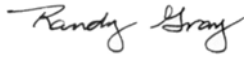


Memorandum

To: All Employees

From: Randy Gray



Date: 8/1/2007

Re: Wellness Program

During open enrollment in June, you heard a little about Marc Center's plan to roll out an exciting new wellness program: a partnership in healthy choices between you, CIGNA and Marc Center. You'll be seeing and hearing more about the details of the partnership and programs over the next few months through e-mails, posters, payroll stuffers, newsletters and through the Employees Only page on our website.

This program is not just for sick people; the available programs can help nearly every Marc Center employee get smarter about your health care choices, get healthier and stay healthier. Here're some of the programs available:

- **Healthy Rewards:** This is a program that gives you discounts on lots of name brand services like weight loss programs, fitness club dues, alternative medicines and more
- **Cigna Behavioral Advantage:** these programs give you access to a health coach and includes a stop smoking program with free nicotine replacement therapy products (like patches) and a stress management program
- **Well Aware Program:** This program also gives you access to a health coach and helps folks manage diabetes, heart issues, asthma, low back pain, depression or weight management
- **Healthy Babies:** Help with high risk pregnancies
- **24-hour Health Information Line:** You now have free access 24 hours a day, 7 days a week to a registered nurse to ask questions before you go to the emergency room
- **myCIGNA.com:** This website gives you lots of information about any health topic, offers links to WebMD, helps you manage your CIGNA claims and much more
- **Health Fairs:** Marc Center and CIGNA will have several fairs during the year to provide you with free information and screenings and other benefits.

As we said during open enrollment, we all know we need to manage our health care better; you and Marc Center must be better and smarter consumers. We also know that as a group, we need to get as healthy as we can. We need to do this because we have to try and control costs so we can keep the agency health plan as affordable as possible – and a plan that provides us the assurance that we and our loved ones will be cared for when it's needed. Marc Center is going to spend some money on wellness and make it easy for you to try and get healthier. Marc Center also wants these programs to encourage you, by financial support and otherwise, rather than punish you. Effort counts.

We need to know what you need, what works for you, and we need your good ideas that will help us achieve our goals together as partners. Please let us know what you think. Thank you for what you do every day at Marc Center.