gold standard health care plan at a very affordable cost and continues to offer it to our employees at a reasonable cost.

BRIEFLY DESCRIBE THE MOST POPULAR PROGRAMS AND ACTIVITIES YOUR WELLNESS INITIATIVE OFFERS

The Wellness Committee agreed initially that anything that we can do to develop camaraderie among our employees while incorporating an activity that is healthy and fun would be part of our initiative for the year. Our "*100 MILES IN 100 DAYS*" *WALKING PROGRAM* was a good way to start. We have found that employees not

only were interested in walking but also enjoyed the fellowship and time spent together while reaping the benefits from a healthy activity. Our most popular activity is our Annual Health and Wellness Fair. The company allows employees to attend the fair on company time. Employees have the option of obtaining a health risk assessment, which provides them a tool to measure and compare health statistics from year to year. This enables our employees to set personal goals and objectives for the upcoming year. We also offer other programs during the workday as to be cognizant of our employees' busy lives.

ADDITIONAL PERTINENT INFORMATION ABOUT MCJUNKIN CORPORATION

Strategy and Vision McJunkin Corporation's mission is to be the premier distributor of pipe, valves and fittings in North America. This mission is supported through McJunkin efforts to increase our national presence through integrated supply agreements with customers, implementation of Best Business Practices, exploring e-commerce opportunities to provide cost effective ways of doing business. McJunkin has developed a strategy and an aggressive growth plan that has also been spurred by acquisition of like-businesses, which plays directly into our recognition that our people are our greatest resources. Our commitment to that through our HR policies and benefit plans support our vision of being not only the supplier of choice but also the employer of choice.