

CORPORATE WELLNESS PROGRAM - Goals & Philosophy

For individuals, workplace health programs have the potential to impact an employee's health, such as their health behaviors; health risks for disease; and current health status

For organizations, workplace health programs have the potential to impact areas such as health care costs, absenteeism, productivity, recruitment/retention, culture and employee morale

Employers, employees, their families and communities all benefit from the prevention of disease and injury from sustained health

- ◆ Work with small to medium sized businesses to create **robust, individualized** corporate wellness program.
- ◆ Our goal is to provide **employee-centric** programs customized for the needs of each individual - not one size fits all.
- ◆ We will work with each of your employees to assess baseline health as well as tailor programs to encourage healthy lifestyle changes through **preventative measures, such as exercise, education, technology, and accountability.**
- ◆ A thriving wellness program should not be viewed as an add-on benefit offered to employees, but rather a **basic investment in human capital, similar to training, mentoring, and other employee developmental programs.**
- ◆ We believe you achieve better health through community and want to partner with you in order to give your employees **access to the tools that will allow them to take control of their health.**
- ◆ **Good health is key to the well-being and performance of every person on a team and is vital to its success.**
- ◆ **Your health is your greatest asset** and you can't be a good boss, teammate, friend, or spouse without first taking care of yourself.

CORPORATE WELLNESS PROGRAM - Poor Health Is Costly

The medical costs for people who are obese were \$1,429 higher than those of normal weight.

Obese workers lost 13 times more days of work from work injury or work illness than other workers.

- ◆ More than 35% of US adults are obese and more than 34% are overweight
- ◆ Obesity related conditions include heart disease, stroke, type 2 diabetes and certain types of cancer, some of the leading causes of preventable death
- ◆ 4 of the 10 most expensive health conditions for US employers are related to heart disease and stroke:
 - ◆ High Blood Pressure
 - ◆ Heart Attack
 - ◆ Diabetes
 - ◆ Chest Pain

The CDC reports that productivity losses linked to absenteeism cost employers \$225.8 Billion annually in the US, or \$1,685 per employee

Obesity + Absenteeism = \$3,114 per employee

THE MATH:
10 employees X \$3,114 =
\$30,114/year

CORPORATE WELLNESS PROGRAM - Contain Your Costs

Companies that have exemplary safety, health and environmental programs outperformed the S&P 500 by between 3 and 5 percent

- ◆ According to a RAND Corp. study, every \$1 invested in overall wellness efforts yields a return on investment of \$1.50.
 - ◆ **When the investment is in programs targeting chronic diseases, such as diabetes and obesity, the ROI increases to \$3.80**
- ◆ A meta-study out of Cornell University examined 42 independent studies of the effectiveness of wellness programs and found that such programs can reduce health care expenditures and absenteeism costs by 25% to 30%, all within an average of 3.6 years.

CORPORATE WELLNESS PROGRAM - Employee Pains

- ◆ **Stress**: Work-related stress is #1 workforce health issue and a major occupational risk, ranking above physical inactivity and obesity
- ◆ **Fatigue**: Inadequate sleep leads to worker errors, low productivity and safety incidents which affects business profitability
- ◆ **Chronic Pain**: Costs of lost productivity because of chronic pain range from \$11.6 to \$12.7 Billion annually
- ◆ **Diabetes**: Medical costs for people with diabetes are twice as high as for people without diabetes. In 2012, US health care costs associated with diagnosed diabetes totaled \$245 Billion
- ◆ **Obesity**: Full-time workers in the US who are overweight or obese and have other chronic health problems miss about 450 million more days of work than healthy workers, cost more than \$153 Billion a year in lost productivity
- ◆ **Heart Disease & Stroke**: Among the most widespread and costly health problems facing our nation today. Treatment of these diseases accounts for about \$1 of every \$6 spent on US health care
- ◆ **Tobacco Use**: Smoking and other forms of tobacco use are the leading cause of preventable death in the US, accounting for 1 in every 5 deaths each year

CORPORATE WELLNESS PROGRAM - Is Corp. Wellness Needed?

10 benefits of a **robust** corporate wellness program:

1. Financial break from certain insurance companies/less claims
2. Less employee absenteeism
3. Increased employee energy & productivity
4. Reduced employee stress
5. Increased employee stress management
6. Increased employee mental clarity
7. Decreased obesity & chronic diseases associated with obesity
8. Better employee recruitment/retention
9. Better company morale - my company cares about me/invests in me
10. Ripple effect - employee families & community will have better health

CORPORATE WELLNESS PROGRAM - Robust Plan Essentials

- ◆ Assessment
- ◆ Planning & Management
- ◆ Implementation
- ◆ Evaluation

CORPORATE WELLNESS PROGRAM - Details & Costs

\$125/person/per month - 1 year commitment

- ◆ Evaluation of existing program, if applicable (what's working and what isn't - get employee input)
- ◆ Wellness Assessment and Goal Setting for each employee (re-evaluate @ 3/6/9/12 months)
- ◆ One follow-up email or call per month for goal accountability
- ◆ Wellness Workshops - 2 x per month
- ◆ Monthly Wellness Newsletter - 1 x per month
- ◆ Exercise Credits (1 x week per person - 4 per person per month)
- ◆ Company Wellness Liaison - Communication/Coaching/Accountability
- ◆ Metrics to Track Individual/Program Success
- ◆ Stress Management Training - Mental Coaching - 1 x per month

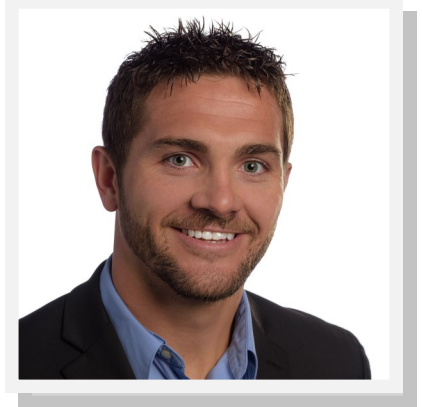
CORPORATE WELLNESS PROGRAM - A La Carte Services

Add-On	Pricing
Customized on-site workout (in lieu of exercise credits)	\$95/hr - 2x per week
Healthy Snack Day - Smoothies	\$7.00 per employee + \$50.00
Group Health Coaching Sessions	\$20 per employee - 2x per month
Office Ergonomic Evaluation	\$250
Heart Math	\$10 per employee (10 mins)
Assist in Development of Health-Related Policies	\$125/hr.
Development of Wellness Warrior Program (employee participation incentives for meeting or exceeding wellness goals)	TBD

CORPORATE WELLNESS PROGRAM - Access to Professionals

Expert in Movement and Chiropractic Care

Dr. Derrick Raymer is the Director of Sports Performance and Therapy at 1P4:10 Sports. He works with individuals of all ages who are striving to live pain free, move better, and improve their performance in the sport they love. Dr. Raymer was an All-American Football player at Garden City Community College and at Sam Houston State University. While there, he received his Bachelor's Degree in Kinesiology with a minor in Health. He received his Doctorate in Chiropractic from Palmer College of Chiropractic.



Dr. Raymer specializes in treatment and rehabilitation, injury prevention, sport performance, and return to play programs. Aside from working at 1P4:10 Sports, he teaches for Southeast Sports Seminars, and is a lead instructor for Functional and Kinetic Treatment with Rehabilitation continuing education courses. In those courses, he teaches chiropractors, physical therapists, massage therapists, and athletic trainers from all over the country and internationally. He is also trained and certified in The Functional Movement Screen, the Selective Functional Movement Assessment, McKenzie Institute for Cervical and Lumbar Spine Disc Herniation, Dynamic Neuromuscular Stabilization, and the ACL Bridge Program. Dr. Raymer utilizes different techniques to improve function and quality of life for his patients. He is passionate about teaching youth athletes proper lifting technique, stretching routines, and injury prevention models.

Dr. Raymer is married to his wife, Tanya, and has two kids, Rylee Jo and Jack. He loves to work out, play golf, and is an aspiring endurance athlete.

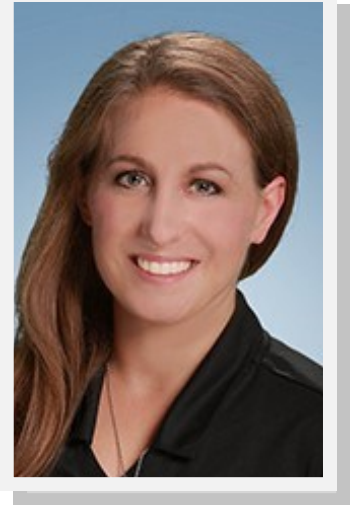
Common Issues Addressed:

- Proper Office Ergonomics
- Teaching the dynamics of movement/posture/mobility/stretching while in the office
- Workshops regarding the prevention of common workplace injuries
- Workers compensation evaluations and treatments
- Access to chiropractic treatment at 1P4:10 Sports

CORPORATE WELLNESS PROGRAM - Access to Professionals

Mind, Performance, and Wellness Counseling Services

Adrienne Langelier, MA, LPC is the Director of Sports Psychology and Mind and Performance (MAP) program at 1P:410 Sports. She works with individuals of all stages of life to address a number of key factors that play a role in quality of life and performance. She holds a Bachelor of Science Degree from Texas A&M University and a Master of Arts in Clinical Psychology from Sam Houston State University and has nearly a decade of experience using a number of research-based and effective techniques to move those she works with toward their goals. She is a regular contributor to STACK sports magazine and top blogs including The Huffington Post.



Common Topics Addressed:

- Coping Skills
- Motivation and motivational styles
- Identify the optimal zone to perform one's best and be the most effective
- Improve focus and manage distractions
- Treatment of depression, anxiety and other mental disorders
- Addressing group dynamics and communication
- Stress management
- Goal-Setting

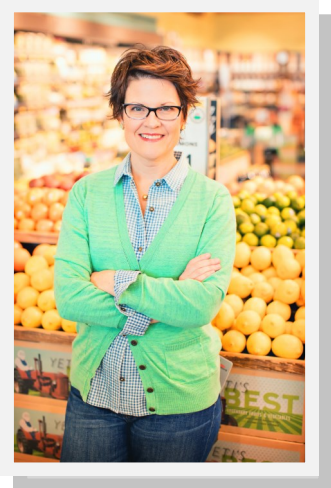
To compliment consultation, Adrienne also uses training modalities such as HeartMath stress management systems and Dynavision in her practice.

CORPORATE WELLNESS PROGRAM - Access to Professionals

FINDING BALANCE IN MIND, BODY, & SPIRIT

Kathy Gregory, Certified Institute for Integrative Nutrition Health Coach and owner of KG Wellness. She works with individual clients and groups in making healthy lifestyle shifts through goal setting, education and accountability. She is partnering with 1P4:10 Sports to provide:

- Nutrition consultation with goal setting and accountability
- Wellness workshops. Topics will be customized to address specific employee concerns identified through assessments. Here are a few sample discussions:
 - Increasing Energy w/Nutrition; Deconstructing Cravings; Not So Sweet Truth about Sugar; Importance of Proper Hydration; Good Sleep Strategies; etc.
- Access to group coaching
- Access to healthy snack evaluation/implementation
- Team building activities (i.e., cooking classes, grocery store tours, etc.)



CORPORATE WELLNESS PROGRAM - Access to Technology



BENEFITS OF HEARTMATH TECHNOLOGY

Improvements in mental & emotional well-being in over 5,500 people in just 6-9 weeks using HeartMath training and technology:

- 24% improvement in the ability to focus
- 25% improvement in listening ability
- 30% improvement in sleep
- 46% drop in anxiety
- 50% drop in fatigue
- 60% drop in depression

HeartMath scientifically monitors your emotional and physical health – and helps you improve it.



D2

IMPROVE REACTION TIME AND EYE-HAND COORDINATION

DYNAVISION™

Performance in sport is linked to cognitive and perceptual skills as well as motor and physical abilities. All sports rely on visual acuity, eye-hand coordination, and cognitive processing that can be tested and trained on the D2™.