

March 24, 2005

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Through your Bechtel Jacobs Company sponsored Aetna Employee Assistance Program, you and your eligible household/family members have access to services at no cost to you. You can call 1-888-AETNA-EAP (1-888-238-6232) 24 hours a day, 7 days a week to obtain services.

Visit www.AetnaEAP.com with Company ID: **MYBJCEAP**.

Check out “The Reawakening Center” link under Bechtel Jacobs Company links on the EAP homepage. Refresh your mind and reenergize your life by visiting The Reawakening Center that offers resources to encourage and assist people at risk for depression. The site offers self-testing, online coaching, library, and much more.

SHORT-TERM DISABILITY (STD) PLAN CHANGES FOR BJC SALARIED EMPLOYEES COMING MAY 1, 2005

Beginning May 1, 2005, the Short-Term Disability (STD) Plan for Bechtel Jacobs Company full-time salaried employees will change. If a full-time salaried employee is unable to work due to illness, injury, or condition (including pregnancy) as certified by a licensed physician, the STD plan will continue the employee’s pay for up to 180 calendar days of the certified disability using a three-tiered approach. The benefit amount the employee receives depends upon the employee's length of company service and the duration of the certified disability.

The initial communication was sent to all Bechtel Jacobs Company employees via a BJC Announcement on March 1, 2005. Please watch for future Benefits Updates and BJC Announcements regarding more details on these important changes.

FITNESS PROGRAM WITH SPECIAL SAVINGS THROUGH AETNA!

Exercise is an important part of a healthy lifestyle, so Aetna is offering you a little extra savings to help you get started. You receive discounts on membership rates at health clubs within the GlobalFit network.

Avoid the hassle of long-term contracts with an easy month-to-month membership feature and convenient monthly payment options. Share the club membership savings with your family members who are covered dependents.

For additional information, visit www.globalfit.com/fitness and an updated listing of clubs in your area. You may also call **1-800-298-7800** to speak to a GlobalFit representative who can answer questions about club hours, locations and amenities. They will also send you a club directory and other program materials to get you started.