



RETURN OF INVESTMENT – WELLNESS WORKS!

Wellness Solutions has developed and implemented wellness programs for first responders for over 20 years. Our wellness professional support coupled with advanced health screening and fitness testing have decreased the number and severity of injuries for our clients. Creating a culture of health/wellness within your department will improve first responder's health, morale, reduce absenteeism and injuries, reduce workers' compensations costs and ultimately SAVES LIVES.

CITY OF ANAHEIM FIRST RESPONDERS

Wellness Solutions designed and implemented a wellness program (WIN) for Anaheim Police Department in 2000. Participation levels have continued to increase over the last 19 years and worker's compensation costs have decreased. Historically, the officers who participate in the wellness program have less costly injuries. In 2009, the average cost of a sprain/strain injury for a WIN participant was \$9,034 vs. \$19,478 for non-WIN participants. Officers engaged in the program have fewer sprain/strain injuries (Table 1) and the cost of the injuries are less for those in the WIN program (Table 2).

Table 1 – Anaheim Police Department

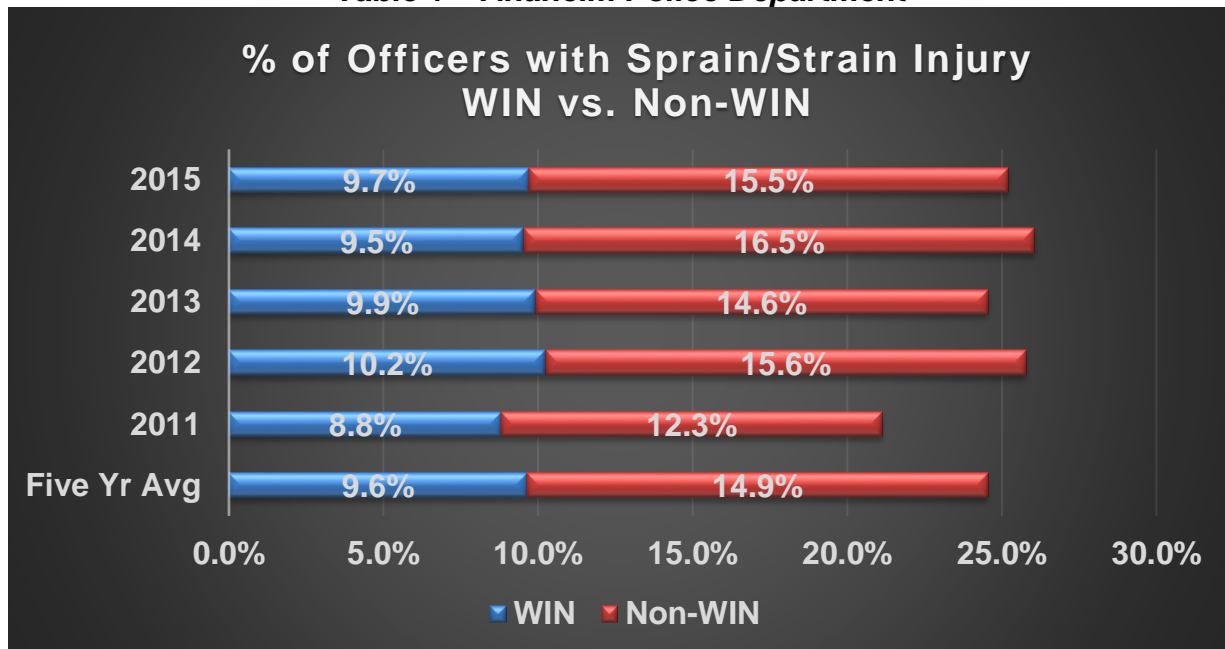
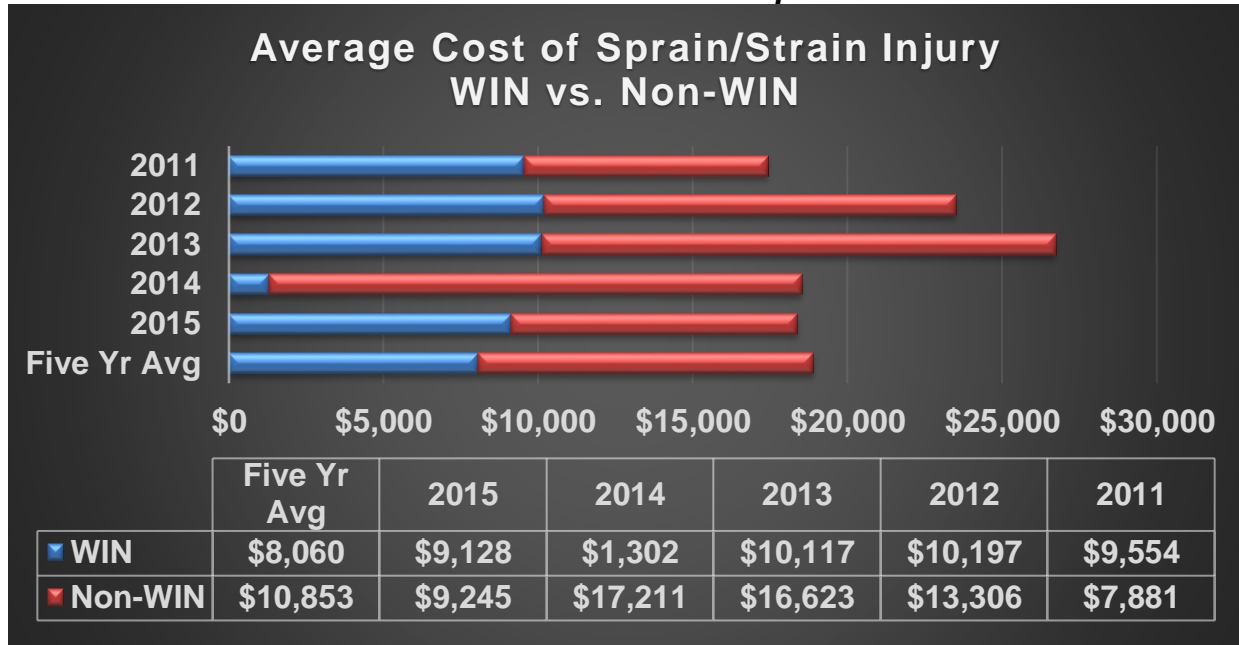




Table 2 – Anaheim Police Department



In 2016, a mandatory physical agility test was added to the program and APD has found a strong correlation between successful results on the physical agility test and fewer and less severe injuries (Table 3). The wellness program has had a direct impact on reducing sprain/strain injuries.

Table 3 – Anaheim 2018 PAT Results and Injury Analysis

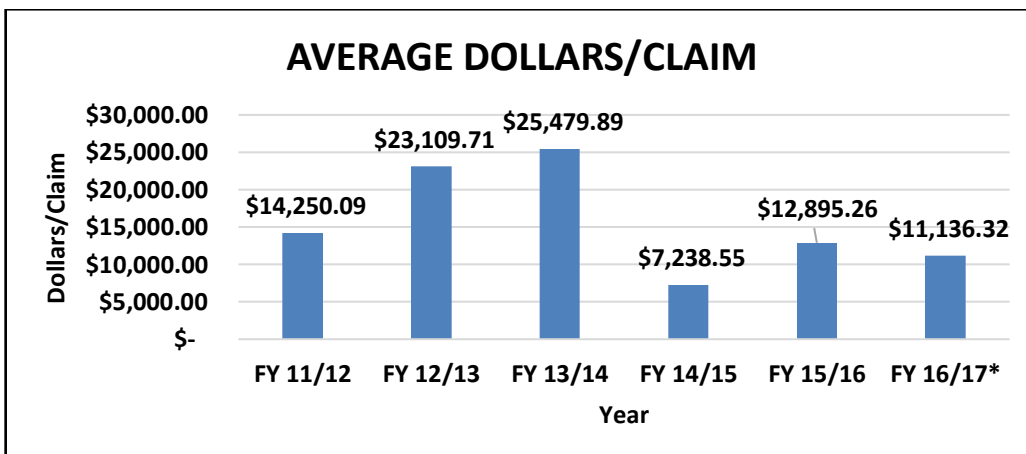
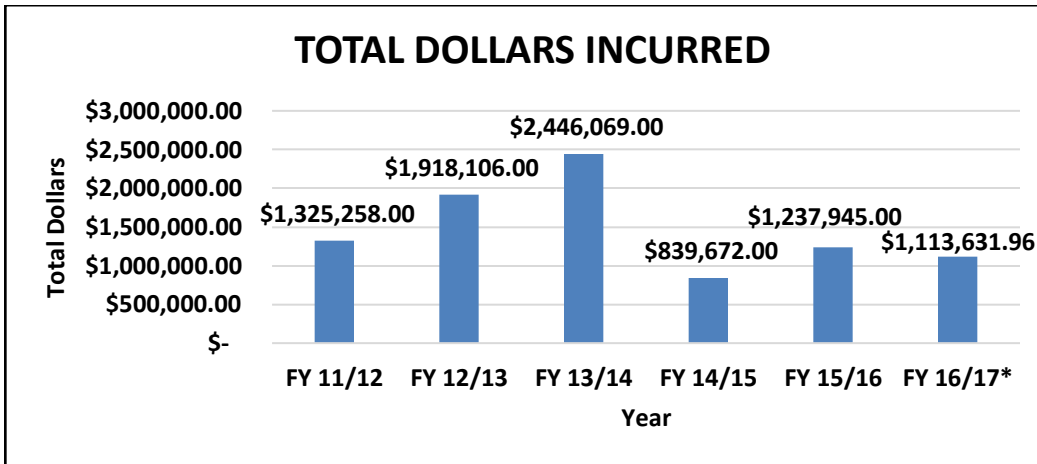
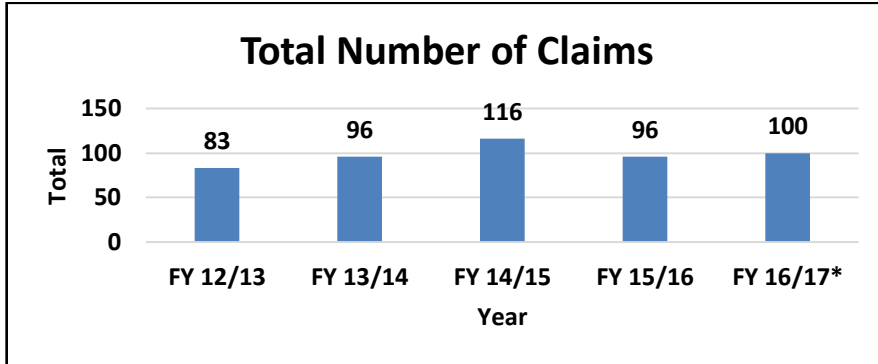
PAT INJURY COMPARISON (FY 16/17)	7/1/17 to 6/30/18		
	PASS	DID NOT PASS	DID NOT TAKE TEST
Number of Officers	360	19	7
Number of Officers with a Recordable Injury	91	5	4
Percentage of Officers with a Recordable Injury	25.3%	26.3%	57.1%
Number of Officers with a Strain/Sprain Injury	36	3	3
Percentage of Officers with a Strain/Sprain Injury	10.0%	15.8%	42.8%
Number of Officers with a Back or Knee Strain Injury	19	0	3
Percentage of Officers with a Back or Knee Strain Injury	5.3%	0%	42.8%
Average Incurred Cost of a Strain/Sprain Injury among Officers	\$19,512	0	\$54,059

*Table 3 data reported by Anaheim Safety Manager on November 16, 2018



CITY OF SANTA ROSA FIRST RESPONDERS

Wellness Solutions designed and implemented a wellness program for the Santa Rosa fire department starting in 2014. The wellness program continues to lower the total dollars incurred and the average dollars paid per claim. Despite an increase in the number of claims, first responders are returning to work earlier and associated medical costs have decreased.

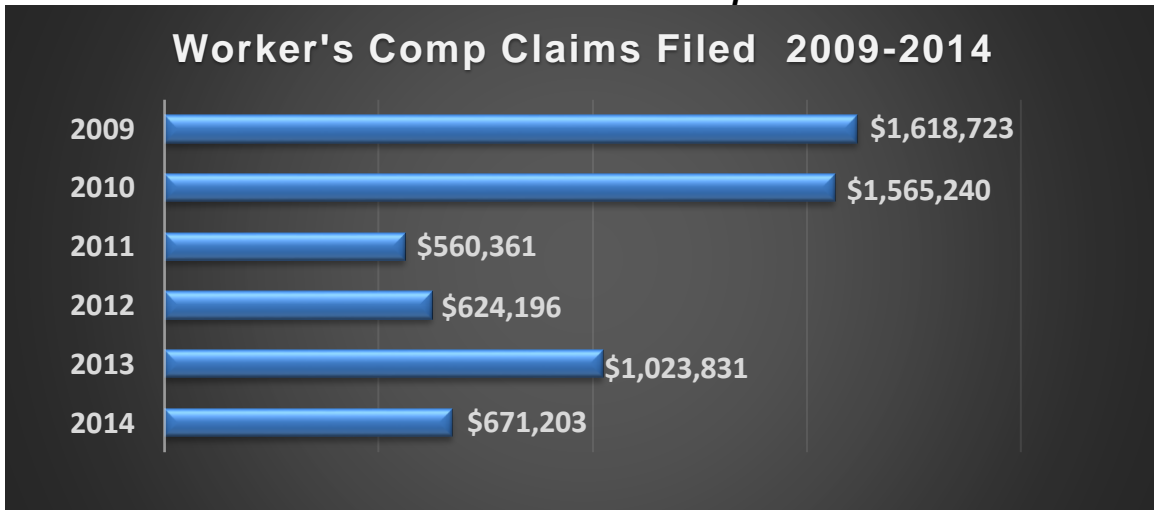




CITY OF GLENDALE FIRST RESPONDERS

Wellness Solutions designed and implemented a wellness program for the Glendale Police Department with the following four goals: reduce the risk of cardiovascular disease, improve physical fitness levels, reduce injuries and decrease stress levels. Workers compensation costs exceeded \$2 million in 2004. After implementing the WIN program, workers compensation costs began to decrease. Over the following 9 years, workers compensation costs did not exceed \$2 million and in some years decreased to under \$700,000 (Table 4).

Table 4 – Glendale Police Department



Police officers who participate in our comprehensive wellness programs generally have less injuries, shorter recovery times and return to work more quickly than non-participants (Table 5). The cost of injuries for WIN participants was significantly lower than non-participants (Table 6).

Table 5 – Glendale Police Department

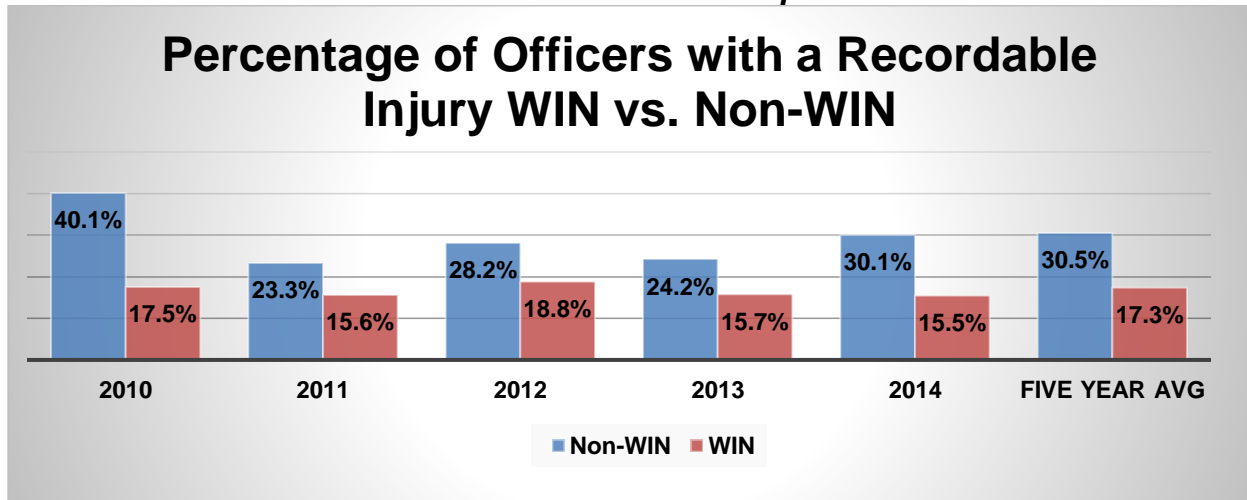
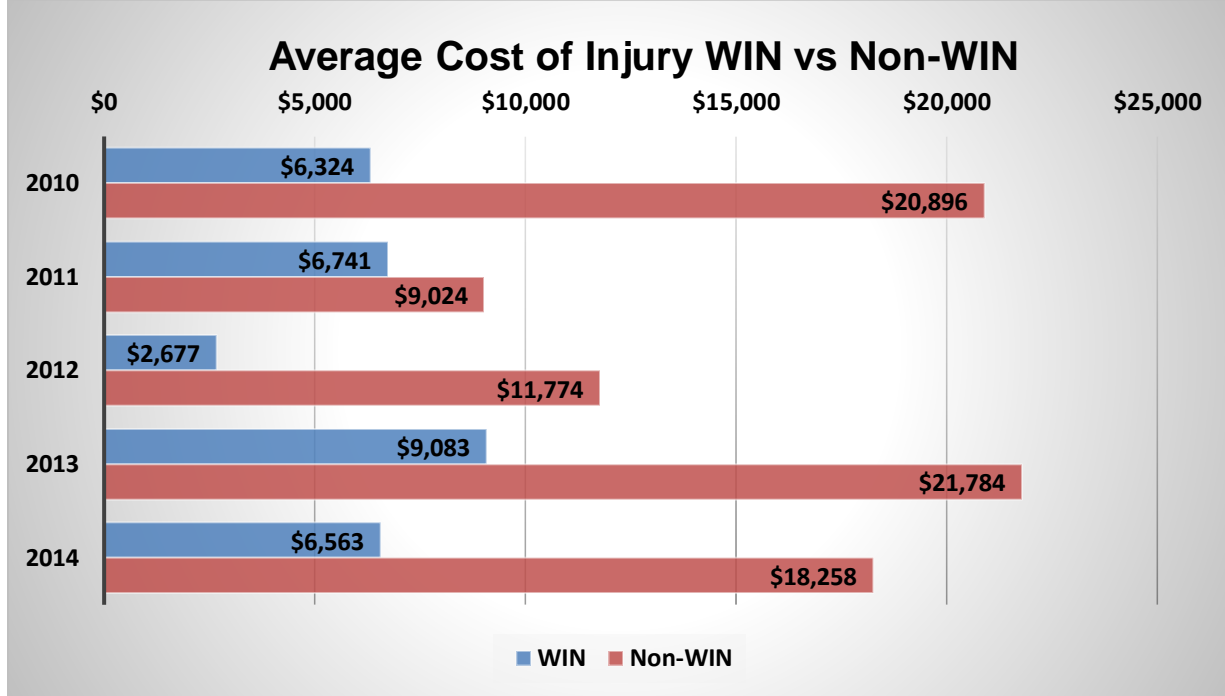




Table 6 – Glendale Police Department



CITY OF EL SEGUNDO FIRST RESPONDERS

El Segundo Police Department experienced a reduction in Worker Compensation costs (Table 7) as well as paid time off (Table 8) after hiring Wellness Solutions. Our staff implemented a variety of programs including advanced exercise testing, nutrition consultations, stress management and group exercise instruction.

Table 7 – El Segundo Police Department

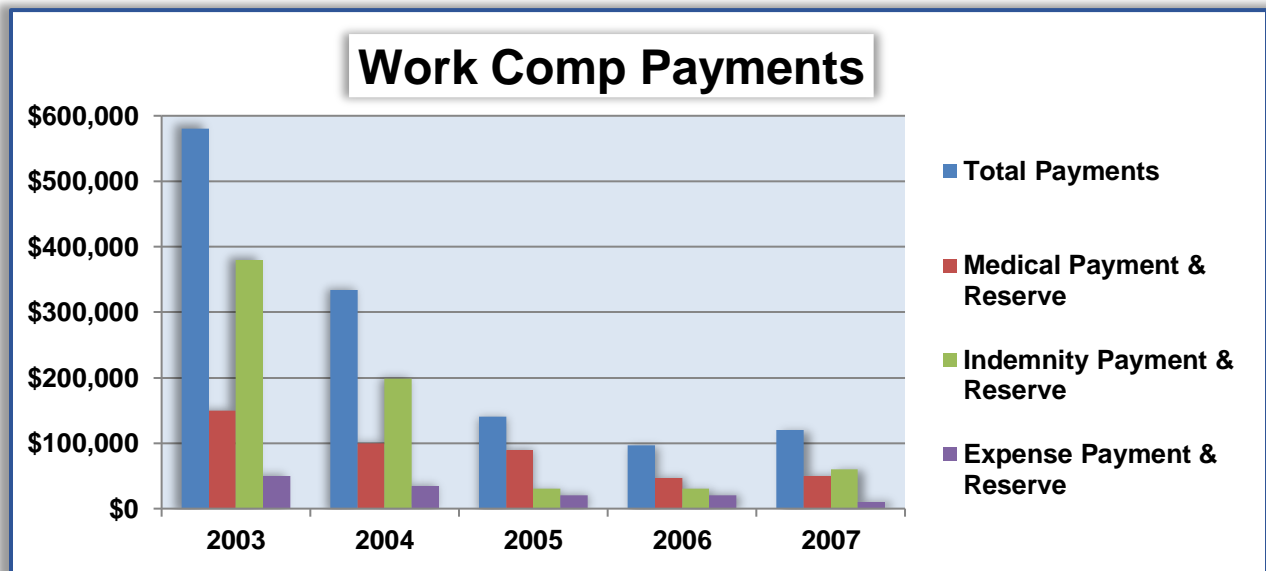




Table 8 – El Segundo Police Department



For most of our clients, workers compensation costs have decreased by up to 50%. Our programs support the recommendations of the IACP's Officer Injury: Final Report: to develop an injury reduction program, fitness and nutrition programs for officers. The data we have collected over the past 20 years, proves that the cost savings (return on investment) of implementing a wellness program is worth the investment!

Municipalities who have used Wellness Solutions services:

- City of Anaheim, Anaheim PD, Anaheim Public Utilities
- City of Elk Grove & Elk Grove PD
- El Segundo PD
- Glendale PD
- Long Beach Fire Department
- Los Angeles METRO
- Los Gatos PD
- Manhattan Beach PD
- Fresno PD
- North County Transportation Authority
- Orange County Fire Authority
- Orange County Transportation Authority
- Red Bluff PD
- Santa Rosa Police & Fire Department
- South Pasadena PD
- Sonoma Sheriff's Department
- Woodland PD

“As you know, in California, back injuries, cancer, and heart disease are all presumed to be work related injuries. So we must deal with the health of the whole employee. This program does that and with [Wellness Solutions], it is done with fun, with confidentiality, and with enthusiasm.” – Risk Manager, Santa Rosa PD