

The George & Lynch Internal Newsletter! News & notes from the company.

G & L Newsletter 2017



Rt. 113 RR Crossing - Milford, DE

Thank you for taking a minute to read about all things George & Lynch! In this issue you'll find:

- [Chris' Corner: A Message from Chris Baker, President](#)
- [Len Brooks, VP](#)
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- [Mark your calendars - Christina Funk](#)

Please send any ideas, pictures and announcements to jconnell@geolyn.com for future newsletters.



"George & Lynch will always be the preferred company that provides high-value added services to safely build, operate and maintain infrastructure that supports the continued quality of life in our communities."

Chris' Corner

Health insurance – is it a necessary evil? All the brain power in DC hasn't figured out the best way to handle it, or at least they can't agree. Well, we haven't figured it out either. It's easy for us say "we all have to get healthier", but much harder to do that. The facts are our claims have been more than the amount we collectively (company and employees) contribute to insurance premiums payments for TWO straight years. That leaves us with little or no room to negotiate better rates. It also makes it very difficult to get competitive quotes from other health insurance providers. Obviously, we can't plan for some of life's events that leave us needing medical care. I'm grateful it has been available when my family has needed. I am fortunate that has been a rare occurrence. I assure you the company has NOT profited by any changes in the plans being offered. I'm doing my part to be healthier and hoping for good health for all of you as well.

I sent an e-mail regarding proposed legislation that would have required the company to participate in state approved apprenticeship programs for projects paid with state tax dollars. We are not opposed to the training that comes with apprenticeship programs, but the rules as to how this would be administered by the state are very vague. Is it one program or as many as six individual programs that would apply to all our employee classifications? Where are the programs? Some don't exist at all in the state, some are in New Castle County, none exist in Kent County, and only one will be offered in Sussex County beginning this fall. What consideration is given for experienced workers? Absolutely zero. It is possible we would have to hire new people to enroll in these programs that would result in existing employees being excluded from prevailing wage jobs. We have testified against Senate Bill 76 before the Labor Committee, submitted a letter to our legislators, and met with other senators that are not on the committee. Senator Bushweller, who represents our Dover office location, acknowledged he had received correspondence from some employees. Thanks to those that made the effort. The bill did come to a vote this year, but we will be watchful for similar problematic proposal in the future.

I've boasted about the large number of customers and our backlog at the past couple safety meetings. I'm pleased to tell you we have added an important new customer. Everyone is probably aware of the railroad crossing replacement that occurred in Milford during May. We negotiated the contract with Carload Express, the new operator of short-line rail transport on the Delmarva Peninsula south of Bear, Delaware. We were recommended to

them as the most reliable contractor to do the work in a 24/7 effort over a two-week period. We finished ahead of schedule despite some storms, unknown underground storage tanks, and poor soils on the east side of the roadway. The customer was impressed with the coordination, dedication, and work ethic of our employees. Thanks to your work, they have awarded a 2nd project to begin in July. Hopefully, more will follow. Thanks again to all those that contributed to the project!



From The Desk of
Len Brooks

Project Spotlight

The Rt. 113 in Milford Railroad Crossing opened AHEAD of SCHEDULE! In just under 14 days, 9+ crews worked 24 hours a day, 7 days a week (except for a few rain days and Mother's Day) to completely rehab the Railroad Crossing and repave the road on both sides of the track. The pre-planning, coordination and the execution of the work was second to none. Hats off to all of the G&L employees that worked on this project as well as the efforts of the sub-contractors, Century Engineering, the rail road owner and DelDOT for working together to make this a successful project!



HR Corner - Katie Murphy

Hi Everyone,

Please take a few moments to read through the materials in the HR Corner.

Effective 7/1/17 we have started off our G&L Wellness Program with Wellworks! **We are hoping that this program is successful in helping lower our overall health cost by providing early detection to any and all potential health issues.**

Please submit all completed wellness packets to Wellworks:

Submit your completed packet in its entirety in one of three ways:

ü Scan and email to: forms@wellworksforyou.com

ü Secure fax to: **484.887.2223** (if you would like to use G&L's fax – please see **Neli @ the front desk.**)

ü Mail to: **1615 West Chester Pike, Suite 104**

West Chester, PA 19382

Attention: Forms Department

- First Step is completing Registration and Consent Form
- Second Step is completing Tobacco Attestation Form
- If you are a tobacco user you will need to enroll in the cessation program run through State of Delaware: QuitNow Program. The contact information for State of Delaware, Quit Now Program: web - <https://www.quitnow.net/delaware/>; phone- 1-866-409-1858. You will need to turn in your enrollment form Delaware QuitNow to Wellworks.
- Physician Results Form
- Submit Your forms.

We are working to provide YOU a list of providers that are accepting new patients. We are also exploring options to make it easier for our employees to successfully complete this wellness program.

If anyone has any questions regarding the Wellness program with Wellworks. I'm available to you:

Katie Murphy, HR Manager

(office) 302-342-3136

(cell) 302-218-4351- (also by text)

(e-mail) kmurphy@geolyn.com

Thank you! Let's make this benefit year a successful and HEALTHY one!!!

Katie

Dear Employee,

Your individual health matters. Each year, unhealthy behaviors impact all of us. They lead to increased medical claims, lost work days, and decreased quality of life. Adopting company initiatives that support healthy behaviors is our commitment to supporting you as we work together to cultivate the most successful and satisfying work environment.

According to best practice studies of companies offering employee wellness programs, it has been found that approximately 50% of employees have not had a preventive primary care physician visit during the past 3-5 years, while physicals are something that should be practiced annually.

Studies also indicate that up to 70% of healthcare costs are preventable. Therefore, healthcare professionals view regular health screenings as critical for

any chance of early detection and prevention of catastrophic illness.

In the coming weeks we will be introducing our newest wellness initiative with WellworksForYou. This partnership between George & Lynch and Wellworks will make health management convenient for you through its confidential primary care physician engagement tracking system. This portal-based health engagement platform will track our population's overall health allowing George & Lynch to better identify high risk areas and offer targeted disease management through future wellness initiatives. Preventive care visits are a free benefit and by law, George & Lynch will not receive your personal, private health information as a result of your participation.

Starting 7/1/2017, George & Lynch will require all employees covered under the health plan to receive an annual physical with a primary care physician with standard labs by 11/30/2017 in order to avoid an additional charge of \$500 toward annual insurance premiums in 2018. In addition, all employees must complete a tobacco attestation form to certify whether they are/are not a tobacco user. If an employee is a tobacco user, they must complete the approved tobacco cessation program through the State of Delaware: QuitNow Program to be eligible for the wellness incentive. All information will be mailed to your home directly from Wellworks.

We hope that all employees will take advantage of participating in these most important wellness initiatives so George & Lynch can continue to offer the richest and most affordable health care plans to our employees well into the future. Let's work together to make this year one of our healthiest and most successful years ever!

In health,

Executive Team of George & Lynch, Inc.

QUIT & \$AVE!

Are you a tobacco user? Consider a tobacco-free lifestyle and participate in **George & Lynch's Tobacco Cessation Program**. Instead of spending, you could be **SAVING!** By completing the tobacco cessation program* and receiving an annual preventive care visit by November 30, 2017, you can avoid an additional charge of **\$500** toward your annual insurance premium in 2018.

Through our Wellness Program, employees have access to Delaware QuitLine's **FREE** tobacco cessation program. The program offers a designated Quit Coach along with other resources to help you become an expert in living without tobacco. Enrollment is easy, just call **1-866-409-1858** or visit **www.quitnow.net/delaware/**.

* Employee must provide QuitLine enrollment letter to Wellworks as proof of completion.





PARTNER WITH YOUR PHYSICIAN

Your relationship with your physician influences your ability to be an informed health care consumer. To get the most out of your care, you need to share an open, honest dialogue based on mutual respect.

To make that happen, be prepared for your visit, with all relevant information. During your visit, seek as much information as you need. After your visit, research any drug, test or treatment your physician has recommended. A good place to do this is your member website, which contains thousands of accurate health related articles.

Log on today to your member website
at www.highmarkBCBSDE.com.

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(George & Lynch, Inc.)



TAKE PERSONAL RESPONSIBILITY

DID YOU KNOW THAT 70% OF TODAY'S ILLNESSES ARE RELATED TO LIFESTYLE AND, THEREFORE, PREVENTABLE?

The way we live impacts how we feel - good habits, positive attitudes and healthy behaviors significantly enhance the quality of our lives. Unhealthy lifestyles, on the other hand, can lead to serious illnesses like diabetes and heart disease. No matter what your age, gender or health status, you can be an informed, responsible health care consumer.

Log on today to your member website at www.highmarkBCBSDE.com.

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HYDRATION

HYDRATION RECOMMENDATIONS

How much water should you drink? We've all heard the general recommendation to drink eight cups of water daily; however, your fluid needs vary based on different factors, including your health, activity level, and the climate where you live. According to the Institute of Medicine, an adequate daily fluid intake is approximately 13 cups (3 liters) for men and 9 cups (2.2 liters) for women who live in a temperate climate.

Water is necessary for your survival and makes up the largest percentage of your body weight. Water helps to flush toxins from the body, carries nutrients to cells, and provides a healthy environment for body tissues to assist in immune function.

SYMPTOMS OF DEHYDRATION

Each day, you lose water through your breath, perspiration, urine, and bowel movements. When the amount of water lost exceeds the amount you consume, dehydration occurs. Symptoms of dehydration include:

- Dry mouth
- Increased thirst
- Dark-colored urine
- Dizziness
- Fatigue



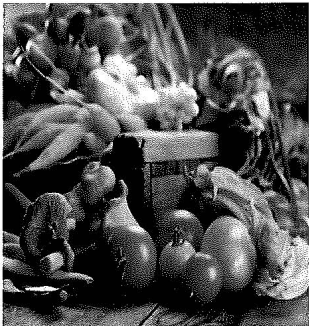
If you are very active and engage in long-duration exercise during which you perspire heavily, you should replenish your water losses. A general recommendation is to drink 16 ounces of water or fluid for every pound of weight lost during one exercise session.

You may have heard about the connection between electrolytes and dehydration. Electrolytes are minerals in your blood and body fluids that carry an electric charge. Having balanced electrolytes is vital for maintaining blood pH, muscle action, and other body processes. Electrolytes include acids, bases, and salts, such as sodium, calcium, potassium, chlorine, magnesium, and bicarbonate.

FLUID REPLENISHMENT

We replenish fluid losses by consuming foods and beverages that contain water.
Tips to help you stay hydrated:

- Eat fluid-rich fruits and vegetables, such as cucumber, leafy greens, melon, and citrus fruits; in addition, fruits and vegetables are a good source of potassium, which can help to replenish electrolytes
- Drink a glass of water as soon as you wake up in the morning
- Keep a water bottle with you to drink during the day
- Set reminders to drink water throughout the day
- Add fruit to flavor your water
- Replenish the fluid lost during long-duration exercise
- Track your fluid intake to ensure you meet your goal



ADDITIONAL RESOURCES

For support from a registered nurse or wellness coach or to ask questions, please call a Blues On CallSM health coach at **1-888-BLUE-428**.

Log in to the member website listed on the back of your member ID card.

- Click on the **Wellness** tab.
- Click on **Additional Resources** on the left.
- Click on **Health Topics** under **WebMD health information** to search health topics or use the medical encyclopedia to review health issues you want to know more about.

This article does not provide medical advice. It is intended for informational purposes only. It is not a substitute for professional medical advice, diagnosis, or treatment. Consult your physician before participating in activities described in this article.

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Safety - Ken Heinsch

Something We Don't Think About

We all know the various rules and regulations regarding our safety as we perform our job duties. We are aware of the need for safety glasses and face shields to protect our eyes, gloves to protect our hands, and safety toe work boots to protect our feet. We wear dayglo reflective vests so that traffic can see us easily. We wear hardhats to protect us from head injuries. It seems as if we have all of our body parts protected to some degree.

One part that many of us do not think about is our skin. We are exposed to the sun almost every day. During the warmer months we tend to wear less clothing than in the colder months. Less clothing exposes more of our skin to the sun. Our constant sun exposure can lead to serious health issues as we age. Most of us that have been in the construction industry for a long time have already done damage to our skin. This results from long term exposure to the ultraviolet rays emitted from our sun.

This long term exposure can lead to skin cancer. In fact, 27 Delawareans will die this year alone from skin cancer. Anyone can get skin cancer, but you are even more susceptible if you have the following traits:

- Have fair skin or blue or green eyes**
- Have skin that burns, freckles, and reddens easily**
- Have many large and irregularly shaped moles**
- ARE EXPOSED TO THE SUN REGULARLY**
- Have a history of sunburns, blistering, or indoor tanning**
- Have a family history of skin cancer**

Since we can't perform our job duties inside for the most part, we need to take precautions to avoid damaging sun exposure. We can wear clothing that covers us as much as possible, comfortably. One thing that we can use to help us avoid the damaging UV rays is to wear SUNSCREEN! Use a broad spectrum sunscreen of SPF 15 or higher. Apply it liberally and repeat applications at least every 2 to 3 hours. Apply more often if swimming or perspiring heavily. It is a good practice to wear it on exposed skin year round. Pay special attention to the ears and nose. They seem to be the first parts of the body that are affected by the sun.

As I visit your sites I will be handing out literature and sunscreen as long as our supply lasts. Please take time to use it. Purchase more when that runs out. It is relatively inexpensive and will help to keep your skin healthy.

Stay Safe!

Ken

Mark your calendars! - Christina Funk

We have a lot of great events coming up at George & Lynch and would like to invite

employees to get involved. See below for details. We also have a poll on our website so you can participate in selecting events and charities we support in the future. If you need more information about the events below please email rharp@geolyn.com.

- August 21st G&L is providing dinner to the men at the Interfaith Mission in Dover. We need volunteers to help cook and serve between 4 and 7.
- September 13th is the Battle on the Turf 5K in Frederica. This raises money for Delaware Breast Cancer Coalition. G&L will pay the registration fee for all employees interested in participating in this event.
- G&L has a team in the Lewes Dragon Boat race on September 17, 2017. Come down and cheer us on!

During the first half of 2017 George & Lynch has made contributions to the following:

American Heart Association
Delaware Botanic Gardens
Meals on Wheels Delaware
Dover Little League
Lewes Little League
Kent-Sussex Industries
Alzheimer's Association
Wounded Warrior Project
Caesar Rodney School District
City of Dover DE Fire Company
Gumboro Fire Company
Modern Maturity Center
DelTech
The Home of the Brave Foundation, Inc.
Delaware Hospice



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