



Introducing Wellness

Part of Flexible Benefit Choices

**Rockwell
Collins**

Building trust every day

Bringing health to life

Have you ever made a New Year's resolution to live a healthier lifestyle, but didn't follow through? Have you ever tried to stop smoking? Have you ever started on an exercise program – only to slide back into your old habits? Our new wellness program is designed to offer help for an array of health-related goals, and provides several advantages:

Comprehensive, convenient and reliable health resources

With a focus on preventive care, our wellness program offers a range of health information, resources and personal support. Health information will soon be available to you 24/7 through a dynamic, Web-based health portal and a toll-free telephone number.

Programs tailored to your health needs

A personal health assessment is available so you can assess your health and identify which resources and support services are best for you. A personal action plan is tailored based on your health risks and readiness for change. It may include recommendations for healthy living programs, assistance from a health coach or care through a disease management program. There's something for everyone, including enterprise-wide health challenges.

A healthier you!

Participating in the wellness program and living a healthier lifestyle can help maintain and improve your health. And, it provides an opportunity to benefit from lower health care costs.

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An overview

While our people represent a wide variety of backgrounds and a range of diverse opinions, it's probably safe to say everyone likes to be healthy. Being as healthy as we can helps us to be active and productive at home and at work.

The new wellness program offers an array of health resources and support. As one of the talented and motivated people of Rockwell Collins, you and your good health are important to our success as a company.

Are you doing the right things to minimize your health risks and avoid serious illness? This confidential program will help answer this question and provide you with the tools and resources necessary to maintain or improve your health.

Did you know that average annual health care costs are 49 percent lower for people who don't smoke, aren't obese and who exercise three times a week?

Investing in our health

Beginning in 2007, Rockwell Collins is making a strategic investment in a comprehensive wellness program designed to help maintain, improve and manage health. The goal is to enable everyone to understand personal health risks and to take steps to prevent or better manage those risks.

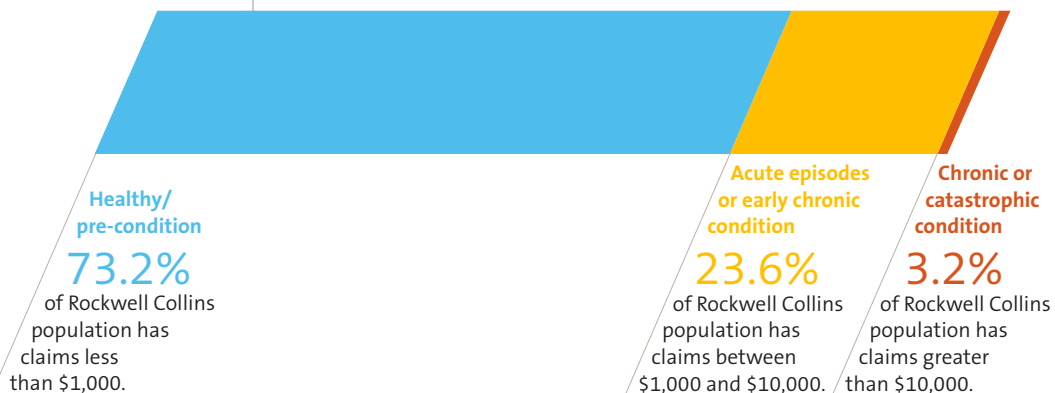
The Flexible Benefit Choices program offers a range of benefits to meet different needs and you can choose what's appropriate for your individual situation and future plans. The new wellness program will enhance "My Health While Working" as another way you can each take responsibility for your own health. Many lifestyle behaviors are known to increase the likelihood of developing certain diseases. By proactively starting to do the right things, more regularly, you can minimize your own health risks and potentially prevent some serious medical conditions.

Good health enhances enjoyment and productivity at home and at work. Investing in preventive care also can lower future health care costs. When you're healthier, health care costs are lower for you and the company. It's a win win!

Taking a fresh look at health

While the majority of people are healthy, most of Rockwell Collins' current health care programs address the needs of those who are already showing signs of a medical condition. The new wellness program will offer greater assistance and support for preventing illness.

Many health decisions are made after we become sick, injured or are diagnosed with a serious illness – in short, after the fact. Rockwell Collins and many other companies, spend the majority of their health care dollars – 51% – on those with acute episodes, early chronic conditions and those who are seriously ill. The chart below shows how Rockwell Collins' population incurs medical cost. If we can prevent people from moving out of the "healthy/pre-condition" category then we will all benefit.



Many people do not fully understand their health status – or know how to identify personal health risks. Some don't take the time to schedule routine physicals or take the appropriate preventive care measures. But, it's important for our people to understand the state of their health and take positive steps to maintain good health and avoid or improve potentially serious conditions.

Offering support for all

With Rockwell Collins' wellness program – there's something for everyone, regardless of health needs.

Your health information is confidential.

Rockwell Collins will never see your personal health assessment results. And, the wellness program will be managed by Wellmark in partnership with Matria, a national vendor for wellness services – so your privacy is protected. The same is true of health care claims processed by your health care plan provider. Also, the privacy of your personal health information is protected by federal law.

Wellness program

Health challenges

Quarterly enterprise-wide activities to encourage healthy behaviors in a fun, competitive way.

Toll-free telephone service

A telephone service available 24 hours a day, seven days a week connecting to a nurse or health advocate. CONFIDENTIAL

Health portal

A Web site serves as the gateway to reliable, practical health information, with personalized updates and reminders based on specific needs. CONFIDENTIAL



Personal Health Assessment

A health questionnaire to assess health risks and identify an action plan to maintain, improve or manage health status. CONFIDENTIAL

Disease management

Programs for support of chronic disease, such as asthma, diabetes or heart disease, with CancerCare as a new offering in 2007.

CONFIDENTIAL

Health coach

A coach who can support healthy action plans through telephone-based interactions. CONFIDENTIAL

Healthy living programs

Interactive courses tailored to specific needs, such as losing weight, with email reminders to help stay on track. CONFIDENTIAL

A message from our CEO

Your health is important to you, your family and friends – and to Rockwell Collins. Today, our health plans are primarily designed to treat you when you are ill or injured. Beginning in 2007, we will offer a new wellness program within Flexible Benefit Choices to complement your existing health plans.

The new program will offer you comprehensive health assessment and health improvement resources to help you and your family maintain and improve health and well-being. These programs will be convenient for you and the results will be confidential.

I encourage you to read this brochure, take the opportunity to better understand your own health needs and participate in our new wellness program.



Chairman,
President and CEO

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.

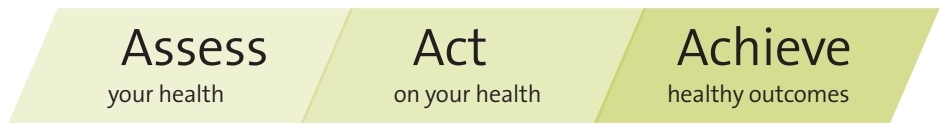
Flexible Benefit Choices

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**

The components of the Rockwell Collins wellness program were selected to encourage you to:



Assessing your health

Beginning in March 2007, a personal health assessment will be offered to assess and build understanding about personal health, consider potential health risks and develop an action plan to proactively address those risks.

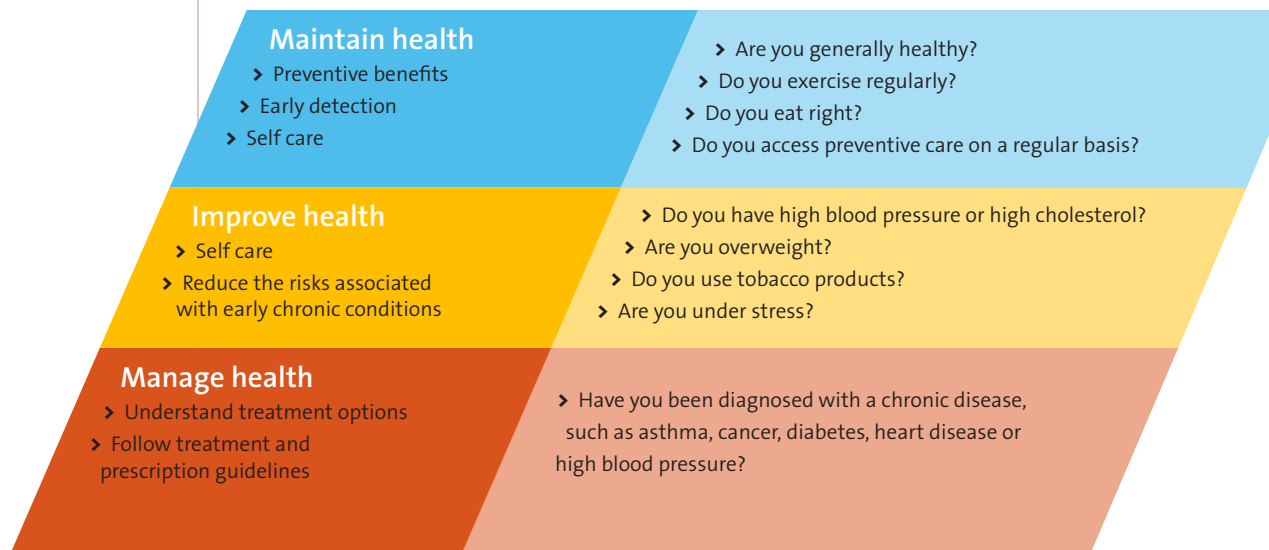
Some of you may remember completing a personal health assessment in 2004. The process for taking the assessment will be similar in 2007. What's new are the programs available. Rockwell Collins is now investing in a broader range of programs to help you act on your assessment results and achieve healthier outcomes.

Rockwell Collins will never see your personal health assessment results. Federal law protects your personal health information. The wellness program will be managed by Wellmark in partnership with Matria, a national expert on wellness programs, so your personal health information is kept confidential and private. Wellmark and Matria will have access to your information so they can provide you with tailored programs and resources. They will not share your individual information with Rockwell Collins.

The personal health assessment is a completely confidential questionnaire regarding health habits, personal and family health history, and current health numbers – called biometrics. Examples of key biometrics include blood pressure, blood sugar and cholesterol. Free biometric screenings will be offered at more than 20 major sites so you can include your key biometrics in the personal health assessment. This information can also be obtained directly from your doctor, if you would prefer.

It's important to take the personal health assessment, even if you're healthy. It provides an opportunity to learn ways to remain healthy and keep wellness top-of-mind. After completing the personal health assessment, a confidential action plan outlining your personal health risk factors and recommendations for healthy living programs will be provided to improve your health.

Where do you fit in?



Federal law helps protect your personal health information.

HIPAA is an acronym for the Health Insurance Portability and Accountability Act. This act was approved in 1996, and fully implemented by 2003. Among other provisions, HIPAA protects your health care information and creates a strict standard for sharing personal health information.



Knowing health risks is important

The personal health assessment can help with appropriate lifestyle decisions and prevent illnesses that you may be at risk of developing. While Rockwell Collins will not receive your personal information, the company will receive aggregate assessment reports so that each year we can measure the total health risks of our population.

These results will help to identify programs that are tailored to the health needs of our people. If the majority of our employees take the personal health assessment each year, we will be able to measure the overall health of our population and the value of the new programs being offered.



“I took the personal health assessment – it was fairly easy since I had my biometrics or health numbers from a recent doctor’s visit. At first, I was a little uneasy about providing my personal health information, but my coworker told me that it’s completely confidential, and Rockwell Collins won’t ever see my individual results.”

The results of my assessment told me that I’m fairly healthy overall, and that my body weight is in the normal range. However, it mentioned that I should exercise more. I take a yoga class every Saturday, but running after a toddler doesn’t leave much time to exercise. My assessment suggested three online healthy living programs, but I was busy so I didn’t sign up immediately.

About two weeks after taking the assessment, I got an email that said I could call a toll-free number and talk to a health coach to find out more about the support programs that can help me. A quick telephone call for some additional support sounded good. So I called, and the health coach suggested that I enroll in an online healthy living program called “Get in shape” for more tips and advice. I also got some pointers on how to include small amounts of physical activity in my daily routine, like stretching at my desk during the day and taking a walk during lunch.

Overall, I just needed a nudge in the right direction. I’ve enrolled for “Get in shape” and hopefully that will keep me on track.”

– Lydia

It pays to participate

The personal health assessment is the cornerstone of our new approach to health improvement. If learning about your health isn't enough, an incentive for participation will also be provided.

If you complete the personal health assessment, you will pay less for your health care coverage for 2008 compared to someone who does not complete the personal health assessment – a savings of \$125 for employee or \$250 for employee and spouse. Beginning in 2008, if you participate in programs recommended by your personal action plan, you will pay less in future years for your health care coverage compared to someone who does not participate in the recommended programs.

More details about how the incentives will work for different plans and different levels of coverage will be provided at employee meetings during February 2007.

Acting on your health

The personal health assessment results will help identify the programs that are most useful for someone with your health profile and risk factors. Getting involved and making the most of the wellness resources available is your responsibility and based on the assessment results, you will receive a personalized action plan. For starters, at least three healthy living programs will be recommended.

These programs cover a wide range of health issues and are available online through the Web-based health portal. The duration of each program ranges from six weeks to six months. Healthy living programs include:

- › Get in shape*
- › Healthier diet
- › Easy start
- › Weight loss*
- › Smoke free*
- › Stress relief*
- › Healthy aging
- › Diabetes fighting*
- › Cancer fighting
- › Healthy heart*

*Also offered as paper-based programs.

Your action plan will be customized according to your goals, health risks and preferences. After signing up for a program, weekly emails will be sent automatically to help you stay on track. These programs, which must be taken one at a time, provide a great way to increase knowledge, initiate lifestyle changes and track progress over time.

Depending on your results from the personal health assessment, a health coach may contact you about participating in a personalized, telephone-based support program based on health risks and readiness to change. Participation is completely voluntary. Health coaches are available for the programs marked with an asterisk above.

You will learn more about how the incentives will work for different plans and different levels of coverage at employee meetings during February 2007. In addition, a mailing will be sent to your home in late February that will provide information on incentives.

Studies have shown that as much as 70% of illness and the associated costs are preventable.



Get involved, get results

Invest in your health by learning as much as you can and using the most appropriate resources at the right time. The program offers a number of easy, convenient ways to access health advice when you need it.

Health information at your fingertips 24/7

Beginning in March 2007, a health portal, or Web site, will be available to you and your family, and will include:

- › The personal health assessment
- › Healthy living programs
- › A personal health record, where you can manage your health history, current health issues, medication and physician information all in one place
- › A host of valuable health and wellness information, tools and resources

The health portal more effectively helps you manage health by:

- › Housing your personal information in a secure environment
- › Serving as a gateway to a wide range of health resources
- › Keeping you informed of activities to proactively manage your health

Behavior determines up to 50% of health status and we can influence or change behavior to positively affect our health.

- Watson Wyatt, 2005

Toll-free 24/7 telephone service for health advice

Some people may need to make health care decisions quickly outside of business hours. Rockwell Collins is offering a toll-free number that gives you easy access to a number of 24-hour resources, including:

› Nurse24

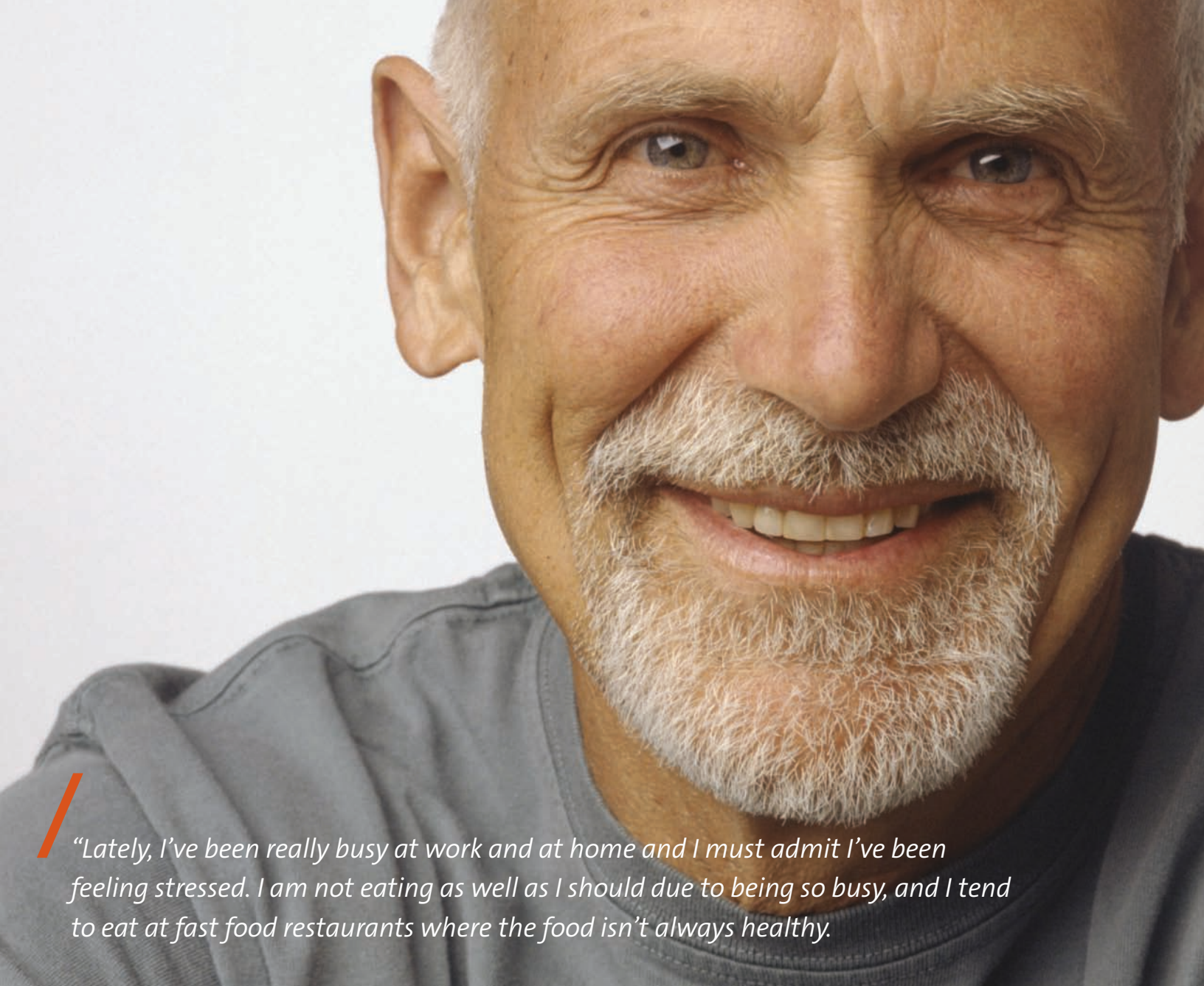
As the name says, Nurse24 offers around-the-clock medical support for everyday health issues and answers to your health questions. When you dial the toll-free number and select Nurse24 from the menu, you will be connected with a registered nurse. The nurse can help you make decisions on how to handle a health issue, treat minor injuries or illnesses at home, prepare for a doctor's visit and handle a medical emergency (though you should always dial 911 if you believe you are in an emergency situation).

› Advocate24

You can access Advocate24 by dialing the toll-free number and selecting Advocate24 from the menu. A health advocate will help you:

- Understand your health care coverage and wellness resources
- Locate physicians and identify medical facilities or providers for specific health care needs
- Connect you with the most appropriate resource for your health care need, including specific plan providers





“Lately, I’ve been really busy at work and at home and I must admit I’ve been feeling stressed. I am not eating as well as I should due to being so busy, and I tend to eat at fast food restaurants where the food isn’t always healthy.”

Last Wednesday, I was rushing around doing errands after work. It was nearly 9 p.m. and I was really hungry so I went to the drive-thru at my favorite fast food restaurant and ordered a double cheeseburger, onion rings and a vanilla milkshake. I had more errands so I ate in the car. I finally got home around 10 p.m. By the time I unloaded the car, put things away, looked at my mail and climbed into bed, it was after 11 p.m. At midnight, I woke up with a very warm, burning sensation in my upper stomach.

I wasn’t sure what to do so I called Nurse24. I was immediately connected to a registered nurse. She was practical and calm, which helped to keep me calm, too. She asked a number of detailed questions, and based on my answers, she determined that it was probably heartburn and not anything more serious. She gave me a detailed list of symptoms to watch for and told me if I experienced any of them, to call 911 immediately. She also suggested that I look at the wellness Web portal to get more detailed information on preventing heartburn.”

– Jack

Disease management programs

Disease management programs have been helping employees and spouses with chronic conditions for a number of years. Since 2003, we've offered broad-based disease management programs for people with conditions such as asthma, diabetes and heart disease. More than 8,000 people have participated in these programs. And, this year, we are adding an important component – CancerCare – beginning in March 2007.

If you are enrolled in a Wellmark Blue Cross and Blue Shield (Wellmark) medical plan through Rockwell Collins, you are eligible to participate in the Wellmark disease management programs. Eligibility for the programs is tied to health plan enrollment because only your health care plan provider has access to your health claims data. A trained health care clinician uses health claims data to identify plan participants who may benefit from the offered programs.

You will be invited to participate if you are diagnosed with a chronic condition such as:

- › Asthma
- › Cancer (new in March 2007)
- › Chronic obstructive pulmonary disease (COPD)
- › Congestive heart failure
- › Coronary artery disease
- › Diabetes

These programs are confidential and meant to help you (and your covered dependents) effectively manage care and treatment. If you currently have a chronic condition, such as heart disease or asthma, there are ways to improve your health while managing your specific needs. You will be able to call your personal health care clinician anytime with questions – help is there when you need it.

If you are enrolled in another Rockwell Collins-sponsored health care plan (such as an HMO where available), contact your plan provider to learn more about the disease management programs that may be available.



Together, we can make a difference

Research shows that many of us know what we need to do – give up smoking, exercise more, eat more fruits and vegetables – but lack the motivation or perseverance needed to succeed over time. What makes a tremendous difference is the support of coworkers, friends and family, and an environment that fosters and rewards the right behaviors.

Across the enterprise, with the assistance of local champions, Rockwell Collins will offer regular challenges so everyone can be involved. Using a fun, competitive approach, health challenges will encourage engagement in healthy behaviors. In 2007, we will offer at least two:

- › Physical activity
- › Nutrition

Through these challenges, collegial support will be available for the simple, day-to-day activities that can make a huge difference to your long-term health. Look for more information by location in April 2007.

Even if you're in great health, the new wellness program offers something for you:

- › **Take the personal health assessment** to confirm that you are, indeed, in good health and establish an action plan to maintain your health through the assistance of the wellness program
- › **Go online to check out the health portal** and store your family's health information in a comprehensive and organized way – or just to get healthy recipe ideas
- › **Call the 24/7 toll-free telephone service if you have a medical question** to obtain the best home treatment for shin splints or to get help distinguishing a sprain from a strain
- › **Participate in health challenges** to keep you at the top of your fitness or nutrition game and have some fun with friendly competition in the process



What you can expect

We think you will be interested in learning more about the wellness program. You probably have more specific questions about who can participate, how to get your family members involved, when to log on to the health portal, etc.

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. Meetings in February will provide more information about the benefits of participating in the wellness program. Here's what you can expect to receive in the coming months.

February	March	April
<p>Employee meetings – Details will be provided by local Human Resources representatives</p> <p>Home mailing – A how to guide on the telephone service, health portal, personal health assessment and biometric screenings, and incentives</p>	<p>The health portal, toll-free telephone service, interactive healthy living programs and health coach become available</p> <p>Personal health assessment and biometric screenings</p> <p>CancerCare added to the disease management programs for Wellmark participants</p>	<p>Personal health assessment and biometric screenings</p> <p>Health challenges begin</p>

Partners in wellness

Comprehensive health resources and convenience – our wellness program offers all this and more. Now, it's up to you.

- We encourage you to assess, act and achieve.
- When the wellness program begins on March 1, take the personal health assessment and follow the personalized recommendations in your results.
- Use the Nurse24 line when you have a health question and let Advocate24 help you find appropriate health care resources when you need them.
- Work with the disease management professionals to get the best results possible from your treatment and medications.

Maintaining good health, or taking steps to improve or manage your health, will enrich your life – and help you get more out of both your personal life and work life.



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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Rockwell Collins, Inc.
400 Collins Road N.E.
Cedar Rapids, Iowa 52498-0001

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