

TURNER CONSTRUCTION

Who we are

The nature of the industry

- Job satisfaction
- Value of teamwork
- Growth industry
- Opportunities for women

The Challenge:

High rates of substance misuse

Chronic Pain

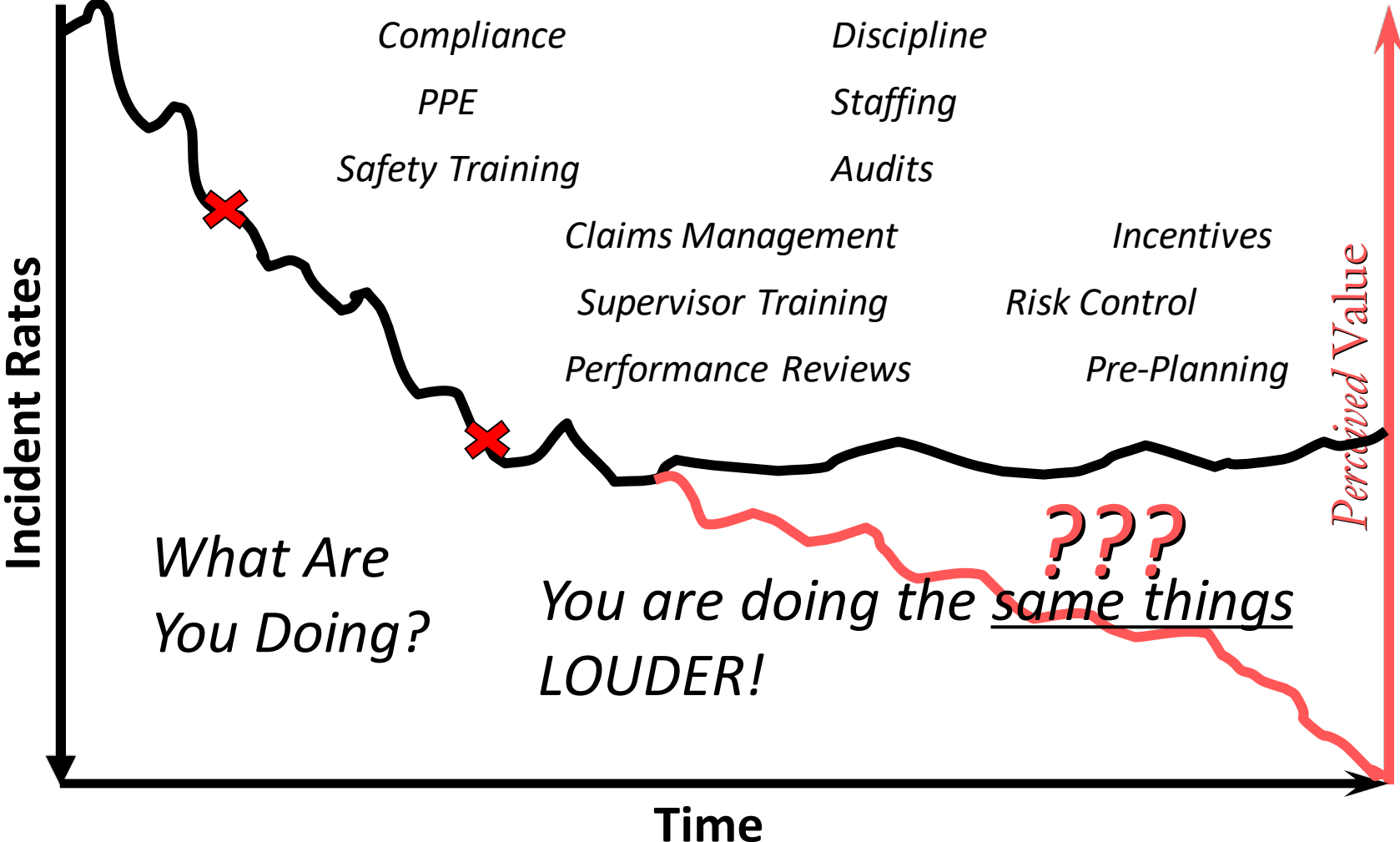
Demographics

Sleep deprivation / disruption

Extreme pressure low margin of error

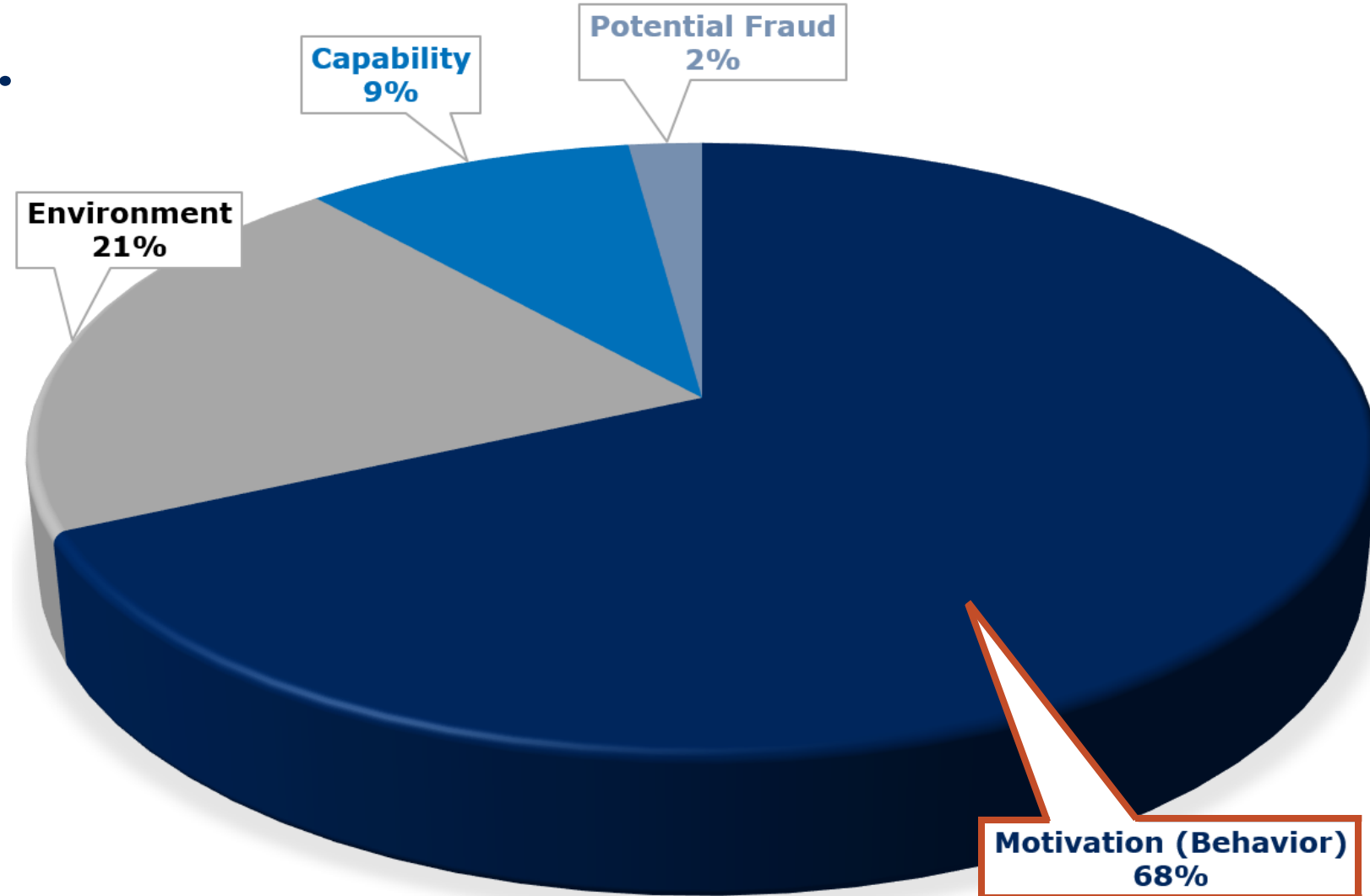


Pre- COVID19 Stand Down



WHY WE TOOK IT ON

Building L.I.F.E. Injury Study



SAFETY MANAGEMENT

Injuries Compliance

- Six feet tie-off rule
- Seven steps
- Ladders last



Turner New England Leadership

“Create a workforce that is genuinely looking out for each other...a workforce that is conditioned to recognize addiction, suicide traits, behavioral health issues, while providing the supports, either directly or indirectly.”

-Peter Hamill

Launched a
formal
discovery

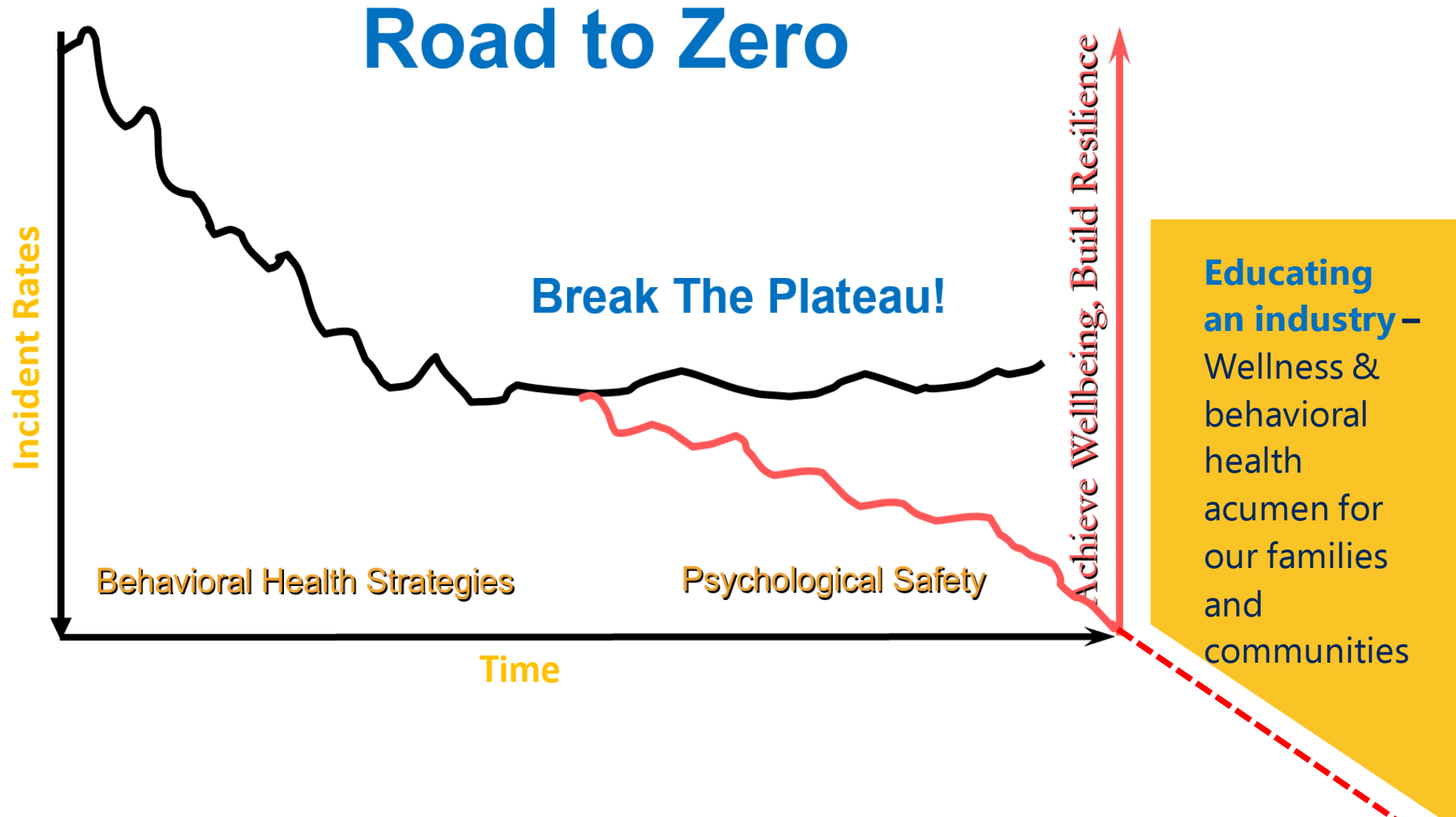
*better understand the
behavioral health of
workforce.*

*inform solutions for
challenges and
opportunities.*



SOLUTIONS

Future State
Operationalize
Wellness



Turner



Wellness Trailers 2.0

One hard hat. Multiple disciplines. Strategic outcomes.



Wellness
Workdays™

Wellness Trailers 2.0

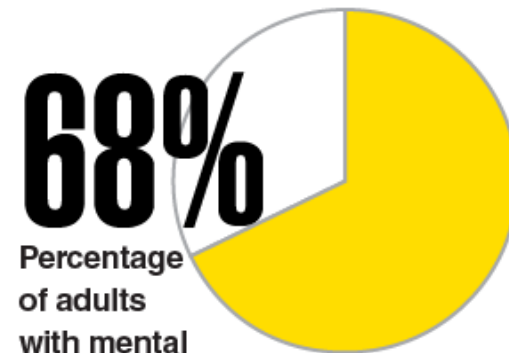
Assisting the workforce as...

- Health Coach
 - Screenings
 - Prevention
 - Knowledge
 - Challenges / lifestyle behavior
- Care Manager
 - Triaging
 - Manage care gaps and conditions
 - Medication management


43 MILLION

Number of Americans who experience mental illness in a given year.

Source: National Alliance on Mental Illness



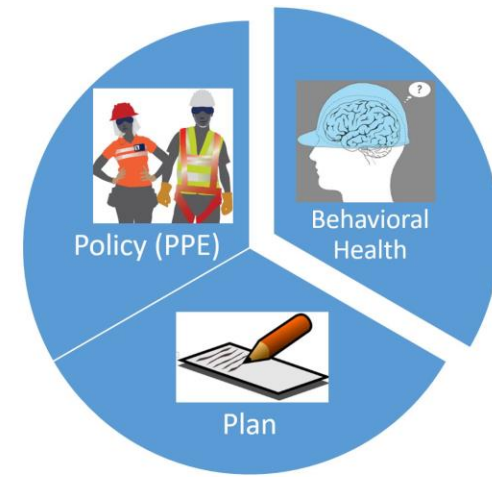
68%
Percentage of adults with mental disorders who have medical conditions

Source: Robert Wood Johnson Foundation

Wellness Trailers 2.0

Assisting the workforce as...

- Health Advocate
 - Recognizing conditions
 - Navigating the system
 - Finding (appropriate) providers
 - Insurance knowledge/benefits



(Extension of) Safety Supervisor

- Plan, Policy & Behavioral Health **management**
- Behavioral health awareness
- Underlying concerns
- Measure / Teach Presenteeism

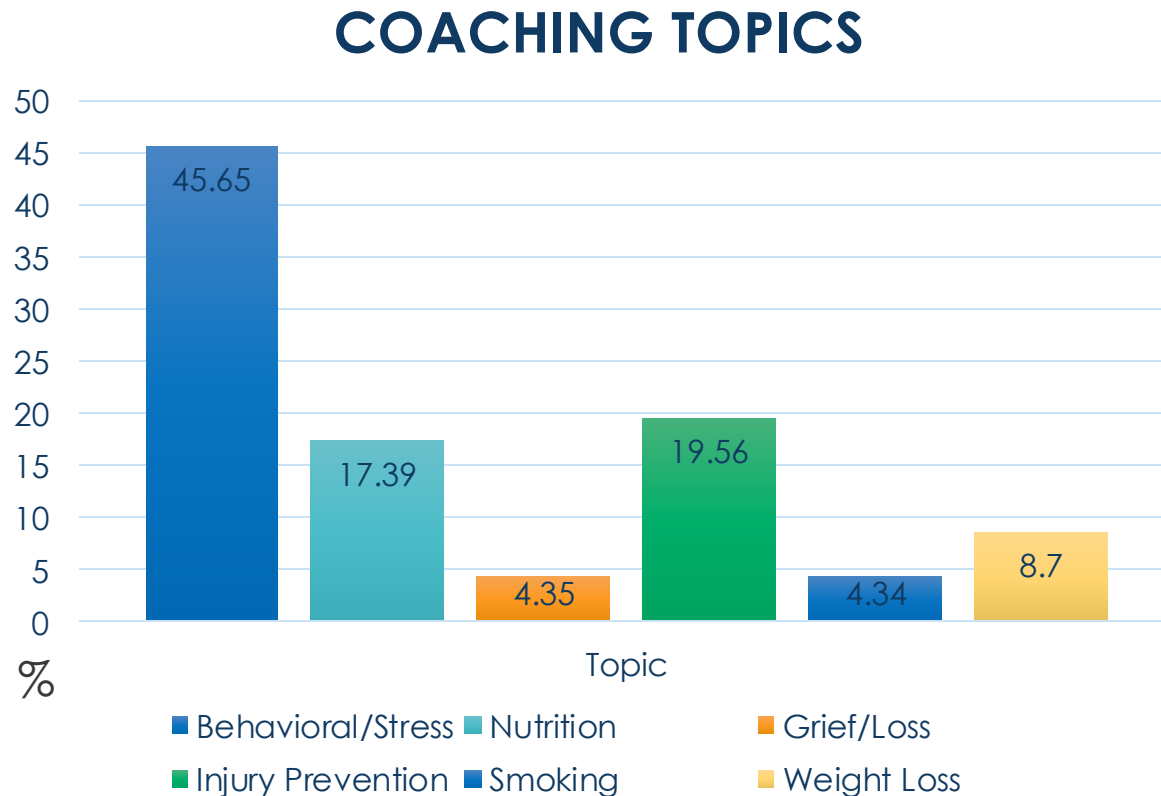


KPIs – Program Totals (3 months)

- **34** Injuries Treated
- **144** Coaching Sessions Completed
- **11** CPR Training Certifications
- **>213** total participants in onsite wellness challenges
 - Monthly Table Talks
 - Participation for raffle entries



Health Coaching Progress – By Topic



Total Coaching Participants
n = **46**

Topics Covered:

Behavioral Health/Stress: **21**

Nutrition: **8**

Grief/Loss: **2**

Injury Prevention/ET: **9**

Smoking Cessation: **2**

Weight Loss (General): **4**

- **46%** of participants have sought coaching to help with behavioral health issues & stress



Wellness Program Testimonials

“The best part of the day is the morning with your positive energy and the good laughs. I’m really looking forward to meeting with you again.”

“I was having a tough day and I just needed someone to listen-- to get things off my chest and I knew I could just walk in and I could talk to my coach. Having a program like this is important it could really help a lot of guys.”

*“I’ve been on a lot of sites--Worked with different companies. I’ve seen nurses before but not a lot. But this? This is some new stuff. This is like “they-actually-care-stuff.” You always brighten up the day. And you care about everyone. Everyone knows they can come to you for anything. **Anything**. And I’ll be telling everyone about you. Showing everyone your pretty wellness boards. Everyone needs to smile like you do, everyday.”*



Turner | **JANEY**

Questions or Feedback?

