



Finally, a wellness company reveals the health improvement results for all their clients.

Orriant is a corporate wellness program with a **more intensive, behaviorally-focused wellness approach** that consistently demonstrates measurable and meaningful improvement, unlike other, less intensive types of wellness programs. Orriant's clients are spread throughout the country with participants in every state.

Corporate wellness companies have often been criticized for not showing significant impact on health and, commonly, isolating successful case studies to promote their services. **Orriant is taking a bold move and opening its records to show the impact on health for all 80 of its clients** that have at least 3+ years of experience.



Executive Summary

Improvement in Biometrics:

Every one of the 80 companies experienced an improvement in the biometrics (post-test) of those with at-risk results at the pre-test. These were the individuals, 61% of those tested on average, that had a health coaching intervention and **they were asked to call their coach on a monthly basis.**

The weighted average improvement in the biometrics for all groups was:

-All **At-Risk** Participants: **7.4%**

-All **High-Risk** Participants (a subset of the At-Risk group): **15.1%**

Interestingly, those whose biometrics met the health standard at the pre-test and who were **not asked to call a health coach monthly, saw their biometrics scores migrate slightly in the wrong direction.** The weighted average decrease in those biometrics was -1.7%. As people age, their health gradually worsens which is certainly the case with this group, in spite of having access to various wellness resources common to most wellness programs. Without the more meaningful and individualized support of a health coach, it is difficult to change this common trend. This group represented 39% of those tested on average.

The group who improved their number of risk factors (i.e. high blood pressure, high glucose and obesity) was also measured. The weighted average percent of those who started with 1 risk and improved to no risks was 38%. The percent of those who started with 2 risks and improved to having a fewer number of risk factors was 51%. The percent with 3 risks that improved was 61%. The percent with 4 risks that improved was 70%. The percent with 5 risks that improved was 86%. The percent with 6 risks that improved was 85%. Some groups did not have anyone with all 6 risk factors. **The overall average that improved the number of their risk factors pre to post-test was 65%.**

The percentage of those who quit smoking was measured. The overall weighted **average percent of those who quit smoking was 58.5%.** Some groups did not have any smokers pre or post-test.

Increase in the Healthy Portion of the Workforce:

Almost every one of the 80 companies experienced an increase in the healthy portion of their workforce with the weighted average **percent increase being 23.2%** within an average of 3 years. Orriant's weighted difference between pre and post-tests was 9.3%.

Dow Chemical, a company that has been highly recognized for their successful wellness program, reported to congress that they have seen a 28% increase in the healthy portion of their workforce within 10 years. **Orriant's three years is more than 3 times faster than Dow Chemical's 10 years and it was done over 80 different companies with 80 different company cultures.**

Understandably, industry categories that started with the lowest percentage of their workforce being healthy saw the greatest percent increase.

Interestingly, the few companies that were exceptions and did not see a positive increase in the healthy portion of the workforce were very small companies, with between 60 and 180 employees.

Description of Clients

The 80 companies represent the following **8 industry categories**:

- 5 Government Clients
- 5 Information Technology Clients
- 5 Insurance Clients
- 6 Professional Services Clients
- 10 Manufacturing Clients
- 11 Construction Clients
- 13 Retail Clients
- 25 Healthcare Clients

Approximately 75% of those clients have between 100 and 1,000 employees. The other 25% are either larger than 1,000 or smaller than 100.

Description of Program

Orriant's approach to wellness is to **use best practices of behavioral change with a large portion of the population**. It sounds rather simple, but it is actually **extremely unique** in the industry.

Most corporate wellness programs today use two primary strategies - financial incentives and information to influence behavior change. Neither of these is considered best practice for helping people change behavior. Financial incentives will bring people to the table, but they seldom change long-term behavior. Participation can be bought and is not a reflection of the effectiveness of a wellness program. The greater the financial incentive; the greater the number of people who will participate. The same thing applies to information. You can tell someone what their health risks are and how they can change them, but that is rarely enough for people to make the necessary changes.

Orriant employs the same best practices to help people change behavior that a good counselor or therapist would use with their patients. Orriant's health coaches, who all have a health science degree, work with a large percentage of the population using the same skills as a good counselor engaging participants in their own self-directed change. **Orriant is often coaching over 50% of the entire population** which is unheard of in the industry. Most wellness programs are coaching 5% to 15% of the whole population.

Orriant health coaches don't chase participants like most corporate wellness programs do. In fact, **Orriant turns things around and asks participants to call their coach on average once a month.**

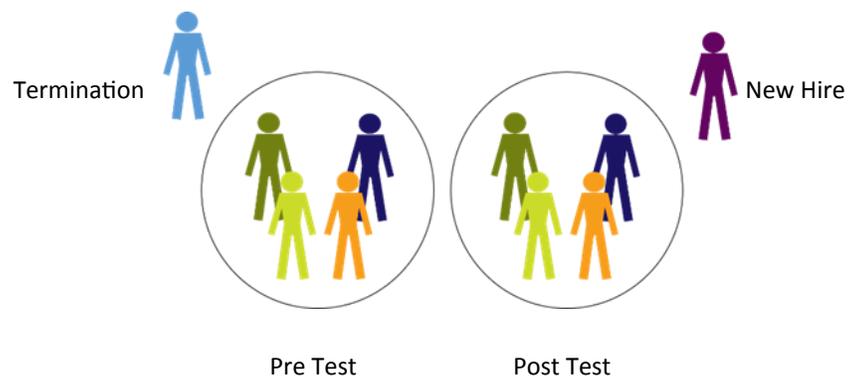
In addition to designing their own program for behavioral change with the support of a well-trained behavioral-focused health coach, participants track their progress on their efforts to change and are required to reach the behavioral-based goals they set for themselves at a reasonable level. **The focus is on actually engaging the vast majority of the population in behavioral change.**

Details of Analysis

This report looks at results from two different perspectives; improvement in biometrics and increase in the healthy portion of the workforce. The average time between pre and post-tests was 3 years. The **average participants screened as a percentage of total employees was 90%**. Some clients included spouses.

Improvement in Biometrics:

Only the same people that are tested in both the pre-test and the post-test are used in this analysis.



The following biometrics are used in the analysis:

Cholesterol Ratio	Blood Pressure Systolic
Glucose	Blood Pressure Diastolic
Body Mass Index (BMI)	Body Fat %

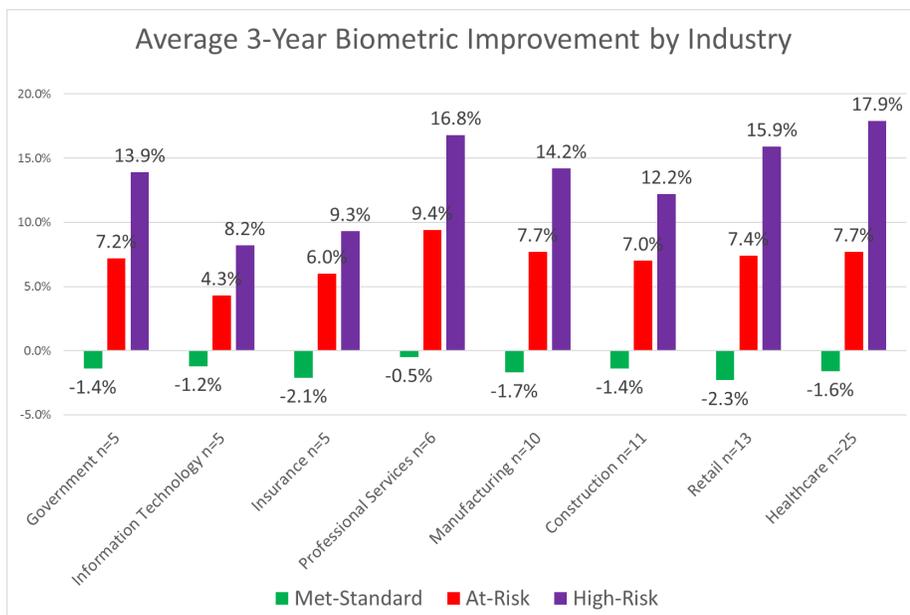
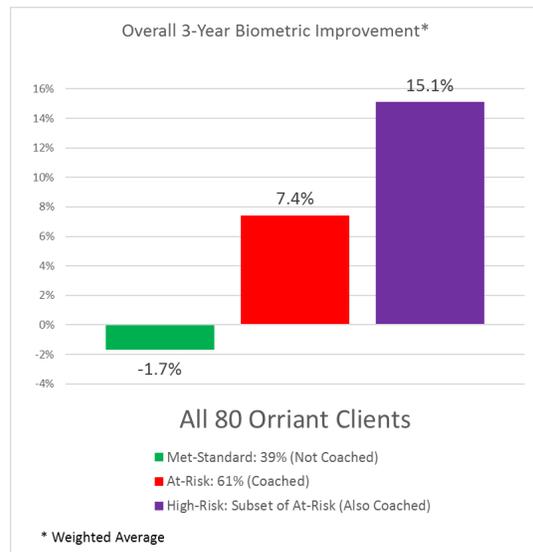
To determine the overall biometric improvement, the percent change in all 6 biometric measurements are averaged together, with each biometric carrying the same weight relative to each other, to come up with an overall percent change in biometrics. The number of individuals tested or assessed is used to give each biometric measurement its proper weighting in the overall average percent change (i.e. if more people are at-risk for BMI than Glucose, BMI carries a higher weight).

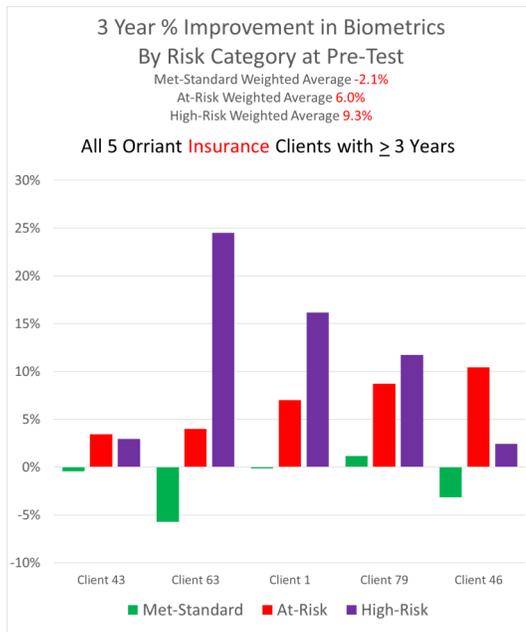
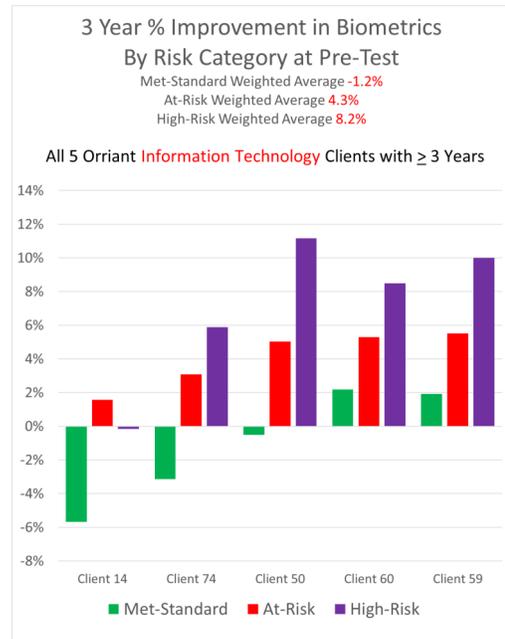
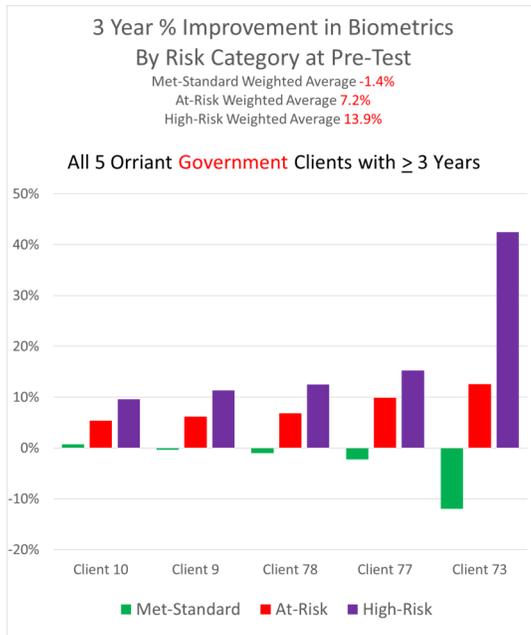
Biometric scores are divided into **three categories**:

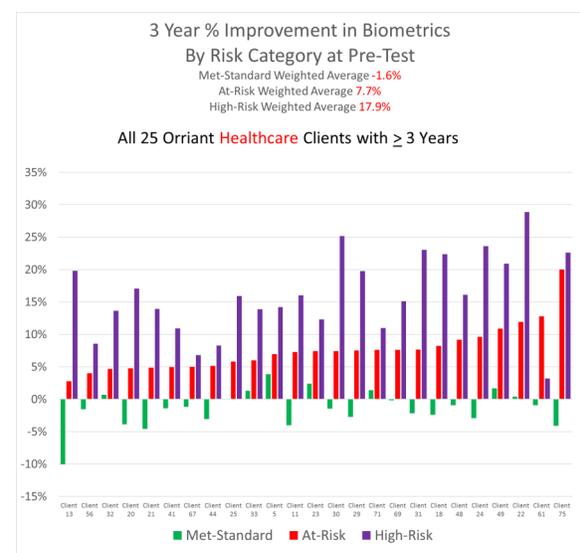
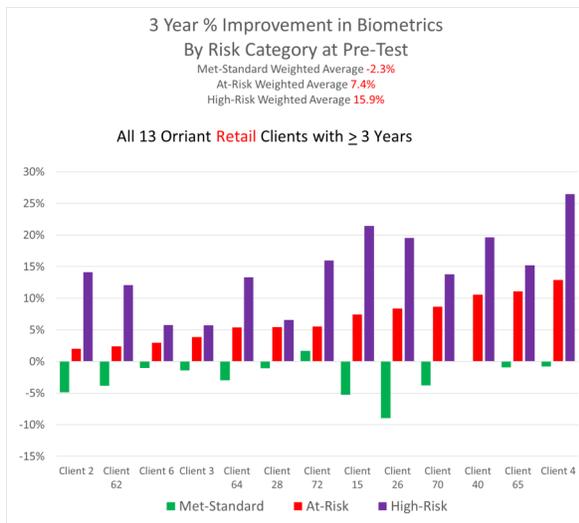
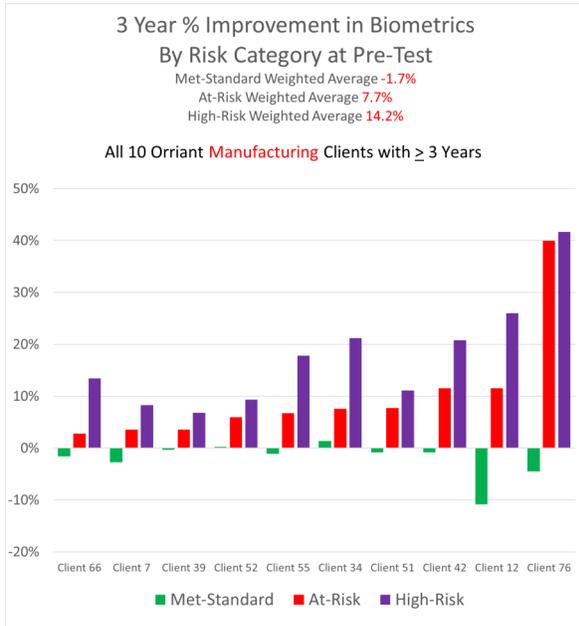
Met-Standard – This represents all the biometric results that meet the company’s health standard **(Not Coached)**.

At-Risk – This represents all the biometric results that don’t meet the company’s health standard **(Coached)**.

High-Risk – This is a subset of the At-Risk group and represents all biometric results that are above one standard deviation for the overall group average **(Coached)**.





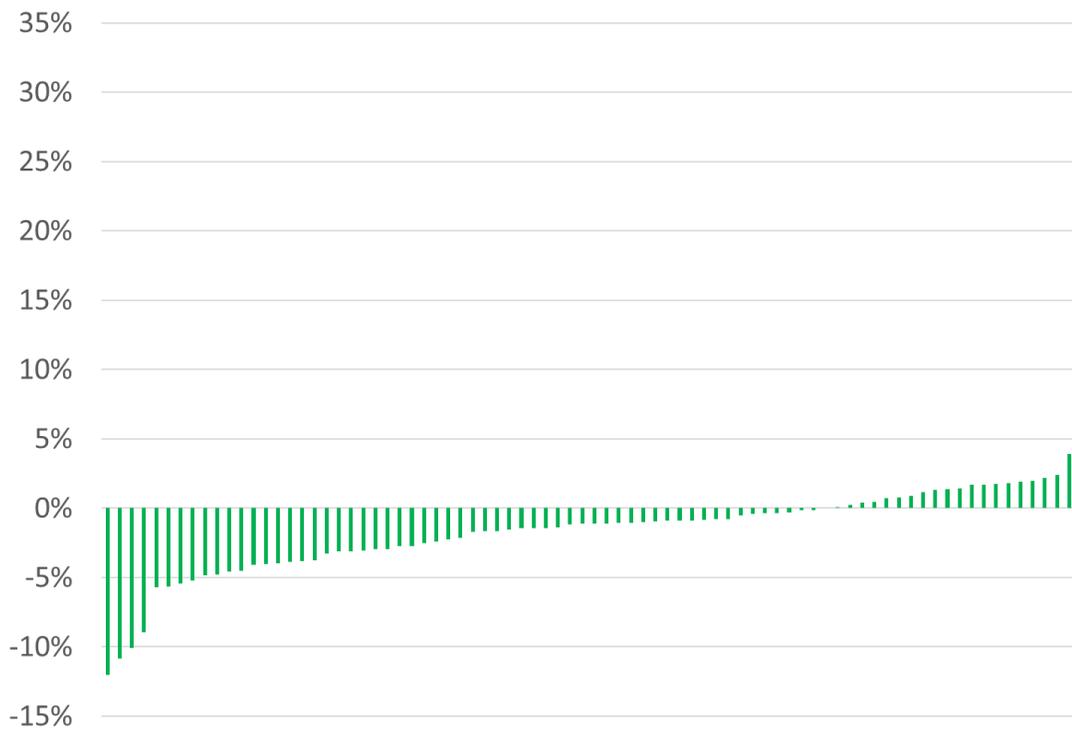


Overall 3 Year % Improvement in Biometrics

All **Met-Standard** Biometrics At Pre-Test

Not Required to Call a Health Coach Monthly

Weighted Average -1.7%



All 80 Orriant Clients with ≥ 3 Years

Met-Standard Participants - All Orriant Clients

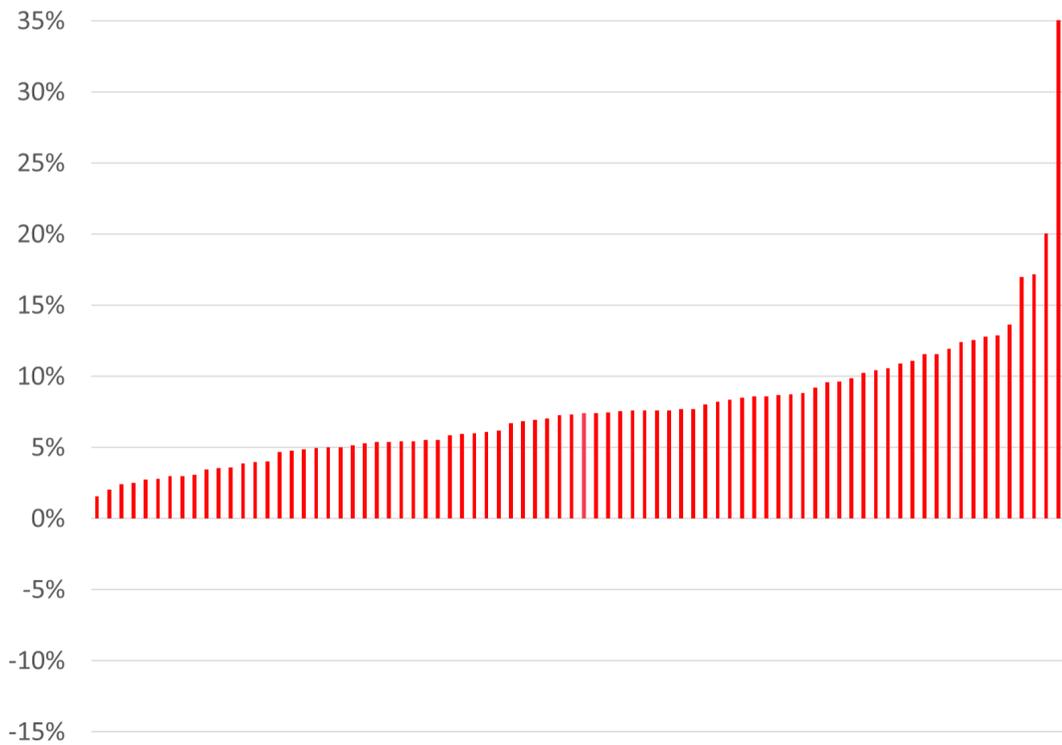
Client #	Industry	Met-Standard 3 Year % Improvement in Biometrics
73	Government	-12.0%
12	Manufacturing - Ductwork	-10.9%
13	Healthcare - Services	-10.1%
26	Retail - Construction Products	-9.0%
63	Insurance	-5.7%
14	Information Technology	-5.7%
45	Construction - Agricultural Contractor	-5.5%
15	Retail - Auto	-5.2%
2	Retail - Auto	-4.9%
16	Professional Services - Financial	-4.8%
21	Healthcare - Services	-4.6%
76	Manufacturing - High Tech	-4.5%
75	Healthcare - Products	-4.1%
57	Construction - Electrical	-4.0%
11	Healthcare - Technology	-4.0%
20	Healthcare - Services	-3.9%
62	Retail - Food	-3.8%
70	Retail - Damaged Products	-3.8%
35	Construction - Mechanical Contractor	-3.3%
46	Insurance	-3.1%
74	Information Technology	-3.1%
44	Healthcare - Services	-3.1%
64	Retail - Health Products	-3.0%
24	Healthcare - Services	-2.9%
29	Healthcare - Services	-2.7%
7	Manufacturing - Food	-2.7%
68	Construction - Electrical	-2.5%
18	Healthcare - Technology	-2.4%
77	Government	-2.3%
31	Healthcare - Technology	-2.2%
47	Construction - Mechanical Contractor	-1.7%
66	Manufacturing - Electronics	-1.6%
58	Construction - Projects	-1.6%
56	Healthcare - Services	-1.6%
30	Healthcare - Services	-1.5%
37	Construction - Heavy Equipment & Concrete	-1.4%
41	Healthcare - Services	-1.4%
3	Retail - Food	-1.4%
67	Healthcare - Services	-1.2%
55	Manufacturing - Natural Gas Equipment	-1.1%
8	Professional Services - Engineering	-1.1%
28	Retail - Auto	-1.1%
19	Professional Services - Accounting	-1.1%
6	Retail - Food	-1.0%
78	Government	-1.0%
54	Construction - Heavy Equipment & Concrete	-0.9%
65	Retail - Agricultural Equipment	-0.9%
48	Healthcare - Services	-0.9%
61	Healthcare - Products	-0.9%
42	Manufacturing - Aluminum products	-0.8%
51	Manufacturing - Transportation	-0.8%
4	Retail - Food	-0.8%
50	Information Technology	-0.5%
43	Insurance	-0.4%
53	Construction - Heavy Concrete	-0.4%
9	Government	-0.4%
39	Manufacturing - High Tech	-0.3%
69	Healthcare - Services	-0.2%
1	Insurance	-0.1%
40	Retail - Food	0.0%
25	Healthcare - Services	0.0%
52	Manufacturing - Heavy Equip	0.2%
22	Healthcare - Services	0.4%
38	Construction - Schools	0.5%
32	Healthcare - Technology	0.7%
10	Government	0.8%
27	Professional Services - Financial	0.9%
79	Insurance	1.1%
33	Healthcare - Technology	1.3%
34	Manufacturing - Transportation	1.4%
71	Healthcare - Services	1.4%
72	Retail - Auto	1.7%
49	Healthcare - Products	1.7%
17	Professional Services - Financial	1.7%
80	Construction - Projects	1.8%
59	Information Technology	1.9%
36	Professional Services - Marketing Agency	2.0%
60	Information Technology	2.2%
23	Healthcare - Services	2.4%
5	Healthcare - Services	3.9%
Summary:	Average % Improvement in Those Who Met Standard	-1.8%
	Weighted Average % Improvement in Those Who Met Standard	-1.7%

Overall 3 Year % Improvement in Biometrics

All **At-Risk** Biometrics At Pre-Test

Required to Call a Health Coach Monthly

Weighted Average 7.4%



All 80 Orriant Clients with ≥ 3 Years

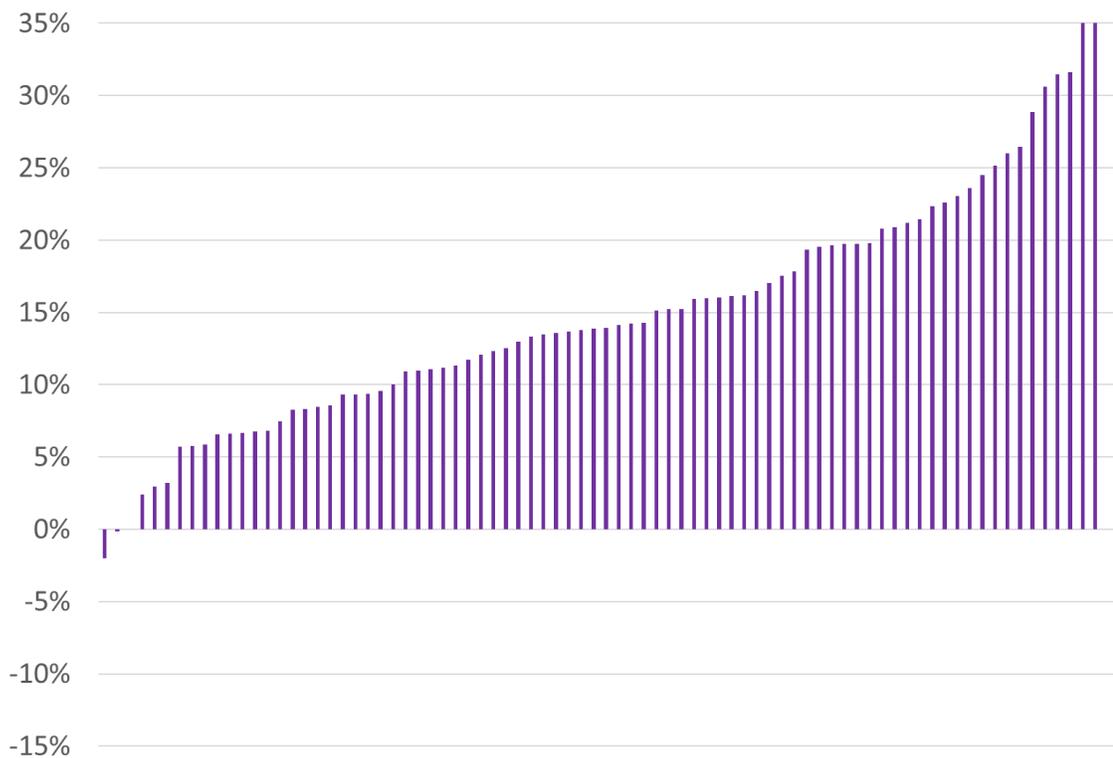
At-Risk Participants - All Orriant Clients

Client #	Industry	At-Risk 3 Year % Improvement in Biometrics
14	Information Technology	1.6%
2	Retail - Auto	2.0%
62	Retail - Food	2.4%
16	Professional Services - Financial	2.5%
66	Manufacturing - Electronics	2.7%
13	Healthcare - Services	2.8%
6	Retail - Food	3.0%
68	Construction - Electrical	3.0%
74	Information Technology	3.1%
43	Insurance	3.4%
7	Manufacturing - Food	3.5%
39	Manufacturing - High Tech	3.6%
3	Retail - Food	3.9%
56	Healthcare - Services	4.0%
63	Insurance	4.0%
32	Healthcare - Technology	4.7%
20	Healthcare - Services	4.8%
21	Healthcare - Services	4.8%
41	Healthcare - Services	5.0%
67	Healthcare - Services	5.0%
50	Information Technology	5.0%
44	Healthcare - Services	5.2%
60	Information Technology	5.3%
64	Retail - Health Products	5.4%
10	Government	5.4%
28	Retail - Auto	5.4%
45	Construction - Agricultural Contractor	5.5%
59	Information Technology	5.5%
72	Retail - Auto	5.5%
25	Healthcare - Services	5.8%
52	Manufacturing - Heavy Equip	5.9%
33	Healthcare - Technology	6.0%
54	Construction - Heavy Equipment & Concrete	6.1%
9	Government	6.2%
55	Manufacturing - Natural Gas Equipment	6.7%
78	Government	6.8%
5	Healthcare - Services	6.9%
1	Insurance	7.0%
58	Construction - Projects	7.3%
11	Healthcare - Technology	7.3%
15	Retail - Auto	7.4%
23	Healthcare - Services	7.4%
30	Healthcare - Services	7.4%
29	Healthcare - Services	7.5%
34	Manufacturing - Transportation	7.6%
71	Healthcare - Services	7.6%
69	Healthcare - Services	7.6%
38	Construction - Schools	7.6%
51	Manufacturing - Transportation	7.7%
31	Healthcare - Technology	7.7%
35	Construction - Mechanical Contractor	8.0%
18	Healthcare - Technology	8.2%
26	Retail - Construction Products	8.4%
8	Professional Services - Engineering	8.5%
80	Construction - Projects	8.6%
47	Construction - Mechanical Contractor	8.6%
70	Retail - Damaged Products	8.7%
79	Insurance	8.7%
27	Professional Services - Financial	8.8%
48	Healthcare - Services	9.2%
53	Construction - Heavy Concrete	9.6%
24	Healthcare - Services	9.6%
77	Government	9.9%
57	Construction - Electrical	10.3%
46	Insurance	10.4%
40	Retail - Food	10.6%
49	Healthcare - Products	10.9%
65	Retail - Agricultural Equipment	11.1%
42	Manufacturing - Aluminum products	11.6%
12	Manufacturing - Ductwork	11.6%
22	Healthcare - Services	11.9%
37	Construction - Heavy Equipment & Concrete	12.4%
73	Government	12.6%
61	Healthcare - Products	12.8%
4	Retail - Food	12.9%
19	Professional Services - Accounting	13.6%
36	Professional Services - Marketing Agency	17.0%
17	Professional Services - Financial	17.2%
75	Healthcare - Products	20.0%
76	Manufacturing - High Tech	40.0%
Summary:	Average % Improvement in Those Who Met Standard	7.8%
	Weighted Average % Improvement in Those Who Met Standard	7.4%

Overall 3 Year % Improvement in Biometrics All **High-Risk** Biometrics At Pre-Test

Required to Call a Health Coach Monthly

Weighted Average 15.1%

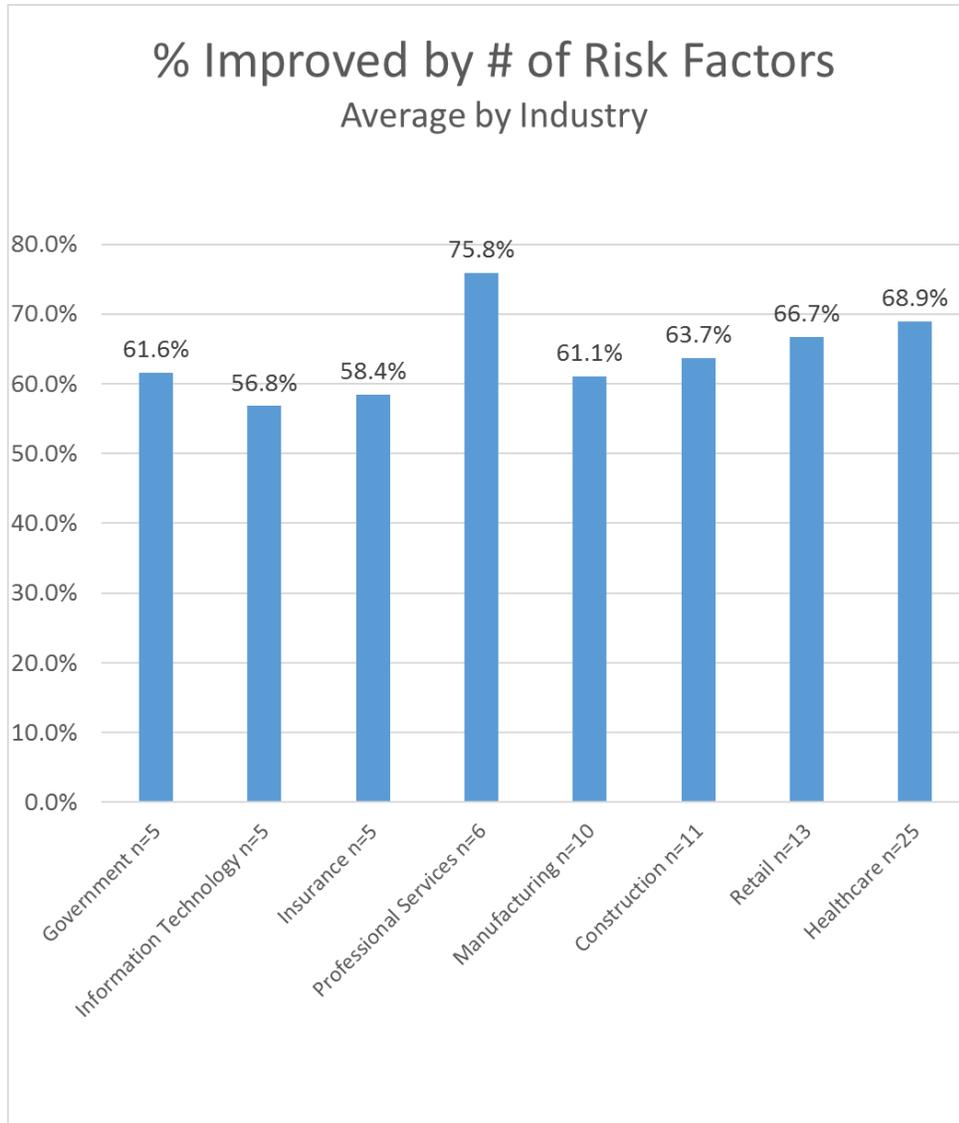


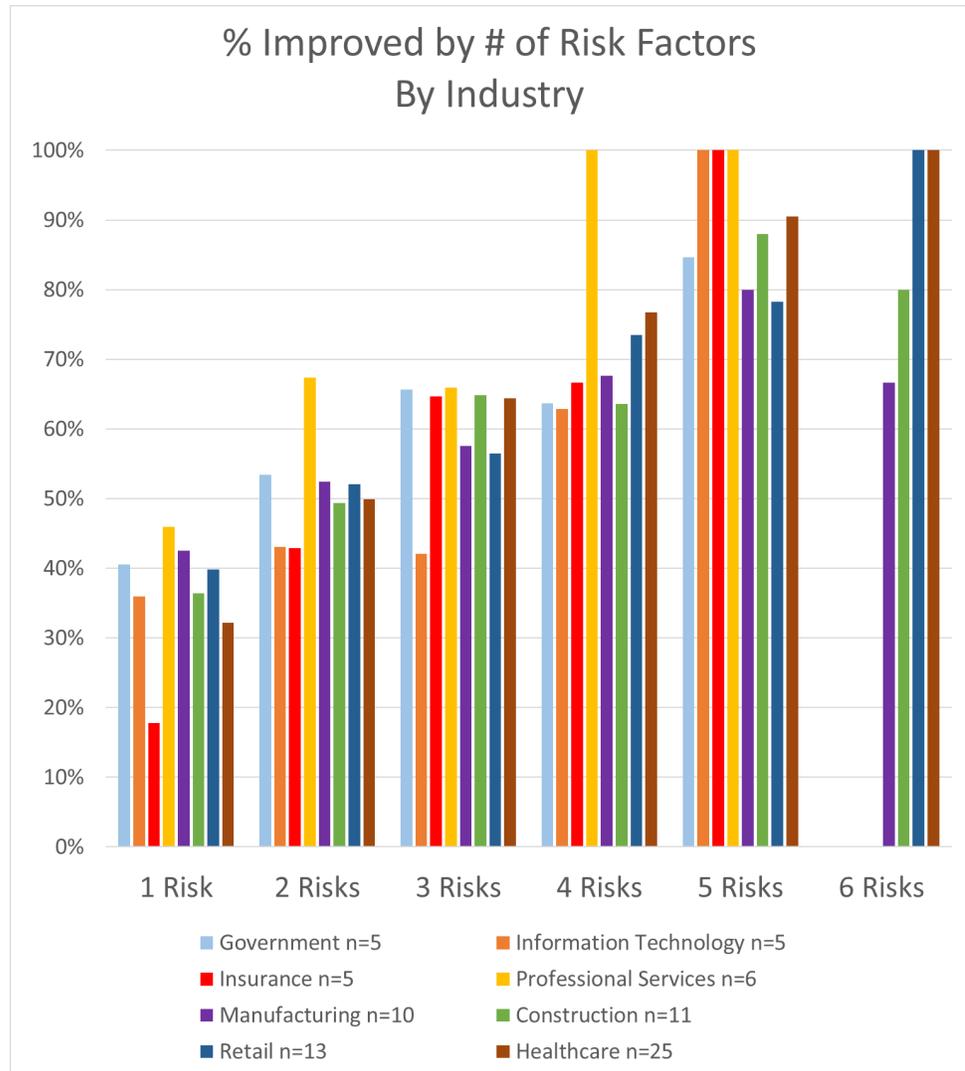
All 80 Orriant Clients with ≥ 3 Years

High-Risk Participants - All Orriant Clients

Client #	Industry	High-Risk 3 Year % Improvement in Biometrics
45	Construction - Agricultural Contractor	-2.0%
14	Information Technology	-0.2%
80	Construction - Projects	0.0%
46	Insurance	2.4%
43	Insurance	3.0%
61	Healthcare - Products	3.2%
3	Retail - Food	5.7%
6	Retail - Food	5.7%
74	Information Technology	5.9%
28	Retail - Auto	6.6%
53	Construction - Heavy Concrete	6.6%
68	Construction - Electrical	6.7%
39	Manufacturing - High Tech	6.8%
67	Healthcare - Services	6.8%
16	Professional Services - Financial	7.4%
7	Manufacturing - Food	8.2%
44	Healthcare - Services	8.3%
60	Information Technology	8.5%
56	Healthcare - Services	8.6%
54	Construction - Heavy Equipment & Concrete	9.3%
52	Manufacturing - Heavy Equip	9.3%
17	Professional Services - Financial	9.3%
10	Government	9.6%
59	Information Technology	10.0%
41	Healthcare - Services	10.9%
71	Healthcare - Services	11.0%
51	Manufacturing - Transportation	11.1%
50	Information Technology	11.2%
9	Government	11.3%
79	Insurance	11.7%
62	Retail - Food	12.1%
23	Healthcare - Services	12.3%
78	Government	12.5%
38	Construction - Schools	13.0%
64	Retail - Health Products	13.3%
66	Manufacturing - Electronics	13.5%
58	Construction - Projects	13.6%
32	Healthcare - Technology	13.7%
70	Retail - Damaged Products	13.8%
33	Healthcare - Technology	13.9%
21	Healthcare - Services	13.9%
2	Retail - Auto	14.1%
5	Healthcare - Services	14.2%
35	Construction - Mechanical Contractor	14.3%
69	Healthcare - Services	15.1%
65	Retail - Agricultural Equipment	15.2%
77	Government	15.2%
25	Healthcare - Services	15.9%
72	Retail - Auto	16.0%
11	Healthcare - Technology	16.0%
48	Healthcare - Services	16.1%
1	Insurance	16.2%
8	Professional Services - Engineering	16.5%
20	Healthcare - Services	17.0%
57	Construction - Electrical	17.5%
55	Manufacturing - Natural Gas Equipment	17.8%
36	Professional Services - Marketing Agency	19.4%
26	Retail - Construction Products	19.6%
40	Retail - Food	19.6%
27	Professional Services - Financial	19.7%
29	Healthcare - Services	19.7%
13	Healthcare - Services	19.8%
42	Manufacturing - Aluminum products	20.8%
49	Healthcare - Products	20.9%
34	Manufacturing - Transportation	21.2%
15	Retail - Auto	21.5%
18	Healthcare - Technology	22.4%
75	Healthcare - Products	22.6%
31	Healthcare - Technology	23.0%
24	Healthcare - Services	23.6%
63	Insurance	24.5%
30	Healthcare - Services	25.2%
12	Manufacturing - Ductwork	26.0%
4	Retail - Food	26.5%
22	Healthcare - Services	28.9%
37	Construction - Heavy Equipment & Concrete	30.6%
47	Construction - Mechanical Contractor	31.5%
19	Professional Services - Accounting	31.6%
76	Manufacturing - High Tech	41.7%
73	Government	42.5%
Summary:	Average % Improvement in Those Who Started High-Risk	15.0%
	Weighted Average % Improvement in Those Who Started High-Risk	15.1%

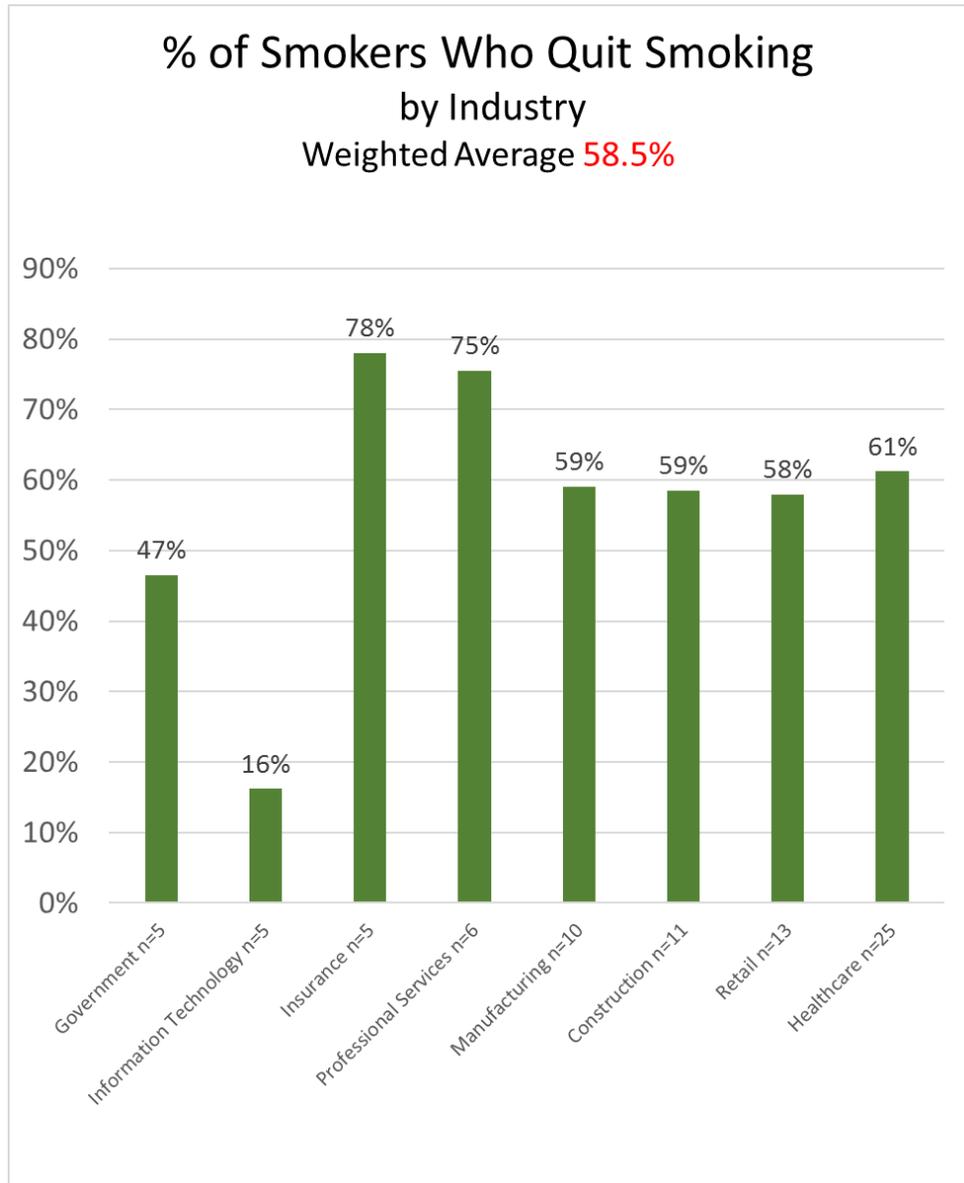






Percent Improvement by Number of Risk Factors

Client #	Industry	1 Risk %Imp	2 Risks %Imp	3 Risks %Imp	4 Risks %Imp	5 Risks %Imp	6 Risks %Imp
1	Insurance	21%	67%	100%		100%	
2	Retail - Auto	18%	34%	43%	67%	50%	100%
3	Retail - Food	49%	62%	62%	88%	100%	
4	Retail - Food	47%	53%	56%	81%		
5	Healthcare - Services	100%		100%			
6	Retail - Food	40%	67%	56%	86%	50%	
7	Manufacturing - Food	46%	51%	37%	44%	0%	
8	Professional Services - Engineering	59%	64%	55%	100%	100%	
9	Government	40%	47%	50%	70%	100%	
10	Government	46%	54%	64%	64%	100%	
11	Healthcare - Technology	38%	63%	67%	50%	100%	
12	Manufacturing - Ductwork	52%	71%	71%	83%		
13	Healthcare - Services	0%	100%	50%		100%	
14	Information Technology	67%	38%	57%	100%	100%	
15	Retail - Auto	20%	63%	60%	67%	0%	
16	Professional Services - Financial	31%	50%	50%	100%		
17	Professional Services - Financial	0%	100%	100%			
18	Healthcare - Technology	60%	50%	100%	50%		
19	Professional Services - Accounting	67%	100%	67%			
20	Healthcare - Services	17%	33%	0%	100%		
21	Healthcare - Services	8%	33%	73%	75%	100%	100%
22	Healthcare - Services	0%	100%	50%	100%	100%	100%
23	Healthcare - Services	43%	100%	100%	100%	100%	
24	Healthcare - Services	0%	0%	100%	100%		
25	Healthcare - Services	14%	25%	67%	100%	100%	
26	Retail - Construction Products	19%	39%	58%	100%		
27	Professional Services - Financial	31%	63%	77%	100%	100%	
28	Retail - Auto	41%	52%	71%	45%	100%	
29	Healthcare - Services	33%	68%	75%	75%	100%	
30	Healthcare - Services	37%	56%	48%	33%	0%	
31	Healthcare - Technology	29%	42%	67%	68%	50%	
32	Healthcare - Technology	19%	63%	55%	50%		
33	Healthcare - Technology	19%	29%	67%	0%		
34	Manufacturing - Transportation	71%	100%	67%	0%	100%	50%
35	Construction - Mechanical Contractor	33%	50%	56%	50%		
36	Professional Services - Marketing Agency	50%	100%	100%	100%		
37	Construction - Heavy Equipment & Concrete	29%	60%	33%	100%		
38	Construction - Schools	40%	54%	80%	100%	100%	
39	Manufacturing - High Tech	20%	67%	83%			
40	Retail - Food	43%	23%	75%	50%	100%	
41	Healthcare - Services	27%	44%	56%	60%	100%	
42	Manufacturing - Aluminum products	56%	50%	86%	0%	100%	100%
43	Insurance	20%	38%	50%			
44	Healthcare - Services	21%	20%	25%	100%		
45	Construction - Agricultural Contractor	25%	63%	50%	100%	100%	
46	Insurance	17%	33%	67%			
47	Construction - Mechanical Contractor	32%	29%	55%	67%		
48	Healthcare - Services	42%	47%	77%	100%	100%	
49	Healthcare - Products	23%	42%	43%	100%	100%	
50	Information Technology	28%	48%	38%	75%	100%	
51	Manufacturing - Transportation	41%	57%	83%	75%		
52	Manufacturing - Heavy Equip	41%	46%	61%	76%	80%	
53	Construction - Heavy Concrete	33%	33%	100%	100%		
54	Construction - Heavy Equipment & Concrete	38%	47%	66%	58%	84%	75%
55	Manufacturing - Natural Gas Equipment	30%	42%	60%	80%	100%	
56	Healthcare - Services	41%	50%	75%	75%	100%	
57	Construction - Electrical	48%	75%	63%	70%	100%	
58	Construction - Projects	30%	53%	92%	50%	100%	
59	Information Technology	17%	50%	57%	100%		
60	Information Technology	0%	100%	100%			
61	Healthcare - Products	80%	100%	100%		100%	
62	Retail - Food	28%	37%	50%	67%	50%	
63	Insurance	11%	20%	57%	100%		
64	Retail - Health Products	36%	54%	67%	56%		
65	Retail - Agricultural Equipment	57%	70%	67%	86%	100%	
66	Manufacturing - Electronics	40%	56%	50%	75%	67%	
67	Healthcare - Services	25%	75%	0%			
68	Construction - Electrical	19%	33%	50%	60%	100%	100%
69	Healthcare - Services	53%	54%	57%	71%	100%	
70	Retail - Damaged Products	39%	50%	33%	100%	100%	
71	Healthcare - Services	25%	43%		100%		
72	Retail - Auto		0%	0%	50%	100%	
73	Government	0%	36%	57%	14%	100%	
74	Information Technology	53%	23%	31%	27%	0%	
75	Healthcare - Products	33%	100%		100%		
76	Manufacturing - High Tech	0%	43%	23%	50%	67%	
77	Government	30%	49%	62%	75%	100%	
78	Government	41%	59%	70%	69%	67%	
79	Insurance	0%	67%	100%	50%		
80	Construction - Projects	100%					
	Average	34%	54%	63%	73%	85%	89%
	Weighted Average	38%	51%	61%	70%	86%	85%
					Overall Average		66.2%
					Overall Weighted Average		65.0%



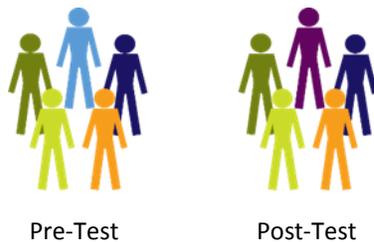
Percent Who Quit Smoking

Client #	Industry	% Quit Smoking
1	Insurance	100%
2	Retail - Auto	63%
3	Retail - Food	55%
4	Retail - Food	61%
5	Healthcare - Services	
6	Retail - Food	72%
7	Manufacturing - Food	25%
8	Professional Services - Engineering	83%
9	Government	46%
10	Government	45%
11	Healthcare - Technology	92%
12	Manufacturing - Ductwork	44%
13	Healthcare - Services	0%
14	Information Technology	100%
15	Retail - Auto	60%
16	Professional Services - Financial	67%
17	Professional Services - Financial	
18	Healthcare - Technology	
19	Professional Services - Accounting	100%
20	Healthcare - Services	50%
21	Healthcare - Services	17%
22	Healthcare - Services	33%
23	Healthcare - Services	33%
24	Healthcare - Services	0%
25	Healthcare - Services	50%
26	Retail - Construction Products	28%
27	Professional Services - Financial	57%
28	Retail - Auto	56%
29	Healthcare - Services	61%
30	Healthcare - Services	57%
31	Healthcare - Technology	62%
32	Healthcare - Technology	22%
33	Healthcare - Technology	0%
34	Manufacturing - Transportation	50%
35	Construction - Mechanical Contractor	
36	Professional Services - Marketing Agency	100%
37	Construction - Heavy Equipment & Concrete	0%
38	Construction - Schools	100%
39	Manufacturing - High Tech	100%
40	Retail - Food	100%
41	Healthcare - Services	75%
42	Manufacturing - Aluminum products	33%
43	Insurance	100%
44	Healthcare - Services	29%
45	Construction - Agricultural Contractor	63%
46	Insurance	100%
47	Construction - Mechanical Contractor	46%
48	Healthcare - Services	44%
49	Healthcare - Products	90%
50	Information Technology	
51	Manufacturing - Transportation	56%
52	Manufacturing - Heavy Equip	77%
53	Construction - Heavy Concrete	100%
54	Construction - Heavy Equipment & Concrete	69%
55	Manufacturing - Natural Gas Equipment	43%
56	Healthcare - Services	82%
57	Construction - Electrical	71%
58	Construction - Projects	77%
59	Information Technology	
60	Information Technology	
61	Healthcare - Products	50%
62	Retail - Food	43%
63	Insurance	
64	Retail - Health Products	78%
65	Retail - Agricultural Equipment	23%
66	Manufacturing - Electronics	100%
67	Healthcare - Services	
68	Construction - Electrical	67%
69	Healthcare - Services	79%
70	Retail - Damaged Products	27%
71	Healthcare - Services	100%
72	Retail - Auto	0%
73	Government	8%
74	Information Technology	0%
75	Healthcare - Products	100%
76	Manufacturing - High Tech	33%
77	Government	57%
78	Government	62%
79	Insurance	
80	Construction - Projects	
	Average	57.6%
	Weghted Average	58.5%

Details of Analysis (continued)

Increase in Healthy Portion of the Workforce:

This analysis may not include the same people in the pre and post-test as some employees terminate and new hires are added.



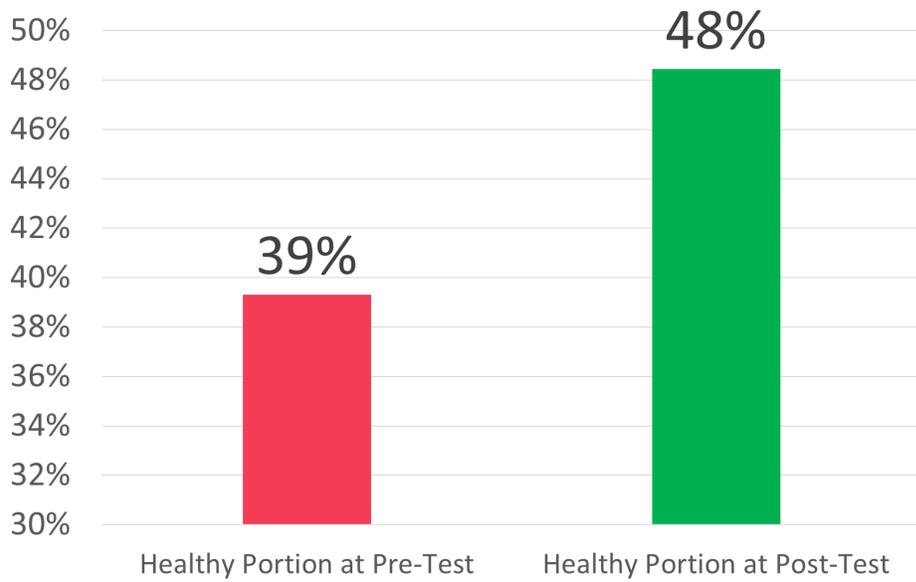
The analysis measured what percent of the workforce was healthy at the pre-test, or could meet the established health standard, and how did that portion of the workforce change over time.

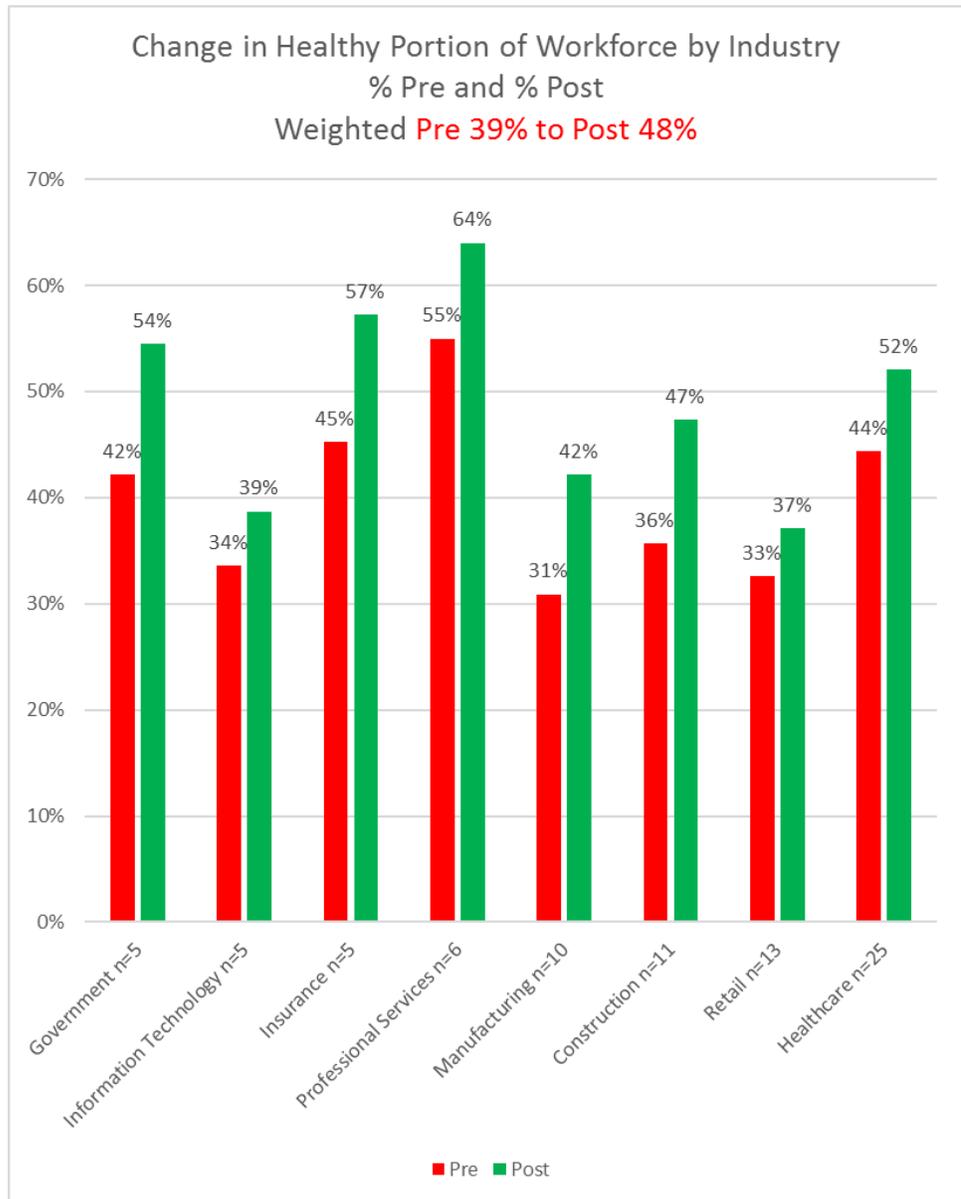


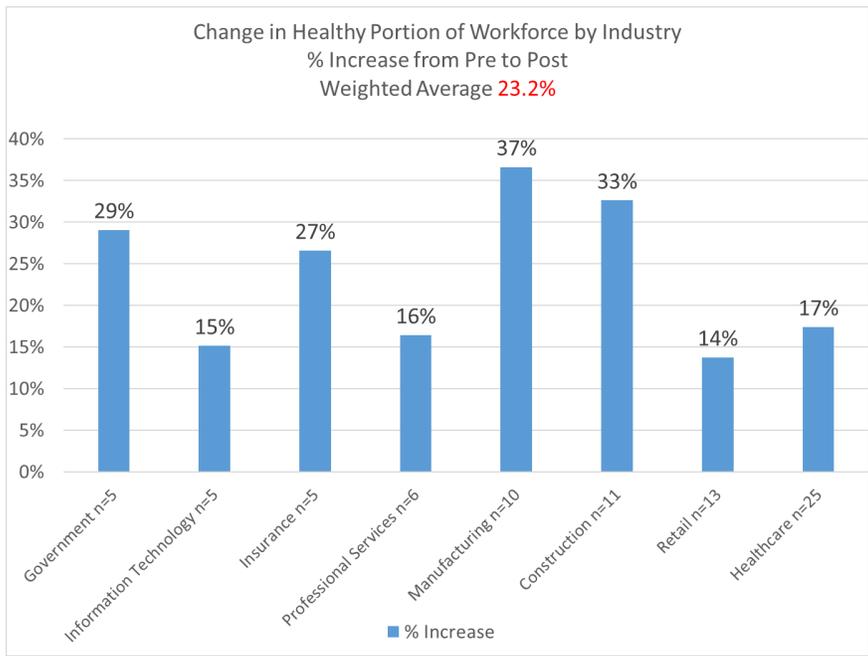
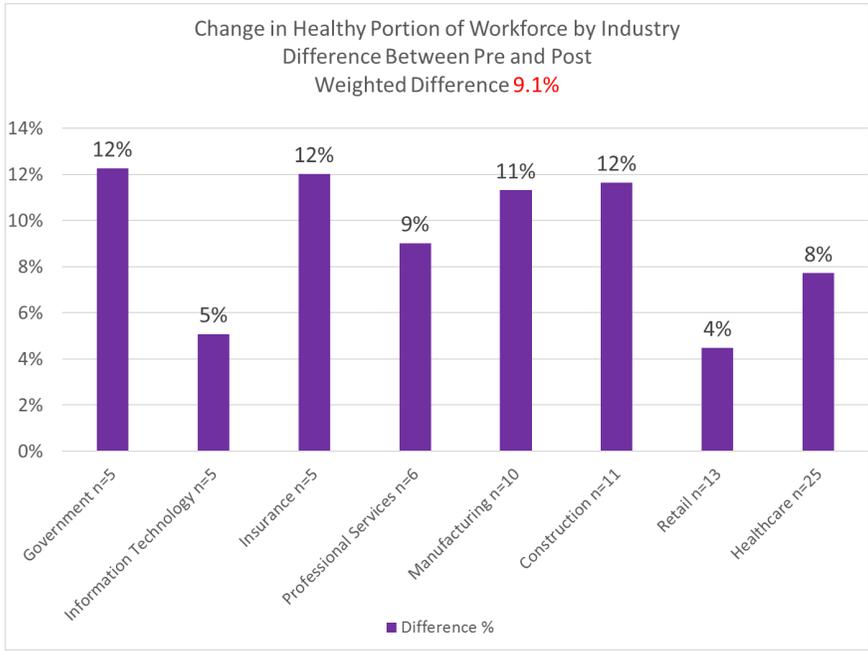
In this example, the healthy portion of the workforce increased from 40% to 50%. The difference was 10% and the percent increase was 25% (10%/40%).

Including everyone in the analysis, certainly does not create the same cohort, but it does provide a measurement of the overall health of the workforce.

Overall Change in Healthy Portion of Workforce
For all 80 Orriant Clients with ≥ 3 Years
Difference **9.1%**
% Increase **23.2%**



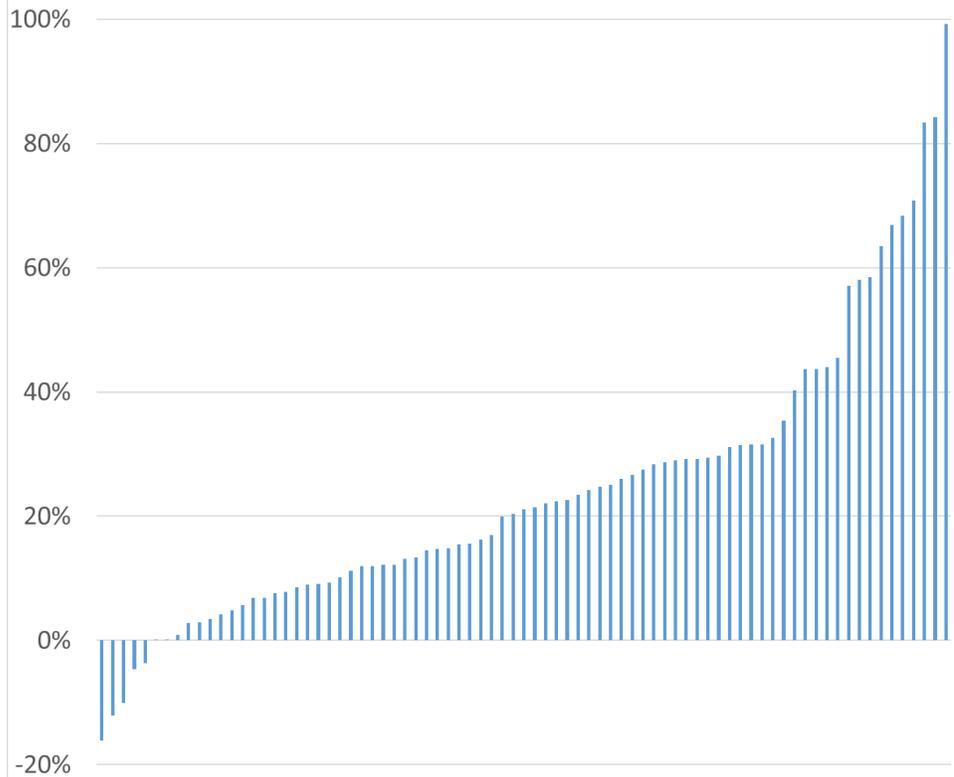




% Increase in the Healthy Portion of the Workforce

Average Time Between Screening Dates = 3 Years

Weighted Average 23.2%

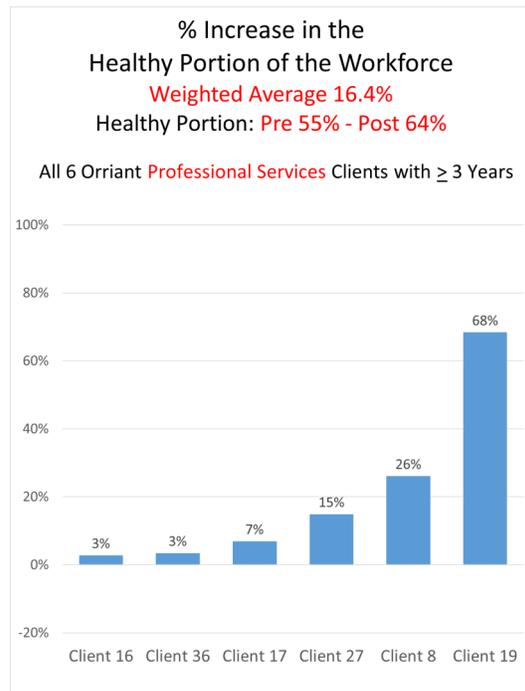
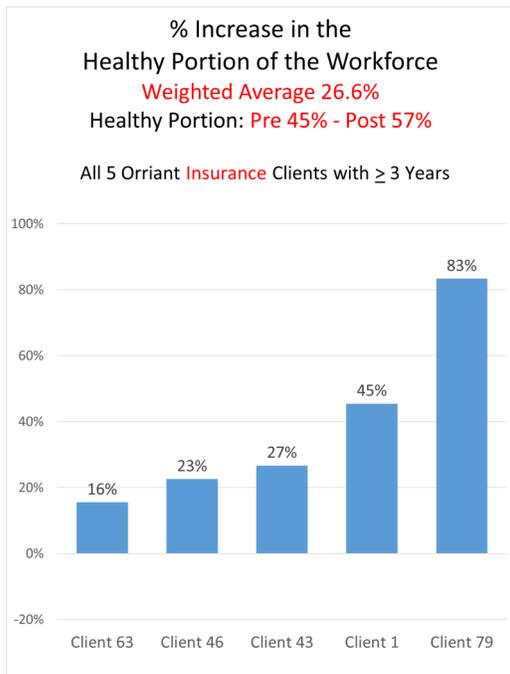
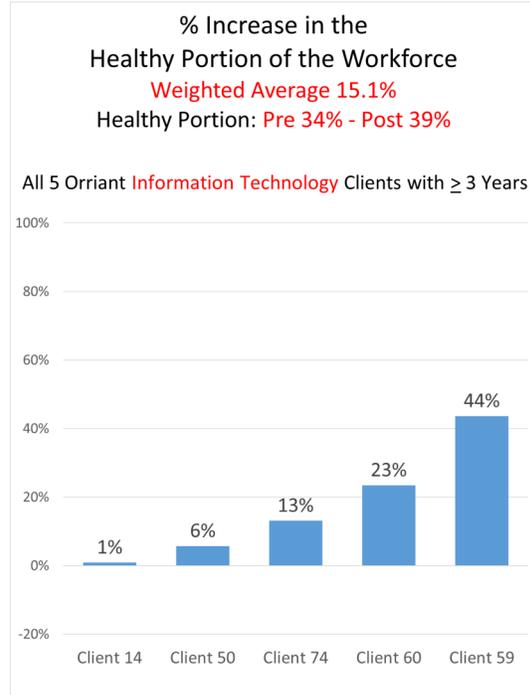
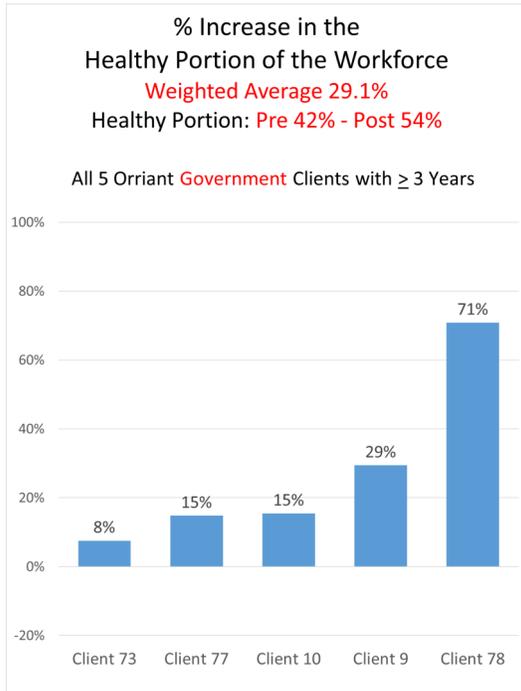


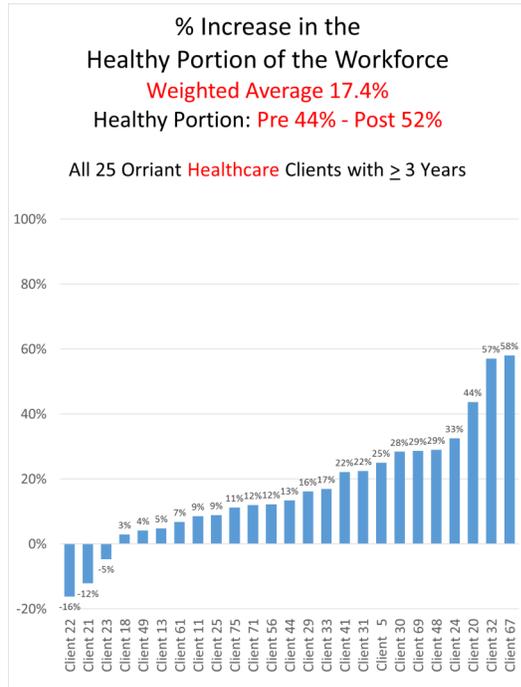
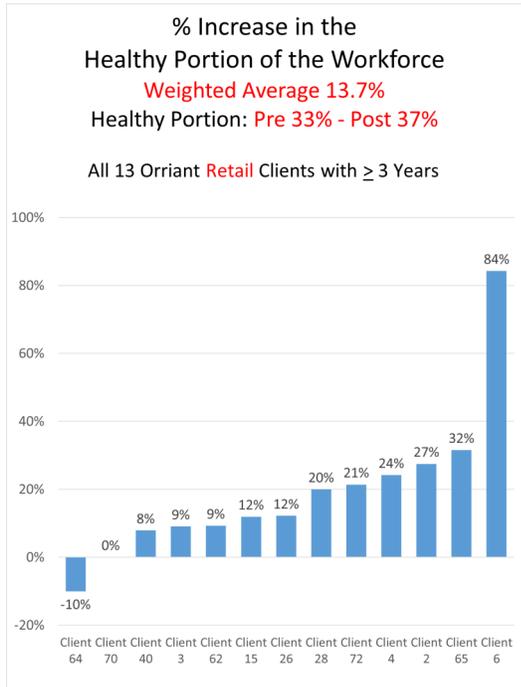
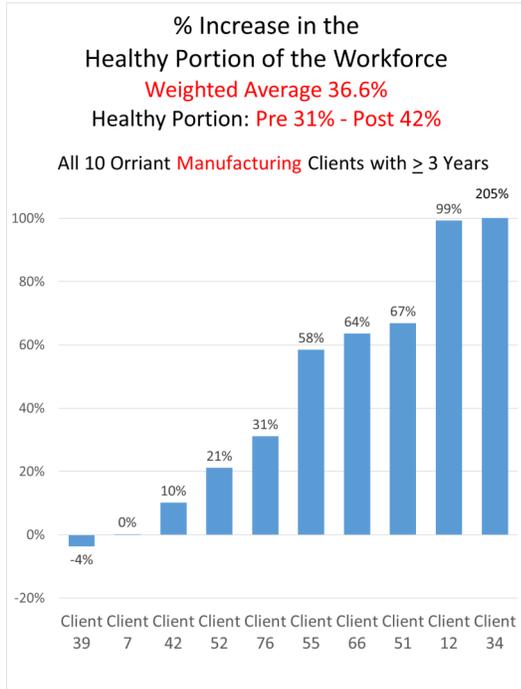
All 80 Orriant Clients with ≥ 3 Years

% Increase in the Healthy Portion of the Workforce - All Orriant Clients

Orriant Client #	Industry	% Who Met Standard at Beginning	% Who Met Standard After Working with Orriant	% Difference	% Increase
22	Healthcare - Services	42%	35%	-7%	-16%
21	Healthcare - Services	38%	33%	-5%	-12%
64	Retail - Health Products	45%	40%	-5%	-10%
23	Healthcare - Services	44%	42%	-2%	-5%
39	Manufacturing - High Tech	59%	56%	-2%	-4%
70	Retail - Damaged Products	34%	34%	0%	0%
7	Manufacturing - Food	25%	25%	0%	0%
14	Information Technology	47%	47%	0%	1%
16	Professional Services - Financial	56%	57%	2%	3%
18	Healthcare - Technology	69%	71%	2%	3%
36	Professional Services - Marketing Agency	66%	69%	2%	3%
49	Healthcare - Products	42%	44%	2%	4%
13	Healthcare - Services	39%	41%	2%	5%
50	Information Technology	21%	22%	1%	6%
61	Healthcare - Products	62%	66%	4%	7%
17	Professional Services - Financial	74%	79%	5%	7%
73	Government	48%	52%	4%	8%
40	Retail - Food	59%	63%	5%	8%
11	Healthcare - Technology	56%	60%	5%	9%
25	Healthcare - Services	36%	40%	3%	9%
3	Retail - Food	46%	50%	4%	9%
62	Retail - Food	17%	18%	2%	9%
42	Manufacturing - Aluminum products	44%	49%	5%	10%
75	Healthcare - Products	69%	76%	8%	11%
15	Retail - Auto	45%	51%	5%	12%
71	Healthcare - Services	50%	56%	6%	12%
26	Retail - Construction Products	36%	41%	4%	12%
56	Healthcare - Services	55%	62%	7%	12%
74	Information Technology	31%	35%	4%	13%
44	Healthcare - Services	44%	50%	6%	13%
37	Construction - Heavy Equipment & Concrete	40%	46%	6%	15%
77	Government	45%	52%	7%	15%
27	Professional Services - Financial	51%	58%	8%	15%
10	Government	49%	56%	8%	15%
63	Insurance	39%	45%	6%	16%
29	Healthcare - Services	44%	51%	7%	16%
33	Healthcare - Technology	46%	54%	8%	17%
28	Retail - Auto	36%	44%	7%	20%
68	Construction - Electrical	20%	24%	4%	20%
52	Manufacturing - Heavy Equip	40%	48%	8%	21%
72	Retail - Auto	16%	19%	3%	21%
41	Healthcare - Services	47%	58%	10%	22%
31	Healthcare - Technology	39%	47%	9%	22%
46	Insurance	50%	61%	11%	23%
60	Information Technology	49%	61%	12%	23%
4	Retail - Food	48%	60%	12%	24%
45	Construction - Agricultural Contractor	33%	41%	8%	25%
5	Healthcare - Services	50%	63%	13%	25%
8	Professional Services - Engineering	53%	67%	14%	26%
43	Insurance	54%	68%	14%	27%
2	Retail - Auto	19%	24%	5%	27%
30	Healthcare - Services	34%	44%	10%	28%
69	Healthcare - Services	40%	52%	12%	29%
48	Healthcare - Services	45%	58%	13%	29%
80	Construction - Projects	77%	100%	23%	29%
53	Construction - Heavy Concrete	37%	48%	11%	29%
9	Government	39%	50%	11%	29%
47	Construction - Mechanical Contractor	37%	47%	11%	30%
76	Manufacturing - High Tech	20%	27%	6%	31%
54	Construction - Heavy Equipment & Concrete	36%	47%	11%	31%
65	Retail - Agricultural Equipment	34%	45%	11%	32%
58	Construction - Projects	29%	38%	9%	32%
24	Healthcare - Services	47%	63%	15%	33%
35	Construction - Mechanical Contractor	49%	67%	17%	35%
38	Construction - Schools	42%	59%	17%	40%
20	Healthcare - Services	40%	57%	17%	44%
59	Information Technology	46%	66%	20%	44%
57	Construction - Electrical	37%	53%	16%	44%
1	Insurance	23%	33%	10%	45%
32	Healthcare - Technology	18%	28%	10%	57%
67	Healthcare - Services	42%	67%	24%	58%
55	Manufacturing - Natural Gas Equipment	26%	41%	15%	58%
66	Manufacturing - Electronics	23%	38%	15%	64%
51	Manufacturing - Transportation	23%	38%	15%	67%
19	Professional Services - Accounting	32%	54%	22%	68%
78	Government	34%	58%	24%	71%
79	Insurance	23%	42%	19%	83%
6	Retail - Food	25%	46%	21%	84%
12	Manufacturing - Ductwork	28%	56%	28%	99%
34	Manufacturing - Transportation	13%	41%	28%	205%
	Averages	41%	50%	8.9%	26.3%
Summary:	Average % Increase in Those Who Met Standard				26.3%
	Weighted Average % Increase in Those Who Met Standard (Highest Outlier Removed)				23.2%
	Weighted Average % of Participants Who Met Standard at Beginning				39%
	Weighted Average % of Participants Who Met Standard After Working with Orriant				48%
	Average Participants Screened as a % of Total # of Employees*				90%
	Weighted Difference Between Percents				9.1%

*Some clients included spouses





Evidence of Reduced Medical Claims

This report did not analyze the impact that the Orriant wellness program has had on claims costs. The claims information needed to do such an analysis has not been available from most of these Orriant clients. However, when claims information has been available, the impact has been significant. One of Orriant’s longest current clients has seen a negative claims trend of -15% over a decade while the industry average has experienced a 59% increase during that same period of time. (Source Kaiser Family Foundation)

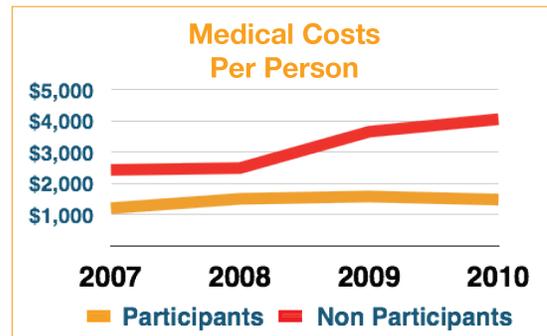
A previous study done by a third party which was peer reviewed and published in the International Journal of Workplace Health Management did analyze the impact of the Orriant program on both the number of claims as well as the claims cost per person. (URL: www.orriant.com/File/4072ee6c-2bcd-43a5-83b6-e9035c8c0f1a)

This study is called, “An evaluation of a comprehensive, incentivized worksite health promotion program with a health coaching component.”

The following are areas that can be found in the aforementioned report:

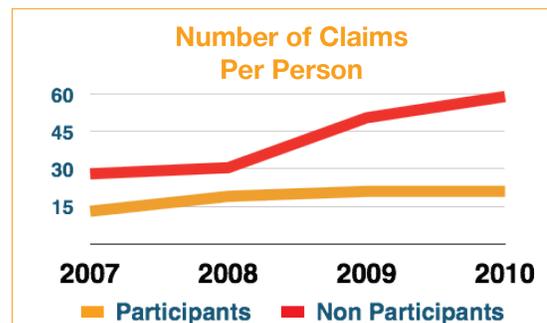
Lower Medical Costs

The program lowered the overall cost of healthcare. Medical costs among participants were lower and increased at a lower rate than among nonparticipants.



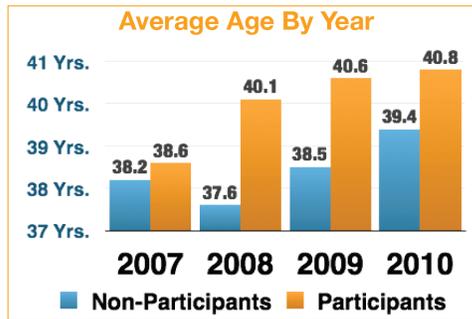
Fewer Medical Claims

The program lowered the number of claims per participant, per year. The frequency of healthcare claims per person increased at a lower rate among participants than nonparticipants.

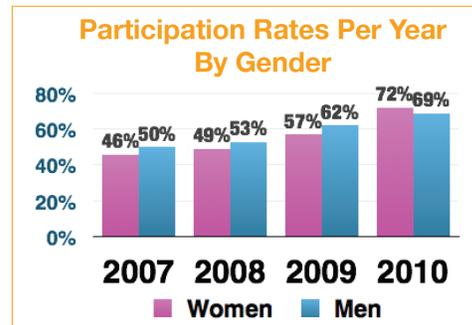


Hard to Engage Portion of the Population

Older Participants - The program was successful at engaging the older population. There was high participation among the age groups who needed it the most and often don't participate in wellness. Participants had an older average age in all 4 years of the study and a significantly older age than non-participants in the last 3 of the 4 years.

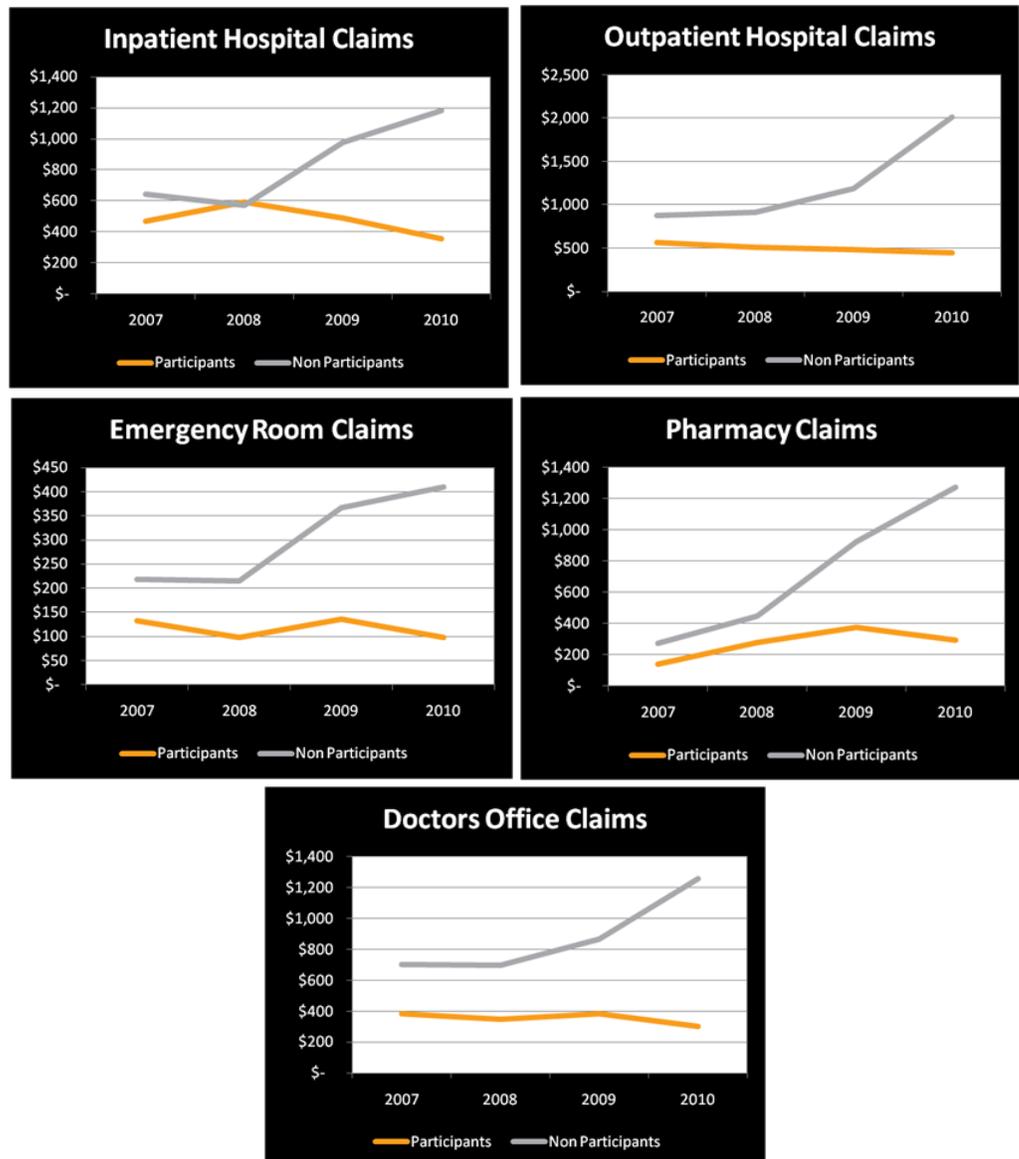


Male Participants - The program was successful at achieving higher participation rates among men than women 3 out of the 4 years of the study. This is a remarkable fact given that men are generally more reluctant than women to participate in wellness programs.



Further Analysis of Lower Medical Claims

Although the aforementioned published study did not include a more detailed break down of the impact on medical claims, the same data, that was analyzed in the study, showed the following breakdown of medical claims trends by type of healthcare service. The Analysis was based on data from participants in four mid-sized companies (approximately 800 employees each).



Summary of Findings

Orriant's intensive intervention with such a **large percentage of the population** changes behavior sufficient to see significant improvements in the health status of employee populations.

Changing behavior is not easy; furthermore, it may be the most difficult intervention in all of healthcare.

A more intensive model using best practices of behavioral change is necessary to make significant changes in the health of populations.

As demonstrated by these findings, Orriant's proprietary behavioral change strategies used by the Orriant health coaches are clearly having a dramatic impact on improving the health of populations through supporting health-related behaviors and long-term lifestyle habits.

Frequently Asked Questions:

What does the word “Orriant” mean?

Orriant comes from Latin origins:

-“ori” in Latin means “To rise up”

-“riant” in Latin means “To be cheerful/be happy”

How do you pronounce “Orriant”?

The word is pronounced “ō-rī ənt” and rhymes with compliant.

What is Orriant’s mission?

To engage people in the management of their own health and wellness

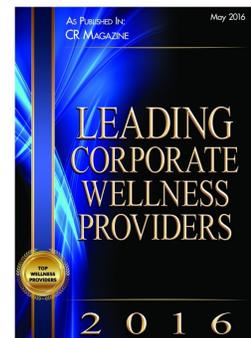
Who does the biometric screenings?

In most cases, the biometric screenings are done by Orriant’s own technicians.

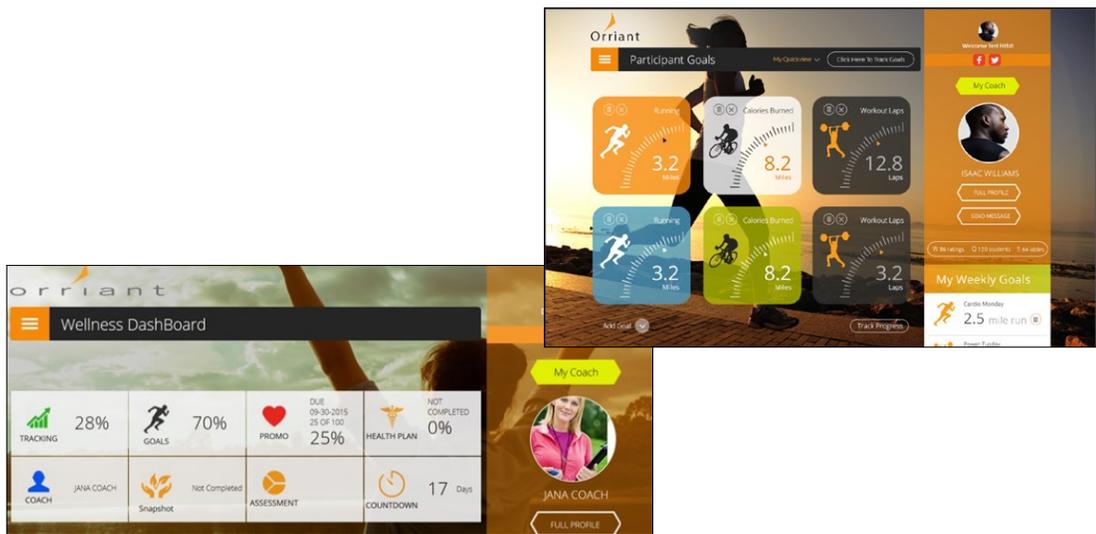
Does Orriant provide wellness services beyond health coaching?

Yes, Orriant is a full-service wellness provider offering a full array of services:

Best-In-Class Portal & App	High Tech Interfaces
Health Education	Health Risk Questionnaire
Compliance Monitoring	Health Promotion Activities
Competitions	Challenges
Company Culture Strategies	Newsletters
Biometric Screenings	Fitness Device Integration
Peer Support	Success Recognition
Incentives Management	Rewards Platforms
Engaging Communications	Social Media Interfaces
Aggregate Reports	Employer Portal



FULL CONTINUUM





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