

**News about the people, products, and
service of Callanan Industries, Inc.**

An aerial photograph of a large industrial facility, possibly a coal processing plant or aggregate processing site. The facility is characterized by numerous conveyor belts, large piles of dark material, and several buildings. The scene is set against a sunset sky with orange and yellow hues. In the foreground, there is a large pile of dark, rocky material. A white pickup truck is visible on a dirt road in the middle ground. The overall atmosphere is industrial and active.

CONSTRUCTING CALLANAN

December 2020

President's Message



As we head into the final weeks of 2020 and another season ends, I want to reflect on the year. It has certainly been a learning experience for us all, but in true Callanan fashion, we stuck together and came out the other side stronger than ever.

Our overall safety performance has come a long way from the prior year and while it may seem impossible, 2020 is on track to be our best year financially in company history. That is a testament to the strength and dedication of our team. Your hard work and diligence even throughout COVID-19 are what have made these achievements possible.

This year was also exciting regarding community involvement. Callanan was recognized for our continuous community outreach efforts with two prominent awards: the Rensselaer County Regional Chamber of Commerce Van Rensselaer Corporate Award and the National Association of State Land Reclamationists (NASLR) Community Outreach Award.

As we look forward to 2021, we are hopeful that life will begin to return to normal with the news of a vaccine set to roll out in the coming months. Additionally, it was a late start, but our Construction and Sales teams are picking up momentum and starting to get a pipeline of work for us to bid for 2021.

As a company, Callanan continues to thrive and I want to thank each and every one of you for that because without you, there is no Callanan. So, let's continue to work hard, stay vigilant, and keep each other safe.

I wish you all a happy and safe holiday season with your family and friends.

Sincerely,
Don Fane

Our Focus Is Safety

We have taken a big step forward in our view of safety in 2020. The focus of our safety team is to transform our culture of safety. Our Safety Coordinators have continued to ensure that our message of safety was getting out to the front-line folks. Having the safety team in the field daily provides an additional resource to managers and front-line employees that helps keep safety at the forefront of everyone's mind.

When COVID-19 hit, the safety team quickly helped distribute the necessary safety supplies to all of our locations. Face coverings, hand sanitizer, and spray bottles with disinfectant were secured by Elisha in Sourcing and handed out as fast as we received them. Even when it came to 55-gallon drums of disinfectant, the safety team would pick them up and deliver them to all of our locations. From weekly e-mails about supply inventories to the weekly reminders of prevention, the safety team was active.

The safety stats for 2020 continue to improve from the prior year. We currently stand at 6 recordable injuries for the year. Though we always strive for zero, it is fewer than the 8 we had the year prior. We have seen the biggest improvement in preventable vehicle incidents (PVI). In 2019, there were 13 PVI's reported and so far in 2020, that number is at 4. That is a 70% improvement from the prior year.

We cannot forget Tim Byrne and all the help he has brought to Callanan with his knowledge of the muscular skeletal systems. Tim has been with Callanan as a contracted physical therapist for over 2 years. His compassionate and caring approach to our folks represents our culture of safety. We understand that the work we do is physically demanding and Tim is out there to make sure that our employees are cared for and helped throughout the season by treating and preventing injuries.

As we wrap up 2020, I would like to thank all of those who have made safety our family business. The ones that call a time out and practice our SEE STOP DO philosophy. The employees who submit near misses and participate in our safety efforts. The goal in safety is "everyone goes home safely to their families and returns the next day" and when we all work together, we can make that happen.

Sincerely,
Jim Terrault

Employee Spotlight

Gavin Granger— He always goes above and beyond and he did an outstanding job this year!

Tim Byrne— Tim has been a great addition to the Callanan family. His experience and knowledge of the human body have allowed him to not only help many team members recover from existing pain and injuries, but also prevent future injuries. We all thank you for what you've done Tim.

Darrel Cade - He's the man! He constantly outperforms us all and his knowledge and experience of our industry is top shelf. Outside of work he is a pastor of his own church. He keeps us all in check.

Larry Wicks is an extremely helpful and committed employee. During this unprecedented year, Larry stepped up by agreeing to run the loader at our Ballston location. Although it was a change for Larry, his selflessness helped the company tremendously. We are extremely grateful for his commitment to our company and for all that he does both at Ballston and Pattersonville.

Dan Mayer is the safety lead at our Oxbow facility, and he goes above and beyond to consistently monitor all areas and activities at the site to keep all employees and customers safe. Dan also takes a large role in training new employees and conducting safety meetings. Dan leads by example with a positive attitude, which gains him the respect of the employees at Oxbow. This year, Dan has continued to speak up about the dangers of COVID-19 and the importance of keeping everyone safe from it.

Tim Hauck is just an overall wealth of knowledge. He's constantly mentoring those around him wherever he goes...and he goes EVERYWHERE. Tim will go wherever he is needed, whenever he is needed, regardless of the time or how long it may take. He is incredibly innovative and always finds ways to improve and fix things in his own unique way. Tim is always able to adapt to the ever-changing environment we work in and his agility makes him invaluable.

Curtis Cartwright's many talents include mechanical abilities that keep the mobile equipment safe and operating with minimal downtime and fabrication skills second to none. His ingenuity and innovation are a huge part of the Oxbow plants' success. Over the past few years, we have utilized Curtis's talents throughout the corporation, either asking him to travel or having him fix or fabricate for other operations at his Oxbow shop. There is never a question that the work performed will be of the highest quality.

Brett Burr has played a key role in helping Bridgeville transition through recent management changes. He is a driving force that keeps Bridgeville operating safely, productively, and with a family culture. Brett's "get it done" attitude and innovative ideas are a large part of Bridgeville's success.

Bob Bushnell has helped to make the transition of management, and the transformation of the South Bethlehem quarry culture possible. Bob is extremely dedicated, and as a foreman his strong willed "get it done" attitude has supported the safe production initiatives put in place. His innovative thinking has helped the group overcome many hurdles. He has always been a reliable asset able to balance work and family even with a very demanding schedule. Thank you for being a part of the Callanan family.

Fred Edwards is a highly skilled welder who travels from Amsterdam to East Kingston. His fabrication and repair talents have been utilized by Aggregates, Asphalt and Concrete. In addition to being a proficient welder, Fred consistently goes above and beyond by mentoring up and coming talent and being a role model for his coworkers. We are happy to have you as part of the Callanan family.

Christine Sands goes out of her way to "get it done". Even with her demanding workload, Christine figures out a way to complete very important tasks with very little notice even if they do not fit in her schedule. Thank you for always stepping up to help!

Team Spotlight

All Construction Crews: Throughout this year, we have received multiple compliments from customers and community members on how courteous and professional our construction crews have been. This conduct along with the superior end product they provide is what keeps us striding ahead of the competition. We should be very proud of what they do.

Community Compliments

"I would like some of your employees recognized for their patience, excellent people skills, and their kindness dealing with my friend and I. This particular team is working in the town of Westerlo on Route 32 replacing the road. Each and every one of them were exceptional in their dealings with us. I wish they could display their names so I can mention them by name. The two names I did get were Gavin and the Superintendent, Paul. The person's directing traffic were very friendly. It was a pleasure dealing with all members of this team. Please let them know that their "customer service" skills were terrific."

- From resident Eileen Dick

New Hires and Moves

Please join us in congratulating our new employees and supporting everyone in their new roles!

Jason Ewart	Construction Laborer	Zachery Smith	Maintenance Helper
Marcus Mack	Construction Laborer	Daniel R Mills	Operator
Michael Jerome	Construction Laborer	Michael MacDonald	Operator
Liam Quinn	Construction Laborer	Adam Boehlke	Plant Operating Engineer
John Coohill	Construction Laborer	Derrick DeBoer	Plant Operating Engineer
Dylan J Lafarr	Construction Laborer	Robert Gloska	Plant Operator
Keith Wurzburg Ballou	Construction Laborer	Logan D Broomhall	Temporary Employee
Adam Newman	Construction Operating Engineer	Michael Blanchard	Ready Mix Driver
Schuyler Robertson	Crusher Operator	Jacob Wright	Ready Mix Driver
Matthew P Rivera	Equipment Manager	Timothy Laporte	Ready Mix Driver
Eugene Hoyt	Heavy Equipment Operator	Matthew J Roberts	Ready Mix Driver

Zach Clemente	From:	To:
Mike Trevett	Pattersonville Quarry Manager	South Bethlehem Quarry Manager
Kevin Cox	Assistant Quarry Manager	RMC Operations Manager
	Selkirk Working Foreperson	Parts Associate

Employee Milestones

Dylan M Alderman	5 Years
Kenneth J Boger	5 Years
Mark W Brate	5 Years
Kevin J Claus	5 Years
Paul M. Conrad	5 Years
Stephen A Dagata	5 Years
Todd A Dalmata	5 Years
Jeremiah C DePasquale	5 Years
Gregory P DeWitt	5 Years
Zachary R. Fane	5 Years
Darryl D Garrison	5 Years
John A Giraudin	5 Years
Gavin B Granger	5 Years
Eugene D. Hallock	5 Years
David C Hawkins	5 Years
Daniel S. Hogue	5 Years
Shane M Kirker	5 Years
Cassidy L Lanphear	5 Years
Scott W Lasher	5 Years
Mackenzie A Lawyer	5 Years
Andrea Lewis	5 Years
Jason R Lewis	5 Years
Mohammad R. Lohraseb	5 Years
Thomas Z Mootz	5 Years
Ramon J Morales	5 Years
Walter J Noiro	5 Years
Juliano R Pabon	5 Years
David D Peasley	5 Years
Randy O Perron	5 Years
Michael F Raiti	5 Years
Christine L. Sands	5 Years
Joseph A Schlosser	5 Years
Matthew R Thompson	5 Years
Brian R Tryon	5 Years
Daniel R. VanEtten	5 Years
Matthew S Vonhaugg	5 Years
Douglas J Yeomans	5 Years
Austin S Zacek	5 Years

Congratulations to all of the employees who have reached a milestone this year. From 5 years to 35 years, each of you should be proud of your accomplishments and the impact you have on the career you have built at Callanan.



Keith J Marsala	10 Years
Renee N. Nardini	10 Years
Stephen C Nicholson	10 Years
Ryan D Osterhout	10 Years
Lyman V Stalker	10 Years
Carl E Bell	15 Years
Thomas J Benton	15 Years
Carmelo Colaccino	15 Years
Michael J Dearstyne	15 Years
Bruce A. Gumlaw	15 Years
Thomas E Kellogg	15 Years
William H Litts	15 Years
John T Parker	15 Years
John J Silvia	15 Years
Robert F Simmons	15 Years
Frank J Skarzynski	15 Years
James T Stortecky	15 Years
Howard A Swan	15 Years

Jeffrey P Doran	20 Years
Richard Douglas	20 Years
Joshua M Fugitt	20 Years
Donald J. Lang	20 Years
Randy M Pape	20 Years
James W Parker	20 Years
James Terrault	20 Years
Mark B Carnell	25 Years
Donald Fane	25 Years
Kevin J Fanning	25 Years
Debora E Halloran	25 Years
Paul J MacNaughton	25 Years
Michael J McLaine	25 Years
Eric Rumpler	25 Years
Randy J Sheppard	25 Years
Robert J Sheppard	25 Years
George A Binns	30 Years
John L Dygert	30 Years
Daniel J Jasinski	30 Years
Scott A Premo	30 Years
Bruce E Pylman	30 Years
Neil W VanBuren	35 Years

MSHA Inspections ZERO Citations

Congratulations to our teams who received ZERO citations during their MSHA inspections this year. Your hard work does not go unnoticed! Year to date zero citation inspections:

- Oxbow** - 2 Zero Citation Inspections
- South Bethlehem** - 2 Zero Citation Inspections
- East Kingston** - 2 Zero Citation Inspections
- Bridgeville** - 1 Zero Citation Inspection
- Pattersonville** - 1 Zero Citation Inspection

Oxbow currently has the most inspection days with zero citations!

TIPS Competition

TIPs (Tactical implementation Plans) are site specific "Playbooks for success" each quarry develops in the beginning of the year. These plans are meant to guide each team throughout the year to reach (and hopefully exceed) their desired results. Quarries are measured against their past performance and winners are determined based on the highest percentage of improvement. TIPS continue to drive friendly competition while increasing productivity in a tangible way. Congratulations to every team for another outstanding year. This year's TIPS winners are:

- South Bethlehem
- Oxbow
- Pattersonville (2 TIMES)

One CRH

Challenges make us all better as a unit and this shines through in our close connection with the Dolomite team. There are many pieces to the puzzle and we have taken steps forward this year engaging the people with the knowledge that can make us stronger as one. It takes a village and Cindy Mix, Rick VanDenBerge, Zach Hewke, Raquel Czelusniak, Riley Bacon, Andrea Lewis, Christine Sands, Jim Elacqua, Pat DiLucia, Chris McClurg, Mass Colombai, Gene Hallock, Darlene Casale and Lila Smith are just some that are continuing to forge forward together. Thank you!

Community Involvement

Pittstown EMS and Fire Department Helipad

Donated: 28 Cubic yards of concrete for helipad. Pittstown and several bordering towns often need to airlift residents to nearby hospitals due to their remote location and the length of time it would take an ambulance to drive to the patient and get them safely to a medical facility.

Unfortunately, there is not always a convenient place for the LifeNet helicopter to land. That's why Paul MacNaughton (Callanan Employee) and other members of the Pittstown Fire Department began to work on a solution that resulted in a brand-new helipad being constructed next to the fire department.



Callanan Educates

We pride ourselves on our connections with local schools and organizations that allow us to educate people of all ages on who we are and what we do. From career fairs and plant tours to school visits and scholarships, here are some of our past and present educational partners:

- Alfred State University – Career Fair
- Canastota CSD – Career Fair
- Capital Region BOCES – School Visit
- Capital Region Career and Technical School – Career Fair
- Catholic Central High School – Make a Difference Week
- CDL School – School Visit
- Columbia University – Geology Field Trip, Kingston
- Cub Scouts – Field Trip, Bridgeville
- Boy Scouts – Field Trip, Kingston
- Girls Inc. – School Visit (Women in Construction Week)
- Greater Capital Association of Realtors – School visit
- Greenville Middle and High School – Career Fair
- Hamilton Franklin Montgomery County BOCES – School Visit
- Hudson Valley Community College – Callanan Student Support Fund
- Lansingburgh Middle School – Geology Field Trip, South Bethlehem
- Modern Welding – School visit
- North Colonie CSD – School visit (Work Zone Safety Awareness Week)
- Ohio State University – Geology Field Trip, South Bethlehem
- Queens College – Plant Tour, Kingston
- Questar III – Apprenticeship Program Business Partner
- Rensselaer County Reentry Task Force – Career Fair
- Sage Driving School – School Visit
- Schalmont High School – Plant Tour, Pattersonville
- Schenectady High School – Career Fair
- Siena College – Scholarship
- St. Mary's Catholic School – Make a Difference Week
- Stillwater Elementary School – Make a Difference Week
- Sullivan County BOCES – School Visit
- SUNY Polytechnic, College Engineering – Plant Tour, Oriskany
- Turnpike Elementary School – Make a Difference Week



Schoharie BOCES Heavy Equipment Operation Program - February 2020



Girls, Inc. Panel - Women In Construction Week - March 2020



Charity Match Contest Update

As part of our charity competition, our team at the South Bethlehem plant hosted a raffle for an ultimate barbecue basket during the month of September. On October 2, 2020, the winning ticket was drawn and \$1,365 was raised for the American Foundation for Suicide Prevention!

The Oxbow plant also chose to support the American Foundation for Suicide Prevention and held a raffle for a fully loaded toolbox. Oxbow raised a total of \$1,690 and the winner of the raffle basket was Ulster's own Jeremiah DePasquale!

Callanan will be matching \$1,000 towards each amount. Thank you to all of those who participated and helped to make a difference!



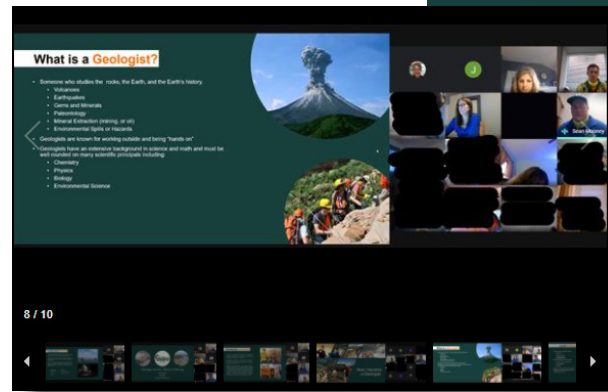
Sullivan County BOCES - February 2020



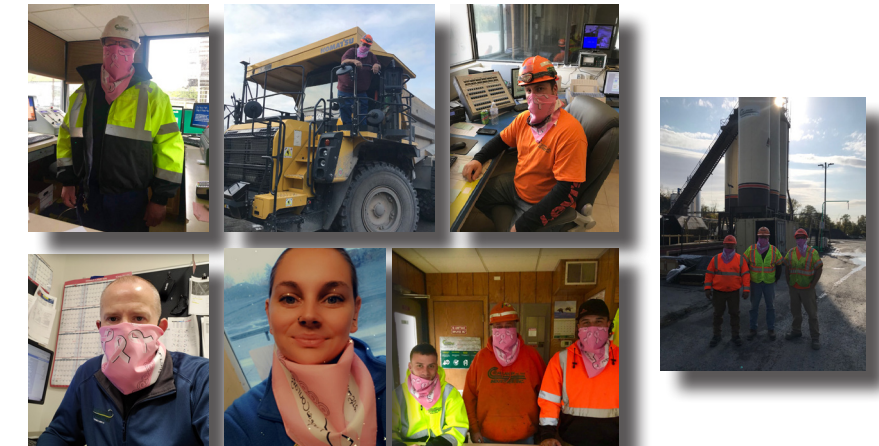
Make a Difference Week 2020

Our annual week of volunteering, "Make a Difference Week" was different this year due to COVID-19. We were unable to do many in-person volunteer events, but we found new COVID-friendly ways to help our community despite the changes.

We hosted a Virtual Geology Field Trip for 150 Lansingburgh Central School District 6th grade students. The students were able to see real life examples of how their studies can be turned into a career at Callanan and learned about what we do from our Geologist, Sean Mooney; Sales Expert, Jim Elacqua; and Safety Coordinator, James Corbett.



Since Make a Difference week falls during Breast Cancer Awareness Month, we distributed pink bandannas to all of our employees and asked for photos to raise awareness for Breast Cancer. We also made a donation to the Northeast Health Foundation's Hildegard Medicus Cancer Treatment Center at St. Mary's Hospital.



Employees wrote 150 "Thank you" cards to soldiers and Veterans through an organization called 'A Million Thanks' that sends millions of cards and care packages to our active, reserve, and veteran military.

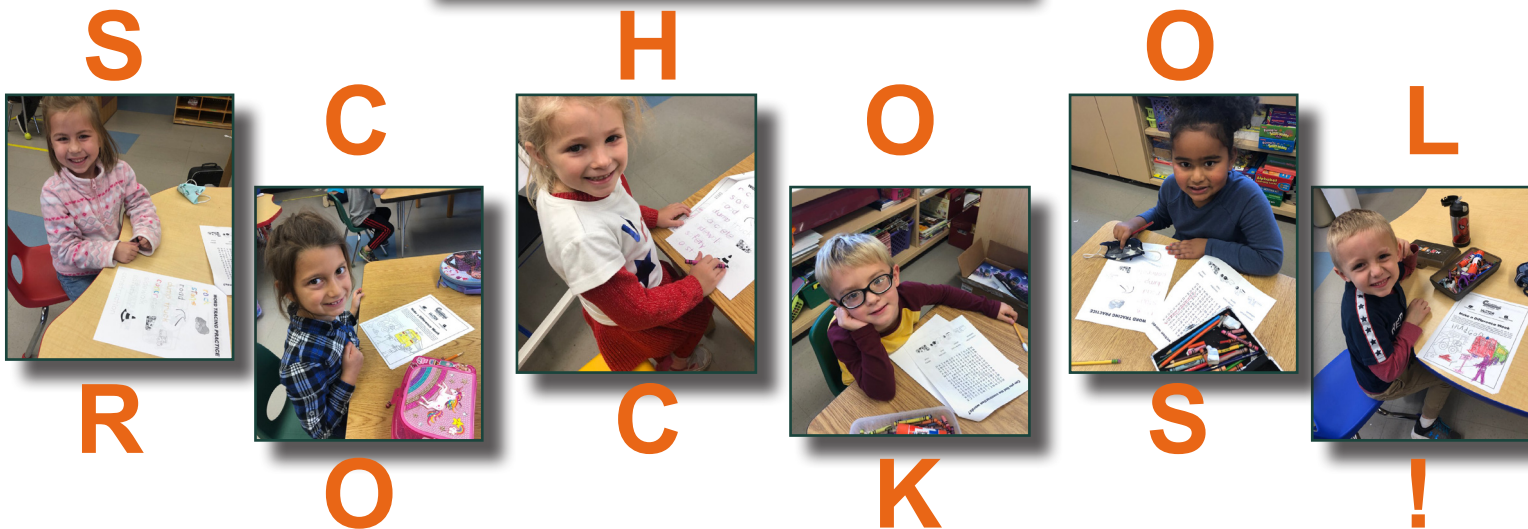


Employees joined other volunteers at St. John's / St. Anne's Outreach Center welcome table where they cooked and served 140 to-go meals to locals in need.

Employees wrote 107 "thinking of you" cards to residents at Van Rensselaer Manor Nursing Home in lieu of being able to play bingo with them.



Employees volunteered at a new Capital Roots location to spread out cardboard and 60 yards of mulch across a 100x100' plot to be turned into a community garden. Upon finishing, we donated 6 wheelbarrows and 6 shovels to the organization, which was in need of the supplies.



We had to get creative (literally) since we couldn't read to our local kindergarten students this year. So, we made up some construction-themed assignments to share with them. The booklets were dispersed to teachers and students in Albany, Troy, Stillwater, Kingston and more!

Company Awards

NASLR Outreach Award

We are excited and humbled to announce that, Callanan Industries and the Town of Ulster were recognized for their collaborative efforts by the National Association of State Land Reclamationists (NASLR). The Outreach Award came after Callanan faced challenges in the community relating to rock-slides on its East Kingston property caused by the collapse of abandoned cement mines from the 1890s. Our team worked closely with the town, engineers, geo-tech consulting firms and the Department of Environmental Conservation to mitigate risks and ensure the safety of the community. This included construction of a 300-foot impact wall in the event that the slides continued (which thankfully they have not). Along with this, our team recently planted 150 tree saplings behind the wall to replace greenery that was lost during construction.

In addition to constructing the wall, Callanan worked with the local community to install a new bus stop for children to wait for the school bus. One community member suggested this due to the poor condition of the existing bus stop and Callanan unanimously agreed to provide the materials, labor and land to make this happen. This project was completely funded by Callanan Industries.

Michael Haney, NASLR Vice President called out, “the East Kingston Quarry as being a truly outstanding example of environmental stewardship and dedicated, effective land reclamation. Your efforts have promoted a positive image for the mining industry and have emphasized community stewardship, and our organization recognizes the great work done by members of both Callanan Industries and the Town of Ulster Supervisors and citizens.” This award recognizes not only Callanan’s mitigation of the situation, but its continued efforts to engage with the local community and be a good neighbor.



Van Rensselaer Corporate Award

The Rensselaer County Regional Chamber of Commerce selected Callanan Industries as the recipient of the 2020 Van Rensselaer Corporate Award. The award was established in 1993 to honor businesses that demonstrate exceptional corporate citizenship through active involvement and generous contribution to the economy while improving the quality of life in the Rensselaer County Gateway communities. The Chamber said, “Callanan’s community initiatives clearly exemplify these characteristics and we are proud to highlight your efforts with this award.”



Did you Know?

What makes this even more special is that in 1997, the recipient of this same award was Don Fane’s father, Warren of Warren W. Fane, Inc.



A Message From...

Mike Mastropietro



I would like to give a special “Thank You” to all our front-line employees. So many of you had to come to work like you have every year and go about your day like you have in the past, despite how different everything was. At times, I am sure that this caused anxiety and uneasiness, but all of you still showed up every day and performed your job. I cannot thank you enough for everything you did this year.

It is important that we also look back and reflect on what we did differently this year, either by choice or mandate and ask, did it make us better? In many cases, I am guessing the answer will be yes. We all learned a lot about ourselves and how we do our jobs in 2020; let's make sure we build on this moving forward.

On the HMA/QC front, through amazing collaboration, we were able to implement several ideas that resulted in improvements in just about every major metric. We saw some of the best efficiency and least amount of downtime we have had in many years. We continue to hear positive feedback from many of our customers on what great service they received this year. Great job!

Regarding Construction, the team did an incredible job and stayed focused on a well thought out Bid Strategy followed up by a just as impressive Build Performance. From the Griffiss Airport to the Sullivan County Airport along with several other DOT and Municipal projects in between, performance was excellent. Well done!

Please take time to enjoy the holidays with family and friends while staying safe. If we can succeed this year, there is no doubt that we can succeed in any year! Thanks for everything!



DOT Multi-site paving



Utica Hospital



The CREE

Rocco Loccisano



Our Clemente team never ceases to amaze me. I want to applaud everyone for their efforts this year, specifically those working on the CREE project in Utica. The Clemente Fane crew took on this monumental project and has knocked it out of the park this year. I want to thank the Capital District drivers who pitched in to help keep up with the approximately 15,000 yards of concrete poured at this site so far. Our teams have been working long hours and balancing limited resources this year and they have done an outstanding job despite those challenges.

I am very impressed with the level of communication between dispatchers, drivers, and plant employees to pull this off month after month while also working on all of our other jobs.

As we head into 2021, the CREE project and the Utica Hospital will keep us busy out west as we continue to build our backlog.

There have been many challenges this year and our team continues to work together and take them in stride. I appreciate each of you and the hard work you do. Thank you all for another exceptional year and I look forward to another!



A Message From...

Tim Higgins



I am sure none of us will soon forget the year that has been 2020. This year brought unprecedented challenges to each of us, both on a personal level as well as on a professional one. What has impressed me through all of this, has been the resolve of Callanan employees to keep a positive attitude while working through adversity, and the ability to maintain a high level of efficiency and success in their roles. From the front-line employees to the teams working remotely, many of us had to figure out a new way to perform tasks and functions to keep our essential business moving. It is no surprise to me that the challenges we faced were met, and all of us rose to the occasion.

Thank you to the Sales team, who worked diligently to maintain our important customer relationships, even without the ability to meet in person or visit a job site for several months. The challenge to seek out opportunities in our markets for Callanan to service and supply was met by Sales head on. With a slow start to the season during a shutdown, and funding interrupted with many municipalities, they leveraged their relationships to secure work, putting our external business on an even footing with last year.

Thank you to the Delivery team and all of our drivers for taking on the challenges brought about by many changes in our operations and processes this year. Again, with the shutdown, coordination with trucking became an even greater challenge, which was met by an optimistic and creative team to fill orders, and service our customers with limited interruptions.

Let's not forget what led us to another successful year at Callanan. Carrying what we learned this year forward will only make us better when faced with the next challenge, whatever it may be. Thank you all!

Kaitlyn Cuddeback



As I reflect on 2020, I am extremely proud of the Finance team's ability to quickly adapt to working from home and continue to work as a team in a virtual environment. There were certainly challenges to overcome, but the entire team was able to navigate these challenges to ensure that we were still able to provide support to our employees, customers, and vendors. I want to send a sincere thank you to everyone in Finance for remaining focused and committed to supporting both our internal and external customers while still meeting every deadline in place each month!



Dan Broomhall

It goes without saying that Callanan has the best people and the best environment, but sometimes you don't truly understand what that means until you face difficult times (or a pandemic) and you have to persevere.

I personally want to thank all for your patience, understanding, and outstanding work ethic during a very trying time. If we ever tested our agility and ability to adapt, this was the year. And boy, we did that and continue to do so with outstanding results! I've never been prouder or felt more fortunate to be part of an industry considered essential so we could continue to provide for our families.

Specifically, regarding Aggregates and Equipment, I continue to see the competitive nature prospering. This has resulted in innovative thinking that allows us to set and reach goals and targets we never imagined. However, the most important result of this has been creating stronger teams. Stronger teams that allow us to "Win" more days than not. They allow us to bond more and continue to outpace our competitors and attract new talent to develop and retain. Thank you all for your relentless hard work and candidness to allow for continuous improvement.

I'm personally excited (as most are) to bring 2020 to a close and energized to begin engaging with you all on a winning game plan for 2021! With that being said, please enjoy the time over the holidays with friends and family and once again...Thank You!

We Are Callanan



Company Store **\$50 Credit**



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INDUSTRIES, INC.
A CRH COMPANY

THANK YOU!

Don't forget to use your \$50 credit at the Callanan Company Store by December 31, 2020
Need Help? Contact Lucas Sestito at 518-795-4385 or Lucas.Sestito@callanan.com
Val's Sporting Goods: (518) 664-2441 or valssportinggoods@gmail.com

Anthem Employee **Assistance Program**

Don't forget to take advantage of our Employee Assistance Program. The EAP offers a number of resources relating to finance, health, family and so much more. It is a free and confidential service. Call or visit online using the information below 24/7.

1-800-841-5144 | anthemEAP.com
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Free, confidential help 24 hours a day, 7 days a week