

Getting connected to
Wellness
resources

**Rockwell
Collins**

Building trust every day

Our Value Proposition for People

Our Value Proposition for People is our overall strategy to achieve our “talented and motivated people” goal – a key component of Rockwell Collins’ Vision Roadmap.

Four broad initiatives make up our Value Proposition for People:

- **Diversity** – Values and respects differences in our workplace. We strive to recruit, retain and develop talent to create an environment that fuels innovation and builds a stronger company.
- **Talent Management** – Integrates how we acquire, evaluate, reward and develop our people.
- **Leadership Development** – Encourages and supports the development of more and more capable leaders. The programs and tools are tailored to meet the needs of individual contributors, entry-level, mid- and executive-level leaders.
- **Flexible Benefit Choices** – Provides each of us with flexibility and choice regarding our benefits decisions, while maintaining a basic level of protection for everyone.

Flexible Benefit Choices

Your Flexible Benefit Choices are divided into four parts, each focusing on a different aspect of your life. This brochure focuses on the wellness program, which is part of “My health while working.”



- > Medical and prescription drugs
- > Dental
- > Vision
- > **Wellness - new**

Get connected to new wellness resources

The new Rockwell Collins wellness program offers comprehensive, convenient and confidential health resources to help you and your family maintain or improve your health.

Read this brochure to learn how to:

- > Access the health portal (wellness.rockwellcollins.com)
- > Complete your personal health assessment (including biometrics)
- > Use the 24/7 Wellness resource (1-888-935-5967)

By understanding how to complete the personal health assessment and use the health portal and 24/7 Wellness resource, you’ll be taking the first steps to living a healthier life.

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Partners in wellness

The wellness program requires a partnership between you and Rockwell Collins to be successful. As with any partnership, there are roles and responsibilities for both of us and we both benefit. And, as with any partnership, trust is a necessary component.

To maintain your trust and ensure that your privacy is protected, the wellness program is managed by Wellmark Blue Cross and Blue Shield, our national medical benefits administrator, in collaboration with Matria Healthcare, a national vendor for wellness services. Your participation in the wellness program is completely confidential, and Rockwell Collins does not have access to the personal information you share through your participation. In addition, the privacy of your personal health information is protected by federal law.

The desired outcome is to improve your health for you and your family resulting in lower health care cost trends for all of us in the future.

Using the health portal

The health portal is your secure gateway to reliable, practical health and wellness information, with personalized updates and reminders tailored to your specific health needs. Here are some of the useful tools and resources you'll have at your fingertips:

- › Personal health assessment
- › Personal health record
- › Comprehensive health library
- › Medical reference guide
- › Exercise and nutrition logging system
- › Nutrition database and games
- › Virtual physical activity trainer
- › Healthy recipes

Who can use the health portal?

You, your spouse and your covered dependents over age 18 can use the health portal after registering and setting up individual accounts. If you and your family are covered by a Rockwell Collins health plan – medical (including HMOs), dental or vision – Matria Healthcare can confirm your eligibility.

If your spouse elects health care coverage through his or her employer's plan and covers any of your dependents over age 18, Matria Healthcare won't have any data to confirm their eligibility for the wellness program. If this applies to you, you'll receive a mailing in March asking you to provide information about your spouse and dependents over age 18 so they can participate. After you provide this information, they will be able to register and have access to all the information and tools to optimize their good health.

Registering for secure access

Because the health portal is a secure site, you'll need to register the first time you visit. Registration is easy and only takes a few minutes. As part of the registration process you will create a unique user name and password. After registering, you will log in with your self-created user name and password for future visits.

Part of the initial registration process requires that you enter a Social Security Number.

- › If you and your family are covered by a Rockwell Collins health plan – medical, dental or vision – your spouse and eligible dependents will use your (the employee's) Social Security Number.
- › If you and your spouse are both Rockwell Collins employees, and are enrolled in family coverage, both of you will use the medical plan holder's Social Security Number.
- › If you and your spouse are both Rockwell Collins employees and are each enrolled in single coverage, each of you will enroll separately using your own Social Security Number.
- › If your spouse elects coverage through their employer and if they cover any of your dependents over age 18, they will register using your Social Security Number (after you have provided their information to Matria).

Once you, your spouse or eligible dependents have registered, each individual will use their own unique, self-created user name and password to access the health portal on future visits.

What makes a Web site secure?

A secure Web site uses encryption and authentication standards to protect the confidentiality of information sent during Web transactions. Encryption is a way of scrambling data so that only the computer and the Web server involved in the transaction can decipher the personal or confidential information.

When you connect to a Web site using Secure Socket Layer or SSL, your Web browser confirms the identity of the server, or authenticates it.

How do I know if the Web site I'm browsing is secure?

Look in the address line to see if the address starts with *https*: as opposed to *http*: or you can also look for your browser's security icon.

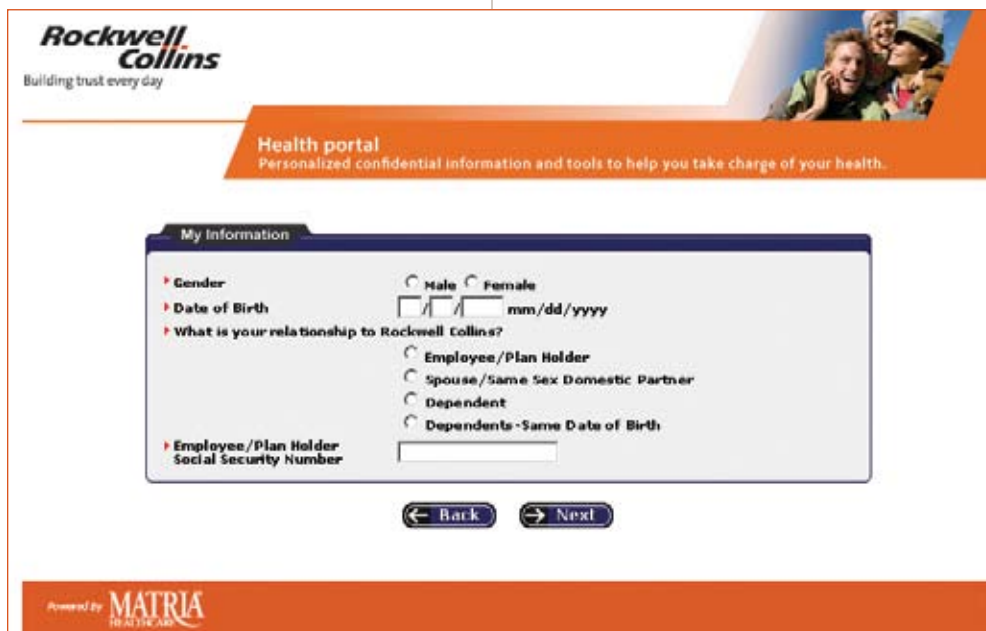
The screenshot shows the Rockwell Collins Wellness program website. At the top, the Rockwell Collins logo is on the left, and the text 'Wellness program Bringing health to life' is on the right. Below the logo is the tagline 'Building trust every day'. A navigation bar contains links for HOME, ASK A NURSE, HEALTH TOOLS, SEARCH, and LOGOUT. The user is logged in as 'Hi JOHN' on 'Thursday, March 1, 2007'. The main content area is titled 'Rockwell Collins wellness information' and includes a sidebar with categories like 'Wellness program', 'Health resources', 'Diseases and conditions', and 'Drugs and supplements'. The main content features a 'Boning Up on Dietary Calcium' article with a picture of a glass of milk and a pitcher, and a 'TODAY'S HEALTHY NEWS' section with several news items. At the bottom, there are sections for 'Change your life in 15 minutes', 'Know your numbers', and a navigation bar for 'FITNESS', 'NUTRITION', 'HEALTHY LIVING', and 'MEDICAL RESOURCES'. The footer includes the Matria Healthcare logo and copyright information.

Three easy steps

To begin using the health portal, go to wellness.rockwellcollins.com and complete three easy steps:



1. Enter the employee/plan holder's Social Security Number and select your relationship to Rockwell Collins (e.g., employee, spouse or dependent) from the drop-down menu. Then click "Enter Site."



2. The next screen you see will verify your identity and eligibility. Enter your gender, date of birth, relationship to Rockwell Collins and the employee/plan holder's Social Security Number. Then click "Next."

3. You'll also be asked to create your unique user name and password to give you fast, secure access in the future. You'll then complete your user profile and click "Submit." For future logons, you will not need to enter a Social Security Number.

Choosing a unique user name and password

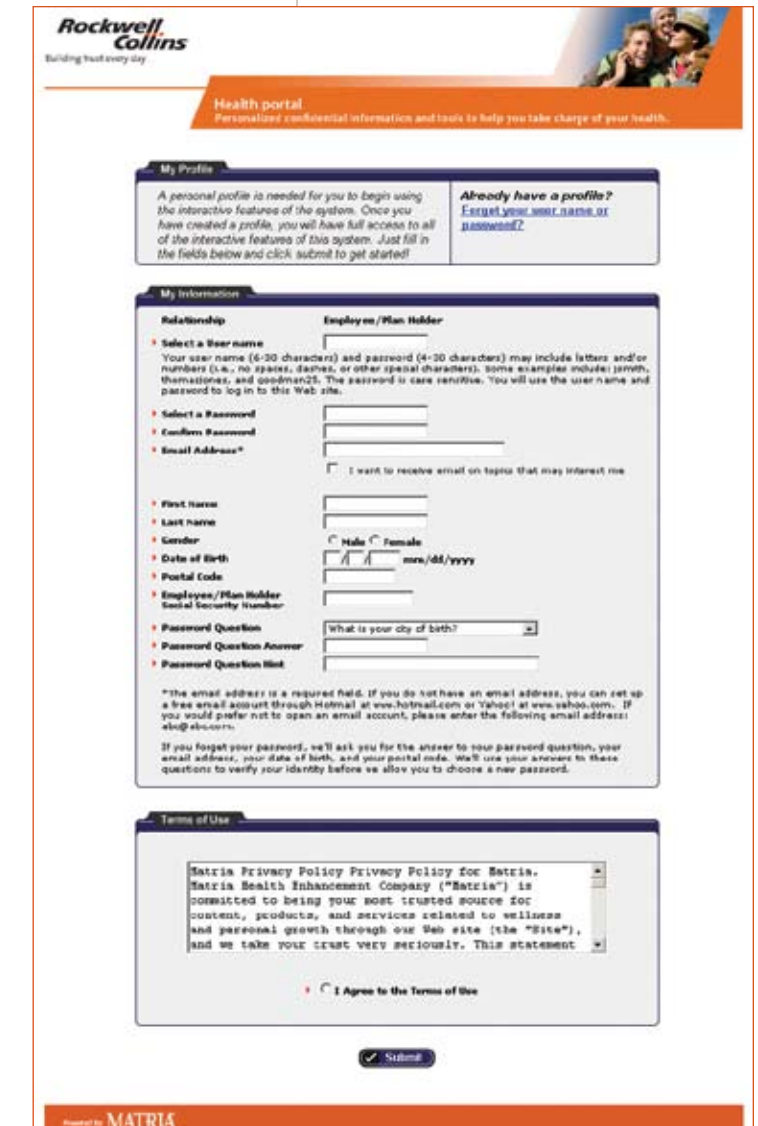
During the registration process, you'll need to create a unique user name and password to use for your future visits to the health portal. When you are creating a user name and password, you must:

- › Include letters and/or numbers
- › Have a minimum of
 - six characters for your user name
 - four characters for your password
- › Not include spaces, dashes or other special characters

You'll also set up a password question, answer and hint. If you forget your password, simply click the "Forgot your password?" link. Matria Healthcare will ask for the answer to your password question, your email address, your date of birth, and your ZIP or postal code. Matria Healthcare will use your answers to these questions to verify your identity before allowing you to choose a new password.

Exploring the portal

After you complete these registration steps, you'll be logged into the health portal with your own individual account. Take some time to explore the information and tools to help you live a healthier lifestyle. Plan to take the personal health assessment available from the health portal – and encourage your spouse to take the assessment too.



Tip
Choose a password that others cannot easily guess. For example, avoid using a birthday or an address.

Taking the personal health assessment

The cornerstone of the wellness program is the personal health assessment. You'll be encouraged to complete this questionnaire to help you understand your personal health, determine potential health risks, develop an action plan to proactively act on those risks and understand the progress you have made since your last assessment. The assessment takes about 15-20 minutes to complete.

What kinds of questions will I be asked?

The personal health assessment asks a variety of questions to get a complete picture of your health and well-being. You'll be asked questions about your:

- › Health history
- › Quality of life (life satisfaction and stress)
- › Nutrition
- › Physical activity
- › Tobacco and alcohol use
- › Safety (such as seat belt use)
- › Preventive care (immunizations and preventive care exams)
- › Depression and anxiety
- › Body mass index (BMI)
- › Biometrics (total cholesterol, HDL and LDL, triglycerides, glucose and blood pressure)

Is my assessment confidential?

Absolutely. The health portal, including the personal health assessment, is managed by Matria Healthcare. Matria will not share any of your personal information or personal results with Rockwell Collins. And, remember, your personal health information is protected by federal law.

Can I get a paper copy of the assessment?

Yes. If you don't have access to a computer, you can request a paper copy of the personal health assessment. Simply call the toll-free Wellness resource (1-888-935-5967), select Advocate24 from the menu and tell the health advocate that you need a paper version of the personal health assessment. One will be mailed to you. After you send your completed assessment to Matria, you will receive your results by mail.

Why do I need to know my numbers?

"Knowing your numbers" – or biometrics – is an important part of the personal health assessment. By including your numbers, you'll receive more complete, accurate results. Your personal health assessment will ask for the biometrics described in the following table. A space has been included for you to record your numbers for easy reference.

Biometric	Definition	Risks
Total cholesterol _____	Cholesterol is found in the bloodstream and in all your cells. It's an important part of a healthy body because it's used to produce cell membranes and some hormones, and serves other needed bodily functions. Your body produces cholesterol naturally, based on heredity, and the rest comes from food.	Too much cholesterol can clog your arteries and put you at risk for heart attack, stroke or poor circulation.
HDL _____	Because cholesterol and other fats can't dissolve in the blood, they have to be transported to and from the cells by carriers called lipoproteins. There are two types of lipoproteins: HDL (high density) and LDL (low density).	HDL, which is made by your body for protection, is the "good" cholesterol because it carries cholesterol away from your arteries. Too much LDL ("bad" cholesterol) can clog your arteries, increasing your risk of heart attack and stroke.
LDL _____		
Triglycerides _____	Triglycerides are the chemical form in which most fat exists in food and in your body. When you eat, the calories that your body doesn't use immediately are converted into triglycerides and transported to fat cells to be stored. Your hormones regulate the release of triglycerides from fat tissue to meet your body's needs for energy between meals.	Excess triglycerides are linked to heart disease in some people and may be a consequence of another disease, such as untreated diabetes.
Glucose _____	Most of the food you eat is broken down into glucose, which is used by cells for growth and energy. Glucose rises rapidly after meals and should return to near-fasting level within about two hours.	High blood glucose levels raise the risk of developing type 2 diabetes, heart disease and stroke.
Blood pressure ____/____	Blood pressure is the force of blood pushing against your blood vessels. It's measured by two numbers, for example 120/80. The first number is your systolic blood pressure (when your heart contracts). The second number is your diastolic blood pressure (when your heart rests between beats and your blood pressure falls).	When your blood pressure is high, your heart has to work harder than it should to pump blood to all parts of your body. If left untreated, high blood pressure can cause stroke, heart attack, kidney disorders and eye problems.

How do I obtain my biometrics?

Free biometric screenings will be offered at more than 20 major Rockwell Collins sites. Your covered spouse will be able to participate in Saturday biometric screenings. Watch for more information at your location.

The on-site health screenings will be conducted by a team of Matria Healthcare professionals or local medical professionals, if needed. If you participate in the on-site screening, a health care professional will obtain your biometrics through a drop of your blood from a tiny finger stick (not a blood draw).

Fasting before biometric screening

For accurate, reliable results, you should fast for nine hours before your biometric screening. This allows for your LDL, triglycerides and glucose values to be measured effectively. Eating food or drinking anything besides water or black coffee (no sugar or cream added) within nine hours of having your biometrics tested can lead to inaccurate measurement of these values.

The on-site screening process requires about 15 minutes per individual. Once your results have been processed, a Matria Healthcare professional will spend about five minutes with you to explain your results and call attention to any potential risk factors. You will receive a feedback report to take with you. This report will make it easy for you to enter your numbers into your personal health assessment.

The results of your biometric screening will be kept strictly confidential. Rockwell Collins will not have access to any individual results and will only see an aggregate report that summarizes participation rates and total population health results at the end of the enterprise-wide screening.

How do I register for on-site screenings?

You and your spouse will be able to schedule appointments for on-site screenings using a tool available through the health portal in March. If you do not have Internet access, contact your local HR representative for your scheduling options.

What happens if I can't attend the on-site screenings?

You have two ways to get your biometric values if you can't attend an on-site biometric screening.

1. If you already know your numbers from a previous visit to the doctor, you can include your biometric values in the personal health assessment. Your biometric results should not be more than 12 months old.
2. You can schedule an appointment with your doctor to have the necessary tests. This visit would be subject to your medical plan provisions.

Here's a list of the screenings you'll need to get:

- Total cholesterol
- High-density lipoprotein (HDL)
- Low-density lipoprotein (LDL)
- Triglycerides
- Glucose
- Blood pressure

Why should I participate?

Assessing your health is the first step toward acting on your health. By knowing your health status and risks, you can make the lifestyle changes necessary to maintain or improve your health. After fully completing the personal health assessment (including your biometrics), you'll receive a confidential, personalized action plan, outlining your personal health risk factors and recommendations for steps you can take to maintain or improve your health.

If you don't complete the personal health assessment with biometrics in 2007, you will pay more for your 2008 health care coverage than someone who does complete the assessment.

- › \$125 more annually if you don't complete the personal health assessment with biometrics

and/or

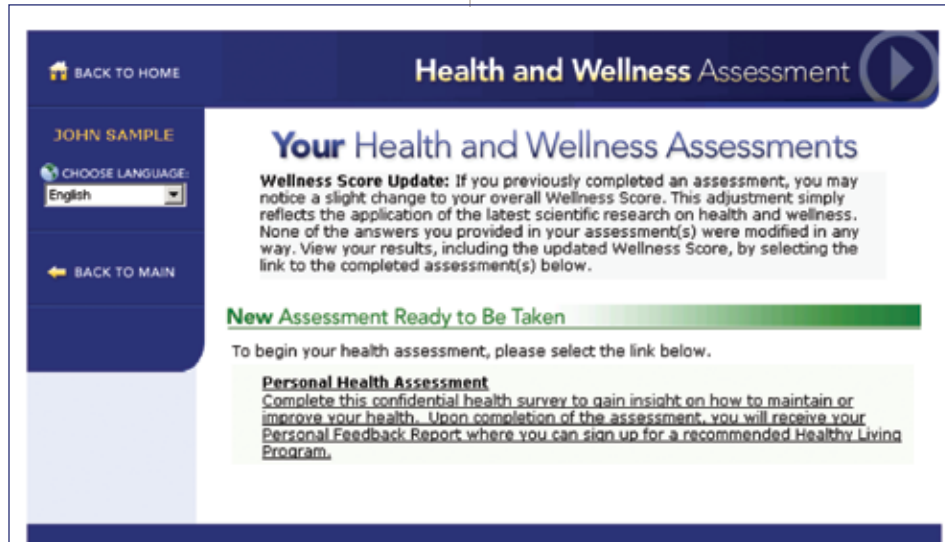
- › \$125 more annually for a spouse who doesn't complete the personal health assessment with biometrics

If you opt-out of Rockwell Collins medical coverage and do not participate in the personal health assessment, your opt-out credit in 2008 will be reduced by \$125.

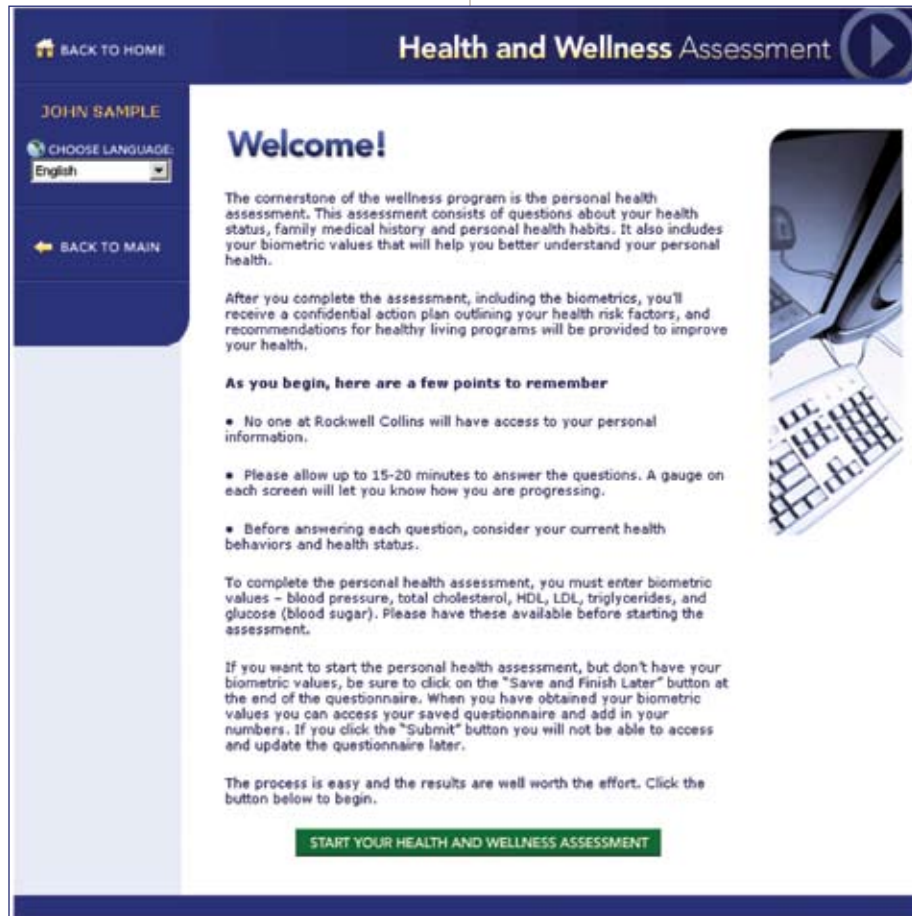


How do I take the personal health assessment?

Go to the health portal at wellness.rockwellcollins.com and log in with your user name and password. When you see your personalized home page, click on “Personal health assessment” in the left navigation. The screen shown below will appear:



To begin your assessment, click the “Personal Health Assessment” link.

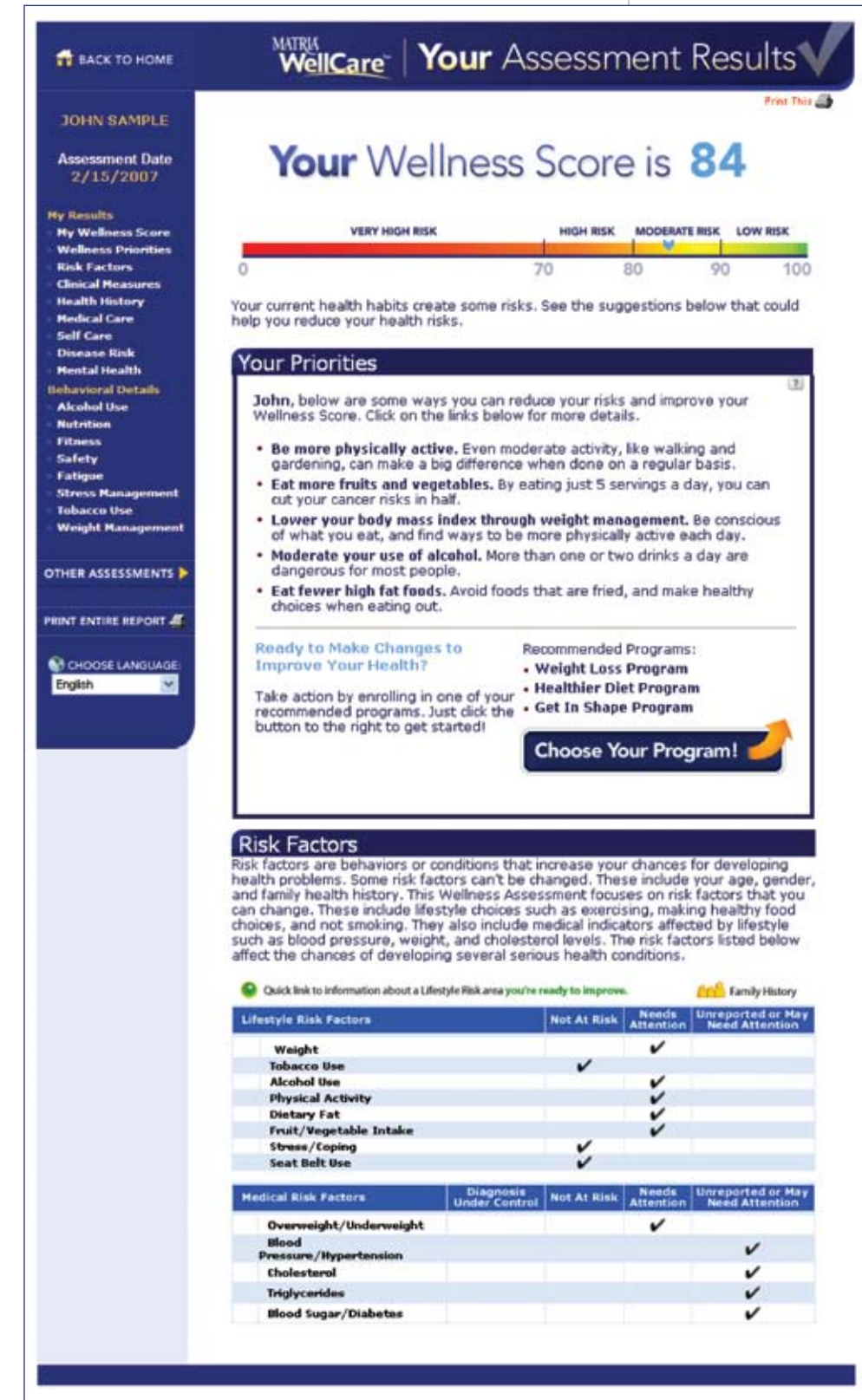


Review the instructions and points to remember and click the “Start Your Health and Wellness Assessment” button.

When you finish the assessment, if you try to submit without entering your biometrics, you will see a pop-up window reminding you to enter your biometrics. If this happens, you will be able to save your progress and complete the assessment later when you have your biometrics handy. If you click submit, however, you will not be able to access and update the assessment later.

When you submit your assessment online, you’ll receive your results and action plan immediately.

By scrolling through the headings in the left navigation of your score page, you’ll be able to receive more detailed reports about each risk factor measured in the personal health assessment.



Getting health advice over the telephone

For health advice anytime – 24 hours a day, seven days a week – call the Wellness resource at [1-888-935-5967](tel:1-888-935-5967). This confidential resource is provided by Matria Healthcare, our wellness partner. You can trust Matria Healthcare to give you reliable information about your health – at no cost to you. Simply call the toll-free number and select the service you need from the menu.

Advocate24

When you select Advocate24 from the menu, you'll be connected with a health advocate. Trained to work as a health advisor, the health advocate will guide you through all the services, resources and assistance your health coverage offers. From supporting you with health issues to helping you navigate your health plan benefits, the Advocate24 staff is always just a toll-free call away.

A health advocate can help you:

- › Find the health information you're seeking
- › Get the answer to a question about your medical coverage
- › Provide you with the right resource to deal with a health care claim

Nurse24

When you select Nurse24 from the menu, you'll be connected with a registered nurse. Whether you have a medical question or concern, want to make a healthy lifestyle change or need help managing a chronic condition, you'll find support.

A Matria Healthcare nurse can help you:

- › Determine care alternatives for a minor illness or injury
- › Seek the most appropriate help for your medical concern
- › Understand your health problems
- › Make informed decisions about tests, medications and procedures
- › Understand your prescription medications
- › Prepare for doctor visits
- › Make lifestyle choices to improve your health

Advocate24 can help you get a paper personal health assessment.

You can request a paper copy of the personal health assessment by calling the toll-free Wellness resource ([1-888-935-5967](tel:1-888-935-5967)) and selecting Advocate24 from the menu.

If you have questions

We are committed to responding to all of your questions and want you to get the information needed to start living a healthier life every day.

For questions about...	Contact...
<ul style="list-style-type: none"> › What Wellness resource is most appropriate for your needs › Resolving a health care administrative issue 	<p>Advocate24 24/7 Wellness resource 1-888-935-5967</p>
<ul style="list-style-type: none"> › Caring for minor injuries and illnesses › Seeking the most appropriate help based on your medical concern › Preparing for doctor visits 	<p>Nurse24 24/7 Wellness resource 1-888-935-5967</p>
<ul style="list-style-type: none"> › Eligibility for any wellness program or resource 	<p>Rockwell Collins HR Service Center 1-866-295-4747 (1-866-295-HRHR)</p>
<ul style="list-style-type: none"> › What health services are covered (benefits questions) › Claims or the Explanation of Benefits (EOB) you received › Providers in your network 	<p>Wellmark Blue Cross and Blue Shield Customer Service 1-800-287-3988 or Location-specific HMOs* <small>* see eBenefits & Pay Portal for contact list</small></p>
<ul style="list-style-type: none"> › Employee assistance program (EAP) › Confidential assistance for managing issues: <ul style="list-style-type: none"> – Depression and anxiety – Balancing work and family – Child or adult care issues – Marital and family conflicts – Alcohol and drug abuse 	<p>Value Options 1-800-892-1415</p>

Building trust every day.

Rockwell Collins delivers smart communication and aviation electronics solutions to customers worldwide. Backed by a global network of service and support, we stand committed to putting technology and practical innovation to work for you whenever and wherever you need us. In this way, working together, we build trust. Every day.

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