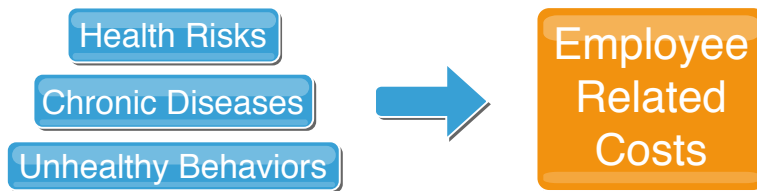


WellSteps Solutions Work—

The Science Says It All

WellSteps employee wellness solutions work and we have the scientific evidence to back it up. That is why we are comfortable guaranteeing employee engagement, health improvement, and a positive ROI.

Employee related costs such as health care costs, absenteeism, and poor productivity are caused by unhealthy employee behaviors, elevated health risks, and chronic diseases such as diabetes. WellSteps solutions systematically address each of these three causes and have independent scientific confirmation that our solutions improve each of them.



With WellSteps, Your Worksite Can Expect To See:

- Over 50% of all employees engage in year one
- A minimum of 7% increase in healthy behaviors in year two
- A return on investment of 150% after three years
- These outcomes are guaranteed because we've got the published scientific evidence to support them.

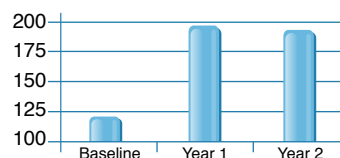
WellSteps Facts:

- ROI for WellSteps ranges from \$3.8 to \$15.6 in savings for every dollar spent
- WellSteps has clients in every state in the U.S
- Participation in WellSteps solutions averages over 65%
- WellSteps has clients in every industry in the U.S.
- Over 4,500 companies and corporations world-wide use WellSteps products and solutions

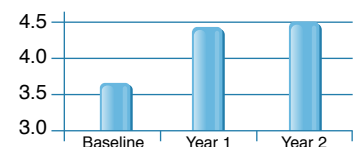
WellSteps Improves Unhealthy Employee Behaviors

Poor employee health behavior is the main driver of elevated health care costs. Worksites that use WellSteps wellness solutions show dramatic improvements in employee physical activity and nutrition. WellSteps research published in the Journal of Occupational and Environmental Medicine^{1,2} and Population Health Management³ prove that employees change behavior. These changes are sustained for at least two years. When employees improve behaviors they cost less because they have fewer health risks and less chronic disease.

Minutes of Exercise per Week²



Servings of Fruits and Vegetables²



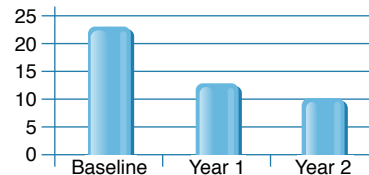
WellSteps Prevents, Arrests, And Reverses Chronic Disease

WellSteps founders, Dr. Steven Aldana and Dr. Troy Adams, have been researching the ability of behavior change interventions to stop chronic diseases for over 30 years, and the WellSteps solutions are the culmination of this research. Worksites that use WellSteps solutions are getting wellness programming that has been documented to reverse diabetes^{4,5} and stop the risk factors that cause heart disease.⁶ In one WellSteps study, the number of employees diagnosed with diabetes was cut from 44 to 26 after just one year.⁴

WellSteps Lowers Employee Health Risks

When employees participate in WellSteps behavior change campaigns, they learn to adopt and maintain healthy behaviors, which have a direct impact on health risks as recently demonstrated.¹ The graph below shows that the number of WellSteps participants with high blood pressure was cut in half after one year. The improvement trend continued after two years.

Percentage Of Employees With High Blood Pressure¹



"WellSteps has been and continues to be a valuable partner with Kaiser Permanente. Our employer groups are very happy with the work WellSteps has provided."

Tom Carter
Vice President, Sales and Broker
Relations
Kaiser Permanente

Your 150% Return On Investment Is Guaranteed

The WellSteps model has been shown to reduce absenteeism and health care costs. WellSteps research reported in the journal *Preventive Medicine* showed that for every dollar spent on wellness programming, one employer saved \$15.60 in reduced absenteeism.⁷ In 2011, a WellSteps client showed an ROI of 3.85 for every dollar spent on the wellness program.⁸ These outcome studies provide clinical evidence that worksites can get a positive ROI when they use WellSteps solutions. With this level of evidence, WellSteps can comfortably provide a performance-based guarantee that every WellSteps client will return a minimum of 150% on their wellness investment.

Every ROI study published in the scientific journals was used to create the WellSteps ROI calculator.⁹ With this free tool, any worksite can accurately estimate the financial impact of using WellSteps wellness solutions.

We are so confident that our model will produce results, we offer the three-year WellSteps Performance Guarantee on three key metrics: employee engagement, behavior and risk change, and cost trend.

Employee Engagement: Program participation will exceed 50% of all eligible participants.

Behavior & Risk Change: At the end of year two, participants will demonstrate an improvement in health behaviors or health risks of no less than 7%.

Cost Trend: At the end of year three, participants will have fewer medical expenditures than non-participants. The savings will total at least 150% of the cost to deliver the WellSteps solution.

Contact us today to find out what WellSteps can do for your company.

(801) 477-5447

WellSteps.com
Copyright © 2012

References

1. Merrill RM, Anderson A, Thygeson SM. Effectiveness of a worksite wellness program on health behaviors and personal health. *J Occup Environ Med*. 2011 Sep;53(9):1008-12.
2. Merrill RM, LeCheminant J. Small Business Worksite Wellness Programs Improve Health Behaviors and Personal Health. *J Occup Environ Med*. (In press)
3. LeCheminant J, Merrill RM. Improved Health Behaviors Persist Over Two Years for Employees in a Worksite Wellness Program. *Population Health Management*. 2012 Oct;15(5):261-6.
4. Aldana S, Barlow M, Smith R, Yanowitz F, Adams T, Loveday L, Merrill RM. A worksite diabetes prevention program: two-year impact on employee health. *AAOHN J*. 2006 Sep;54(9):389-95.
5. Aldana SG, Barlow M, Smith R, Yanowitz FG, Adams T, Loveday L, Arbuckle J, LaMonte MJ. The diabetes prevention program: a worksite experience. *AAOHN J*. 2005 Nov;53(11):499-505.
6. Aldana SG, Greenlaw R, Salberg A, Merrill RM, Hager R, Jorgensen RB. The effects of an intensive lifestyle modification program on carotid artery intima-media thickness: a randomized trial. *Am J Health Promot*. 2007 Jul-Aug;21(6):510-6.
7. Aldana SG, Merrill RM, Price K, Hardy A, Hager R. Financial impact of a comprehensive multisite workplace health promotion program. *Prev Med*. 2005 Feb;40(2):131-7.
8. Merrill RM, Hyatt B, Aldana SG, Kinnersley D. Lowering employee health care costs through the Healthy Lifestyle Incentive Program. *J Public Health Manag Pract*. 2011 May-Jun;17(3):225-32.
9. www.wellsteps.com/roi/resources_tools_roi_cal_health.php