

**CITY OF SANTA ROSA
PROFESSIONAL SERVICES AGREEMENT
WITH W. SOLUTIONS, INC. dba WELLNESS SOLUTIONS
AGREEMENT NUMBER _____**

This "Agreement" is made as of this ____ day of _____, by and between the City of Santa Rosa, a municipal corporation ("City"), and W. Solutions, Inc. dba Wellness Solutions, a California Corporation ("Consultant").

RECITALS

A. City desires to provide a comprehensive Wellness Program to meet the health and fitness of it's Police Department employees.

B. City desires to retain a qualified firm to conduct the services described above in accordance with the Scope of Services as more particularly set forth in Exhibit A to the Agreement.

C. Consultant represents to City that it is a firm composed of highly trained professionals and is fully qualified to conduct the services described above and render advice to City in connection with said services.

D. The parties have negotiated upon the terms pursuant to which Consultant will provide such services and have reduced such terms to writing.

AGREEMENT

NOW, THEREFORE, City and Consultant agree as follows:

1. SCOPE OF SERVICES

Consultant shall provide to City the services described in Exhibit A ("Scope of Services"). Consultant shall provide these services at the time, place, and in the manner specified in Exhibit A. Exhibit A is attached hereto for the purpose of defining the manner and scope of services to be provided by Consultant and is not intended to, and shall not be construed so as to, modify or expand the terms, conditions or provisions contained in this Agreement. In the event of any conflict between this Agreement and any terms or conditions of any document prepared or provided by Consultant and made a part of this Agreement, including without limitation any document relating to the scope of services or payment therefor, the terms of this Agreement shall control and prevail.

2. COMPENSATION

a. City shall pay Consultant for services rendered pursuant to this Agreement at the rates, times and in the manner set forth in Exhibit A. Consultant shall submit monthly statements to City which shall itemize the services performed as of the date of the statement and set forth a progress report, including work accomplished during the period, percent of each task completed, and planned effort for the next period. Invoices shall identify personnel who have worked on the services provided, the number

of hours each worked during the period covered by the invoice, the hourly rate for each person, and the percent of the total project completed, consistent with the rates and amounts shown in Exhibit A.

b. The payments prescribed herein shall constitute all compensation to Consultant for all costs of services, including, but not limited to, direct costs of labor of employees engaged by Consultant, travel expenses, telephone charges, copying and reproduction, computer time, and any and all other costs, expenses and charges of Consultant, its agents and employees. In no event shall City be obligated to pay late fees or interest, whether or not such requirements are contained in Consultant's invoice.

c. Notwithstanding any other provision in this Agreement to the contrary, the total maximum compensation to be paid for the satisfactory accomplishment and completion of all services to be performed hereunder shall in no event exceed the sum of five-hundred thousand dollars and no cents (\$500,000.00). The City's Chief Financial Officer is authorized to pay all proper claims from Charge Numbers 320203 and 170403.

3. DOCUMENTATION; RETENTION OF MATERIALS

a. Consultant shall maintain adequate documentation to substantiate all charges as required under Section 2 of this Agreement.

b. Consultant shall keep and maintain full and complete documentation and accounting records concerning all extra or special services performed by it that are compensable by other than an hourly or flat rate and shall make such documents and records available to authorized representatives of City for inspection at any reasonable time.

c. Consultant shall maintain the records and any other records related to the performance of this Agreement and shall allow City access to such records during the performance of this Agreement and for a period of four (4) years after completion of all services hereunder.

4. INDEMNITY

a. Consultant shall, to the fullest extent permitted by law, indemnify, protect, defend and hold harmless City, and its employees, officials and agents ("Indemnified Parties") from all claims, demands, costs or liability (including liability for claims, suits, actions, arbitration proceedings, administrative proceedings, regulatory proceedings, losses, expenses or costs of any kind, interest, defense costs, and expert witness fees), that arise out of, pertain to, or relate to the negligence, recklessness, or willful misconduct of Consultant, its officers, employees, or agents, in said performance of professional services under this Agreement, excepting only liability arising from the sole negligence, active negligence or intentional misconduct of City.

b. The existence or acceptance by City of any of the insurance policies or coverages described in this Agreement shall not affect or limit any of City's rights under this Section 4, nor shall the limits of such insurance limit the liability of Consultant hereunder. This Section 4 shall not apply to any intellectual property claims, actions, lawsuits or other proceedings subject to the provisions of Section

17(b), below. The provisions of this Section 4 shall survive any expiration or termination of this Agreement.

5. INSURANCE

a. Consultant shall maintain in full force and effect all of the insurance coverage described in, and in accordance with, Attachment One, "Insurance Requirements." Maintenance of the insurance coverage set forth in Attachment One is a material element of this Agreement and a material part of the consideration provided by Consultant in exchange for City's agreement to make the payments prescribed hereunder. Failure by Consultant to (i) maintain or renew coverage, (ii) provide City notice of any changes, modifications, or reductions in coverage, or (iii) provide evidence of renewal, may be treated by City as a material breach of this Agreement by Consultant, whereupon City shall be entitled to all rights and remedies at law or in equity, including but not limited to immediate termination of this Agreement. Notwithstanding the foregoing, any failure by Consultant to maintain required insurance coverage shall not excuse or alleviate Consultant from any of its other duties or obligations under this Agreement. In the event Consultant, with approval of City pursuant to Section 6 below, retains or utilizes any subcontractors or subconsultants in the provision of any services to City under this Agreement, Consultant shall assure that any such subcontractor has first obtained, and shall maintain, all of the insurance coverages set forth in the Insurance Requirements in Attachment One.

b. Consultant agrees that any available insurance proceeds broader than or in excess of the coverages set forth in the Insurance Requirements in Attachment One shall be available to the additional insureds identified therein.

c. Consultant agrees that the insurance coverages and limits provided under this Agreement are the greater of: (i) the coverages and limits specified in Attachment One, or (ii) the broader coverages and maximum limits of coverage of any insurance policy or proceeds available to the name insureds.

6. ASSIGNMENT

Consultant shall not assign any rights or duties under this Agreement to a third party without the express prior written consent of City, in City's sole and absolute discretion. Consultant agrees that the City shall have the right to approve any and all subcontractors and subconsultants to be used by Consultant in the performance of this Agreement before Consultant contracts with or otherwise engages any such subcontractors or subconsultants.

7. NOTICES

Except as otherwise provided in this Agreement, any notice, submittal or communication required or permitted to be served on a party, shall be in writing and may be served by personal delivery to the person or the office of the person identified below. Service may also be made by mail, by placing first-class postage, and addressed as indicated below, and depositing in the United States mail to:

City Representative:

Pam Lorence
Administrative Services Officer
Santa Rosa Police Department
965 Sonoma Avenue
Santa Rosa, CA 95404
707-543-3577
plorence@srcity.org

Consultant Representative:

Lynette Helmer
President
Wellness Solutions
270F N. El Caminor Real, Ste 311
Encinitas, CA 92024
760-804-1882
lhelmer@wellsolutions.com

8. INDEPENDENT CONTRACTOR

a. It is understood and agreed that Consultant (including Consultant's employees) is an independent contractor and that no relationship of employer-employee exists between the parties hereto for any purpose whatsoever. Neither Consultant nor Consultant's assigned personnel shall be entitled to any benefits payable to employees of City. City is not required to make any deductions or withholdings from the compensation payable to Consultant under the provisions of this Agreement, and Consultant shall be issued a Form 1099 for its services hereunder. As an independent contractor, Consultant hereby agrees to indemnify and hold City harmless from any and all claims that may be made against City based upon any contention by any of Consultant's employees or by any third party, including but not limited to any state or federal agency, that an employer-employee relationship or a substitute therefor exists for any purpose whatsoever by reason of this Agreement or by reason of the nature and/or performance of any services under this Agreement.

b. It is further understood and agreed by the parties hereto that Consultant, in the performance of Consultant's obligations hereunder, is subject to the control and direction of City as to the designation of tasks to be performed and the results to be accomplished under this Agreement, but not as to the means, methods, or sequence used by Consultant for accomplishing such results. To the extent that Consultant obtains permission to, and does, use City facilities, space, equipment or support services in the performance of this Agreement, this use shall be at the Consultant's sole discretion based on the Consultant's determination that such use will promote Consultant's efficiency and effectiveness. Except as may be specifically provided elsewhere in this Agreement, the City does not require that Consultant use City facilities, equipment or support services or work in City locations in the performance of this Agreement.

c. If, in the performance of this Agreement, any third persons are employed by Consultant, such persons shall be entirely and exclusively under the direction, supervision, and control of Consultant. Except as may be specifically provided elsewhere in this Agreement, all terms of employment, including hours, wages, working conditions, discipline, hiring, and discharging, or any other terms of employment or requirements of law, shall be determined by Consultant. It is further understood and agreed that Consultant shall issue W-2 or 1099 Forms for income and employment tax purposes, for all of Consultant's assigned personnel and subcontractors.

d. The provisions of this Section 8 shall survive any expiration or termination of this Agreement. Nothing in this Agreement shall be construed to create an exclusive relationship between City and Consultant. Consultant may represent, perform services for, or be employed by such additional persons or companies as Consultant sees fit.

9. ADDITIONAL SERVICES

Changes to the Scope of Services shall be by written amendment to this Agreement and shall be paid on an hourly basis at the rates set forth in Exhibit A, or paid as otherwise agreed upon by the parties in writing prior to the provision of any such additional services.

10. SUCCESSORS AND ASSIGNS

City and Consultant each binds itself, its partners, successors, legal representatives and assigns to the other party to this Agreement and to the partners, successors, legal representatives and assigns of such other party in respect of all promises and agreements contained herein.

11. TERM, SUSPENSION, TERMINATION

a. This Agreement shall become effective on the date that it is made, set forth on the first page of the Agreement, and shall continue in effect until both parties have fully performed their respective obligations under this Agreement, unless sooner terminated as provided herein.

b. City shall have the right at any time to temporarily suspend Consultant's performance hereunder, in whole or in part, by giving a written notice of suspension to Consultant. If City gives such notice of suspension, Consultant shall immediately suspend its activities under this Agreement, as specified in such notice.

c. City shall have the right to terminate this Agreement for convenience at any time by giving a written notice of termination to Consultant. Upon such termination, Consultant shall submit to City an itemized statement of services performed as of the date of termination in accordance with Section 2 of this Agreement. These services may include both completed work and work in progress at the time of termination. City shall pay Consultant for any services for which compensation is owed; provided, however, City shall not in any manner be liable for lost profits that might have been made by Consultant had the Agreement not been terminated or had Consultant completed the services required by this Agreement. Consultant shall promptly deliver to City all documents related to the performance of this Agreement in its possession or control. All such documents shall be the property of City without additional compensation to Consultant.

12. TIME OF PERFORMANCE

The services described herein shall be provided during the period, or in accordance with the schedule, set forth in Exhibit A. Consultant shall complete all the required services and tasks and complete and tender all deliverables to the reasonable satisfaction of City, not later than June 30, 2025.

13. STANDARD OF PERFORMANCE

Consultant shall perform all services performed under this Agreement in the manner and according to the standards currently observed by a competent practitioner of Consultant's profession in California. All products of whatsoever nature that Consultant delivers to City shall be prepared in a professional manner and conform to the standards of quality normally observed by a person currently practicing in Consultant's profession, and shall be provided in accordance with any schedule of performance. Consultant shall assign only competent personnel to perform services under this Agreement. Consultant shall notify City in writing of any changes in Consultant's staff assigned to perform the services under this Agreement prior to any such performance. In the event that City, at any time, desires the removal of any person assigned by Consultant to perform services under this Agreement, because City, in its sole discretion, determines that such person is not performing in accordance with the standards required herein, Consultant shall remove such person immediately upon receiving notice from City of the desire of City for the removal of such person.

14. CONFLICTS OF INTEREST

Consultant covenants that neither it, nor any officer or principal of its firm, has or shall acquire any interest, directly or indirectly, that would conflict in any manner with the interests of City or that would in any way hinder Consultant's performance of services under this Agreement. Consultant further covenants that in the performance of this Agreement, no person having any such interest shall be employed by it as an officer, employee, agent or subcontractor, without the written consent of City. Consultant agrees to avoid conflicts of interest or the appearance of any conflicts of interest with the interests of City at all times during the performance of this Agreement.

15. CONFLICT OF INTEREST REQUIREMENTS

a. **Generally.** The City's Conflict of Interest Code requires that individuals who qualify as "consultants" under the Political Reform Act, California Government Code sections 87200 *et seq.*, comply with the conflict of interest provisions of the Political Reform Act and the City's Conflict of Interest Code, which generally prohibit individuals from making or participating in the making of decisions that will have a material financial effect on their economic interests. The term "consultant" generally includes individuals who make governmental decisions or who serve in a staff capacity.

b. **Conflict of Interest Statements.** The individual(s) who will provide services or perform work pursuant to this Agreement are "consultants" within the meaning of the Political Reform Act and the City's Conflict of Interest Code:

_____ yes no (check one)

If "yes" is checked by the City, Consultant shall cause the following to occur within 30 days after execution of this Agreement:

- (1) Identify the individuals who will provide services or perform work under this Agreement as "consultants"; and

- (2) Cause these individuals to file with the City Clerk the assuming office statements of economic interests required by the City's Conflict of Interest Code.

Thereafter, throughout the term of the Agreement, Consultant shall cause these individuals to file with the City Clerk annual statements of economic interests, and "leaving office" statements of economic interests, as required by the City's Conflict of Interest Code.

The above statements of economic interests are public records subject to public disclosure under the California Public Records Act. The City may withhold all or a portion of any payment due under this Agreement until all required statements are filed.

16. CONFIDENTIALITY OF CITY INFORMATION

During performance of this Agreement, Consultant may gain access to and use City information regarding inventions, machinery, products, prices, apparatus, costs, discounts, future plans, business affairs, governmental affairs, processes, trade secrets, technical matters, systems, facilities, customer lists, product design, copyright, data, and other vital information (hereafter collectively referred to as "City Information") that are valuable, special and unique assets of the City. Consultant agrees to protect all City Information and treat it as strictly confidential, and further agrees that Consultant shall not at any time, either directly or indirectly, divulge, disclose or communicate in any manner any City Information to any third party without the prior written consent of City. In addition, Consultant shall comply with all City policies governing the use of the City network and technology systems. A violation by Consultant of this Section 16 shall be a material violation of this Agreement and shall justify legal and/or equitable relief.

17. CONSULTANT INFORMATION

a. City shall have full ownership and control, including ownership of any copyrights, of all information prepared, produced, or provided by Consultant pursuant to this Agreement. In this Agreement, the term "information" shall be construed to mean and include: any and all work product, submittals, reports, plans, specifications, and other deliverables consisting of documents, writings, handwritings, typewriting, printing, photostating, photographing, computer models, and any other computerized data and every other means of recording any form of information, communications, or representation, including letters, works, pictures, drawings, sounds, or symbols, or any combination thereof. Consultant shall not be responsible for any unauthorized modification or use of such information for other than its intended purpose by City.

b. Consultant shall fully defend, indemnify and hold harmless City, its officers and employees, and each and every one of them, from and against any and all claims, actions, lawsuits or other proceedings alleging that all or any part of the information prepared, produced, or provided by Consultant pursuant to this Agreement infringes upon any third party's trademark, trade name, copyright, patent or other intellectual property rights. City shall make reasonable efforts to notify Consultant not later than ten (10) days after City is served with any such claim, action, lawsuit or other proceeding, provided that City's failure to provide such notice within such time period shall not relieve Consultant of its obligations hereunder, which shall survive any termination or expiration of this Agreement.

c. All proprietary and other information received from Consultant by City, whether received in connection with Consultant's proposal, will be disclosed upon receipt of a request for disclosure, pursuant to the California Public Records Act; provided, however, that, if any information is set apart and clearly marked "trade secret" when it is provided to City, City shall give notice to Consultant of any request for the disclosure of such information. Consultant shall then have five (5) days from the date it receives such notice to enter into an agreement with the City, satisfactory to the City Attorney, providing for the defense of, and complete indemnification and reimbursement for all costs (including plaintiff's attorneys' fees) incurred by City in any legal action to compel the disclosure of such information under the California Public Records Act. Consultant shall have sole responsibility for defense of the actual "trade secret" designation of such information.

d. The parties understand and agree that any failure by Consultant to respond to the notice provided by City and/or to enter into an agreement with City, in accordance with the provisions of subsection c, above, shall constitute a complete waiver by Consultant of any rights regarding the information designated "trade secret" by Consultant, and such information shall be disclosed by City pursuant to applicable procedures required by the Public Records Act.

18. MISCELLANEOUS

a. Entire Agreement. This Agreement contains the entire agreement between the parties. Any and all verbal or written agreements made prior to the date of this Agreement are superseded by this Agreement and shall have no further effect.

b. Modification. No modification or change to the terms of this Agreement will be binding on a party unless in writing and signed by an authorized representative of that party.

c. Compliance with Laws. Consultant shall perform all services described herein in compliance with all applicable federal, state and local laws, rules, regulations, and ordinances, including but not limited to, (i) the Americans with Disabilities Act of 1990 (42 U.S.C. 12101, *et seq.*) ("ADA"), and any regulations and guidelines issued pursuant to the ADA; and (ii) Labor Code sections 1720, *et seq.*, which require prevailing wages (in accordance with DIR determinations at www.dir.ca.gov) be paid to any employee performing work covered by Labor Code sections 1720 *et seq.* Consultant shall pay to the City when due all business taxes payable by Consultant under the provisions of Chapter 6-04 of the Santa Rosa City Code. The City may deduct any delinquent business taxes, and any penalties and interest added to the delinquent taxes, from its payments to Consultant.

d. Discrimination Prohibited. With respect to the provision of services under this Agreement, Consultant agrees not to discriminate against any person because of the race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status of that person.

e. Governing Law; Venue. This Agreement shall be governed, construed and enforced in accordance with the laws of the State of California. Venue of any litigation arising out of or

connected with this Agreement shall lie exclusively in the state trial court in Sonoma County in the State of California, and the parties consent to jurisdiction over their persons and over the subject matter of any such litigation in such court, and consent to service of process issued by such court.

f. Waiver of Rights. Neither City acceptance of, or payment for, any service or performed by Consultant, nor any waiver by either party of any default, breach or condition precedent, shall be construed as a waiver of any provision of this Agreement, nor as a waiver of any other default, breach or condition precedent or any other right hereunder.

g. Incorporation of Attachments and Exhibits. The attachments and exhibits to this Agreement are incorporated and made part of this Agreement, subject to terms and provisions herein contained.

19. AUTHORITY; SIGNATURES REQUIRED FOR CORPORATIONS

Consultant hereby represents and warrants to City that it is (a) a duly organized and validly existing Corporation, formed and in good standing under the laws of the State of California, (b) has the power and authority and the legal right to conduct the business in which it is currently engaged, and (c) has all requisite power and authority and the legal right to consummate the transactions contemplated in this Agreement. Consultant hereby further represents and warrants that this Agreement has been duly authorized, and when executed by the signatory or signatories listed below, shall constitute a valid agreement binding on Consultant in accordance with the terms hereof.

If this Agreement is entered into by a corporation, it shall be signed by two corporate officers, one from each of the following two groups: a) the chairman of the board, president or any vice-president; b) the secretary, any assistant secretary, chief financial officer, or any assistant treasurer. The title of the corporate officer shall be listed under the signature.

Executed as of the day and year first above stated.

CONSULTANT:

Name of Firm: W. Solutions, Inc. dba Wellness Solutions

TYPE OF BUSINESS ENTITY (check one):

- Individual/Sole Proprietor
- Partnership
- Corporation
- Limited Liability Company
- Other (please specify: _____)

Signatures of Authorized Persons:

CITY OF SANTA ROSA
a Municipal Corporation

By: _____

Print Name: _____

Title: _____

APPROVED AS TO FORM:

By: Lynette Helmer
Print Name: Lynette Helmer
Title: President

Office of the City Attorney

ATTEST:

By: Lynette Helmer
Print Name: Lynette Helmer
Title: Chief Financial Officer

City Clerk

City of Santa Rosa Business Tax Cert. No.

62683

Attachments:
Attachment One - Insurance Requirements
Exhibit A - Scope of Services and Compensation

**ATTACHMENT ONE
INSURANCE REQUIREMENTS FOR
PROFESSIONAL SERVICES AGREEMENTS**

A. Insurance Policies: Consultant shall, at all times during the terms of this Agreement, maintain and keep in full force and effect, the following policies of insurance with minimum coverage as indicated below and issued by insurers with AM Best ratings of no less than A-:VI or otherwise acceptable to the City.

Insurance	Minimum Coverage Limits	Additional Coverage Requirements
1. Commercial general liability	\$ 1 million per occurrence \$ 2 million aggregate	Coverage must be at least as broad as ISO CG 00 01 and must include completed operations coverage. If insurance applies separately to a project/location, aggregate may be equal to per occurrence amount. Coverage may be met by a combination of primary and umbrella or excess insurance but umbrella and excess shall provide coverage at least as broad as specified for underlying coverage. Coverage shall not exclude subsidence.
2. Business auto coverage	\$ 1 million	ISO Form Number CA 00 01 covering any auto (Code 1), or if Consultant has no owned autos, hired, (Code 8) and non-owned autos (Code 9), with limit no less than \$ 1 million per accident for bodily injury and property damage.
3. Professional liability (E&O)	\$ 1 million per claim \$ 1 million aggregate	Consultant shall provide on a policy form appropriate to profession. If on a claims made basis, Insurance must show coverage date prior to start of work and it must be maintained for three years after completion of work.
4. Workers' compensation and employer's liability	\$ 1 million	As required by the State of California, with Statutory Limits and Employer's Liability Insurance with limit of no less than \$ 1 million per accident for bodily injury or disease. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the City for all work performed by the Consultant, its employees, agents and subcontractors.

B. Endorsements:

1. All policies shall provide or be endorsed to provide that coverage shall not be canceled, except after prior written notice has been provided to the City in accordance with the policy provisions.

2. Liability, umbrella and excess policies shall provide or be endorsed to provide the following:
 - a. For any claims related to this project, Consultant's insurance coverage shall be primary and any insurance or self-insurance maintained by City shall be excess of the Consultant's insurance and shall not contribute with it; and,
 - b. **The City of Santa Rosa, its officers, agents, employees and volunteers are to be covered as additional insureds on the CGL policy.** General liability coverage can be provided in the form of an endorsement to Consultant's insurance at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 if a later edition is used.

C. Verification of Coverage and Certificates of Insurance: Consultant shall furnish City with original certificates and endorsements effecting coverage required above. Certificates and endorsements shall make reference to policy numbers. All certificates and endorsements are to be received and approved by the City before work commences and must be in effect for the duration of the Agreement. The City reserves the right to require complete copies of all required policies and endorsements.

D. Other Insurance Provisions:

1. No policy required by this Agreement shall prohibit Consultant from waiving any right of recovery prior to loss. Consultant hereby waives such right with regard to the indemnitees.
2. All insurance coverage amounts provided by Consultant and available or applicable to this Agreement are intended to apply to the full extent of the policies. Nothing contained in this Agreement limits the application of such insurance coverage. Defense costs must be paid in addition to coverage amounts.
3. Policies containing any self-insured retention (SIR) provision shall provide or be endorsed to provide that the SIR may be satisfied by either Consultant or City. Self-insured retentions above \$10,000 must be approved by City. At City's option, Consultant may be required to provide financial guarantees.
4. Sole Proprietors must provide a representation of their Workers' Compensation Insurance exempt status.
5. City reserves the right to modify these insurance requirements while this Agreement is in effect, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

Exhibit A

Santa Rosa Police Department

RFP R154140

Comprehensive Wellness Program



**WELLNESS
SOLUTIONS**

A Health Promotion Company



Pam Lorence
Administrative Services Officer
965 Sonoma Avenue
2nd Floor
Santa Rosa, CA 95404

April 20, 2020

Dear Pam,

On behalf of W. Solutions Inc. (DBA Wellness Solutions) it is my privilege to present our proposal packet to the Santa Rosa Police Department. We appreciate the opportunity to describe in detail how our team of professionals will continue to assist the Santa Rosa PD in reducing the risk of cardiovascular disease, improving physical fitness levels to maintain job performance, reducing injury rates/costs and enhancing the overall health and mental wellness of the department.

Wellness Solutions was formed July 1997 as a partnership. On May 4, 2001, Wellness Solutions became incorporated as W. Solutions, Inc. (dba Wellness Solutions). We have developed and implemented police wellness programs for over 20 years. The majority of our staff members are located at our client sites. Our corporate office is located in Southern California at 3445 Camino Alegre, Carlsbad CA. The scope of this project will be managed from our corporate office with a Wellness Solutions staff member (Jim Jarvis) located onsite at the Santa Rosa PD. Our main office phone number is 760-804-1882.

This proposal includes the following elements: City of Santa Rosa Scope of Work, Technical Proposal, Qualifications and Project References and Cost Proposal.

The Scope of Work section (Exhibit A) will include a thorough understanding of the Santa Rosa PD, the work to be performed and objectives to be accomplished. Wellness Solutions developed and implemented the WIN (Wellness Incentive Program) for the Santa Rosa police department in 2004. The current goals outlined in the scope of work are congruent with those established in 2004, and include updated targets to address the evolving wellness needs of the SRPD. Our onsite staff have helped create a culture of wellness within the Santa Rosa PD that we intend to build upon with our services and expertise. Trust and professionalism is paramount when assisting police personnel with behavior change. Wellness Solutions hires professionals who are passionate about working with first responders and we have very little turnover, which provides continued cohesiveness and trust within the program.

The Technical Proposal (Exhibit B) will include deliverables and the implementation plan. A detailed description of our approach and methodology will be outlined. A project schedule along with tasks, deliverables and overall time of completion will be included. We will also include specific tasks required from the City of Santa Rosa staff to complete the tasks specified in the Scope of Work.

Wellness Solutions background and experience will be outlined in the Qualifications and Project References section of this proposal. Wellness Solutions is dedicated to providing our clients with prompt customer service and problem resolution. We are 100% privately owned, controlled and operated, which allows us to ensure that our clients have direct and immediate access to our upper management and lead decision-makers. Additionally, we have dedicated Wellness Solutions teams to give our clients the specific attention and service it deserves. Regional managers meet with our onsite staff regularly and our team of professionals share best practices. Wellness Solutions has excellent employee retention, however when staff changes occur they are handled efficiently with no disruption in service. We have a long history (over 20 years) of providing wellness services to police departments throughout California. The size of these departments range from 25 to over 5,000 first responders. Our participation rates are well above industry standards, even reaching 90% participation for voluntary programs. We have been successful in reducing workers compensation costs, injury rates and most importantly our programs have SAVED the lives of many police officers by early detection of health risks.

The Cost Proposal (Exhibit C) will provide a clear breakdown of all pricing. The proposed price will be valid for a period of at least 180 days.

We are committed to delivering the services you seek and we are well prepared with staffing and resources for the continuation of wellness services on July 1, 2020. We do not have any exceptions to the scope, specifications, terms or conditions of the agreement. Please feel free to contact with any questions at (760)-277-8500 or by email at lhelmer@wellsolutions.com. Thank you for your time and consideration. I look forward to speaking with you further about how we can work together to achieve success.

Sincerely,

Lynette Helmer
President
760-277-8500
lhelmer@wellsolutions.com

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EXHIBIT A – CITY OF SANTA ROSA SCOPE OF WORK

BACKGROUND AND PROJECT SUMMARY

Health Promotion is the science and art of helping people change their lifestyles to move toward a state of optimal health. Each year, over 2.5 million deaths occur in the United States. The ten leading causes of death are responsible for 75% of annual deaths and are attributed to chronic conditions that are costly and largely preventable.

The top health care issues facing most companies include: diabetes, obesity, heart disease and cancer. Police officers face increased risks due to the occupational physical demands (tactical athletes), high stress, unpredictable schedules/shift work leading to poor eating habits, inactivity, and sleep challenges. The health risk factors associated with police officers include (not limited to): obesity, cardiovascular disease, increased risk of injury, cancer, mental health challenges, and drug abuse/alcoholism.



Wellness Solutions (WS) will continue to work with the Santa Rosa Police Department to ensure the WIN wellness program plan has specific, measurable goals. We will continue to work with command staff, HR, Risk Management and POA representatives to ensure the program is meeting the needs of the department. After the implementation of the Santa Rosa PD WIN program in 2004, worker's compensation costs decreased by over \$500,000. Since starting the WIN program again in 2014, WS has shown the tremendous impact it has on ROI for Santa Rosa. Worker's compensation costs have remained relatively flat. The number of injuries from 2014 - 2018 decreased and despite occasional upticks in number of injuries, the WIN program supported an overall reduction in prevalence and cost of injuries. In addition, we find that the participants engaged in our programs have fewer sprain/strain injuries with less severity, meaning they return to work faster than non-participants. Exhibit D includes the annual report for the 2019 Santa Rosa PD/FD wellness program, as well as, a document outlining the return on investment from a few of our other clients. Over the last 6 years, 74% of SRPD personnel have participated in the wellness program.

The culture at the Santa Rosa PD has evolved into a culture of wellness which has a direct impact on morale, productivity and retention. Wellness Solutions will continue to strive to assist each of SRPD employees in improving their overall health and finding balance between occupational demands and overall wellness. Continuing to foster a culture of health/wellness within Santa Rosa PD will continue to improve officers' health, morale, reduce absenteeism and injuries, reduce workers' compensations costs and ultimately SAVES LIVES.

WIN Wellness Program Goals:

To improve the overall health and fitness of both sworn and civilian employees of the Santa Rosa Police Department through assessment, education, and programming.

- **Target #1:** To reduce the risk of cardiovascular disease by striving to reduce risk factors such as blood pressure, blood cholesterol and body composition.

Heart disease is the leading cause of death in America. Risk factors contributing to the development of heart disease: body composition, blood pressure, stress, cholesterol, nutrition and physical inactivity (risk factors for cardiovascular disease, as stated by ACSM -American College of Sports Medicine and AHA-American Heart Association).

- **Target #2:** To encourage improvement of physical fitness levels of sworn officers to maintain job performance and enhance overall health of all employees.

Law enforcement is one of the most physically demanding professions. There is ample data to document that strength, mobility, and stamina are important indicators of job performance.

- **Target #3:** To reduce the frequency, severity, and cost of injuries.

Our onsite professional support coupled with advanced health screening and fitness testing have decreased the number and severity of injuries for our clients.

- **Target #4:** With the growing emphasis of overall wellness, a new target was added for 2019: To assist police personnel in understanding the dimensions of wellness and how they are interconnected. Enhance overall health and mental wellness of the department's employees.

First responders continuously encounter trauma and stressful events, and this constant exposure exacts a heavy toll on police personnel and their families. The prevalence of depression is nearly double and sleep deprivation is four times higher. 15 - 20% of first responders have addictions problems as a way of coping.

EXHIBIT B – TECHNICAL PROPOSAL

Exhibit B Contains Wellness Solutions' Confidential / Proprietary Information

DELIVERABLES AND IMPLEMENTATION PLAN

The following sections describe the various components of the Santa Rosa PD wellness program and the implementation plan.

- **Program Management**

The Wellness Solutions' onsite Wellness Director will manage and conduct all components of the wellness program including: Blood screening with consultations, fitness assessments, Functional Movement Screening (FMS), exercise prescription and behavioral coaching. In addition, the Wellness Director will coordinate health promotion programs including nutrition, body fat loss challenges and exercise clinics. Health seminars will be offered on a variety of topics such as mindfulness, weight-management, sleep cycles and work/life balance.

The Wellness Director will be onsite 24 hours a week for Santa Rosa PD personnel. Onsite hours will typically be Monday, Wednesday, Thursday from 7:00 a.m. - 4 p.m. Our staff understand the varied schedules of police officers and will adjust hours to accommodate presenting at briefings and/or meetings with participants onsite before 7:00 a.m. or after 4:00 p.m. In addition, the Wellness Director can video conference with participants through our HIPAA compliant wellness platform / app creating increased access for SRPD employees to have guided behavioral change assistance.

The onsite Wellness Director's responsibilities will include:

- Conducting one-on-one consultations with each officer to review results from fitness/wellness check. Develop a performance plan with each member to include nutrition, physical activity suggestions and other pertinent health information.
- Teach nutrition, weight management, stress management/mindfulness, and injury prevention programs
- Develop and teach exercise classes and clinics
- Administer fitness testing, following ACSM guidelines
- Coordinate wellness committee
- Promote and implement incentive programs
- Promote program services and activities
- Communicate with and coordinate the scheduling of external resources including utilizing City resources.
- Deliver program services and activities to ensure maximum accessibility and participation
- Instruct on the proper use of fitness equipment and offer a variety of exercise classes
- Prepare Quarterly and Annual Program Report and present to the Santa Rosa PD. Quarterly and Annual reports have been included in Exhibit D.

- **HIPAA Compliant Wellness Hub Platform / App**

Wellness Solutions has developed and implemented a customized wellness platform / app for the Santa Rosa PD www.wellsolutionshub.com/srpd. WS staff utilize the Hub to enhance the onsite services and reach a broader target audience in various ways. Our staff utilizes the Hub for marketing, scheduling, results reports and individual follow-up coaching. We have the ability to send out reminder text messages and emails regarding upcoming events. The coaching feature within our wellness hub allows our staff to setup individual appointments with participants and allows for video conferencing. Our staff have the ability to send targeted educational information to participants based on the risks identified during the health/fitness screening. One of the most valuable tools of our Wellness Hub includes the integration of ALL aspects of wellness. The wellness hub is customized to each of our clients and can include the following pages/sections:

- **Home:** Participants can view upcoming site events, their wellness goals and upcoming appointments with the Wellness Director.
- **Assessments:** Participants can view historical biometric data and fitness assessment results.
- **Schedules:** Participants schedule screenings, appointments (exercise, nutrition etc.) with the onsite Wellness Director
- **Tracking:** Wearable devices can be synced (Fit Bit, Google fit) to help participants track nutrition, exercise and sleep. The Wellness Director can view participant data to assist in one-on-one consultations
- **Education:** Resources on a variety of health education topics: nutrition, exercise, mental wellness, injury prehab, meditation, sleep, weight management and more.
- **Programs:** Incentive programs and challenges setup for participants to reach their individual wellness goals.
- **Support Services:** Wellness Solutions has incorporated support resources for the Santa Rosa PD. Officers have access to the peer support team, chaplain, and vetted therapists, as well as, local and regional support services. This year we will deploy a cognitive behavioral training (CBT) program, mindfulness, meditation, while linking with peer support and EAP providers to address mental wellness and resiliency.
- **Social/Community:** Local community events, buddies (selected by participants to help support them in their wellness goals).
- **Wellness Partners:** Participants have enhanced access and discounts to local health clubs, products, subject matter experts, and services. Examples of local businesses and national companies with established partnerships include The 6 Foundation, Theragun, Ice Age Meals, Heart and Sole running store, Echelon Cycle & Multisport, 6 Pack Fitness, clinicians and medical doctors.

One-on-one guidance is key to successful behavior change.

The Wellness Hub is an additional tool to engage participants while assisting our onsite Wellness Directors to track participant data.

- **Health / Biometric Screening**

Annual biometric screenings will be conducted to evaluate weight, body fat, blood pressure, and a full blood panel. The data gathered will assist in evaluating the changes in employee health over-time. An HRA assessment (questionnaire to assess current and future health risk) will also be administered through the Wellness hub. The health screening is effective in identifying risk factors and our onsite staff will work closely with individuals to reduce their health risks.

Annual Blood Draw

Over the past 20 years, we have found that many police officers do not receive an annual physical with their personal physician. We include full blood panels as part of our wellness programs to help participants learn more about their body and detect potential problems early when treatment or changes in personal health habits can be more effective. The full blood panel will be collected by an onsite LabCorp phlebotomist or participants can go to a LabCorp draw station near work or home. Once results are received, the onsite Wellness Director will meet one-on-one with each participant to thoroughly review all labs and provide direction on health changes to reduce cardiovascular and metabolic diseases. Below is a description of the important cardiovascular blood markers our Medical Director (Dr. Mason Harrell) suggests including in the Santa Rosa PD blood panel. Lp-PLA₂ and CBC are additions to the current labs offered each year at Santa Rosa PD.

NMR LipoProfile: The NMR LipoProfile test is a blood test which has been shown in clinical studies to be superior to LDL-cholesterol in predicting coronary heart disease (CHD) events. Unlike traditional cholesterol tests, the NMR LipoProfile test uses NMR spectroscopy to measure the actual number of atherogenic LDL particles that build up in the arteries and cause heart disease.

- **LDL Particle Number (LDL-P):** The relationship of increased LDL particle number and plaque buildup in the artery wall is well established.
- **LDL Cholesterol (LDL-C):** Individuals with high LDL levels may be at a significantly increased risk for cardiovascular events.
- **HDL Cholesterol (HDL-C):** Risk is decreased with a ratio of less than 3 LDL for every 1 HDL (3:1).
- **Triglycerides:** High triglyceride levels (>500) increase risk of heart disease.
- **Total Cholesterol:** Excess cholesterol can form plaque between layers of artery walls, which can then significantly increase risk for cardiovascular events.
- **HDL Particle Number (HDL-P):** Shown to be more strongly and independently related to atherosclerotic risk than HDL-C.
- **Small LDL-P and LDL Size** are associated with CVD risk

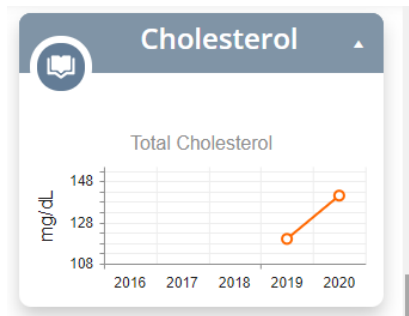
Lp-PLA₂: Enzyme used to measure inflammation of the blood vessels and acts as an aid in predicting risk of heart disease in individuals with no prior history of cardiovascular events.

hsC-Reactive Protein (CRP): Provides information that inflammation is present in the body. It can be a marker for risk for heart disease and stroke, and can also be used to help predict how well a person who has heart disease might recover or respond to treatment.

CBC (Complete Blood Count with Differential) – a screening to measure white blood cells (which help stop infection), red blood cells (which carry oxygen), platelets (which help clot the blood), hemoglobin (the protein in the red blood cells that contains oxygen) and hematocrit (the ratio of red blood cells to plasma in your blood).

The biomarkers listed above are significant risk factors if not direct causes for heart disease, stroke, diabetes, obesity, infection, and some forms of cancer. Each participant is provided a significant amount of time with the Wellness Director to review results. Participants are taught the importance of these values and therapeutic lifestyle changes that will improve their health-span while lowering their risk of chronic disease.

Participants can easily access and view their individual lab results on the wellness hub with the ability to download a copy and submit a copy of their results to their personal physician. Participants are also able to see history graphs (example to the right) of their individual results on the platform/app. History graphs are included for all labs, as well as fitness assessment components.



In Exhibit C, we have included the proposed wellness budget to increase participation in the blood draws. If participants miss the onsite blood draws, they will have the option of going directly to a LabCorp draw station. We believe participation rates will increase, which will increase early detection of risks. Our wellness programs have saved the lives of many first responders through the labs offered each year.

- **Fitness Testing Protocols (for first responders)**

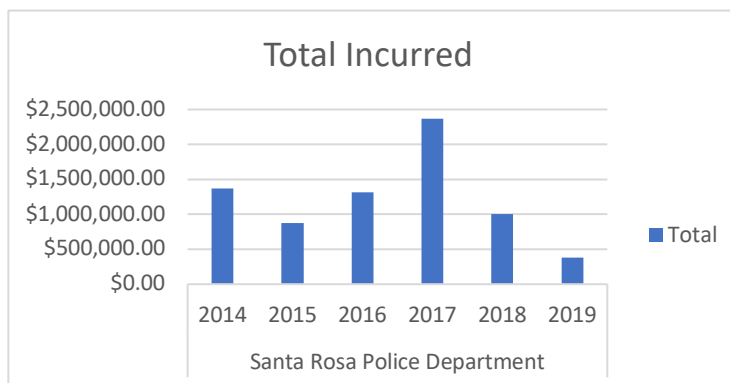
Fitness testing is an important aspect of the WIN wellness program. According to the Cooper Institute, results of several public safety studies consistently show 20-30 strenuous and critical physical tasks that are job related. These tasks are necessary to perform essential functions of the job. There is ample data to document that physical fitness components are the underlying and predictive factors for performing tasks. The Cooper Institute lists each test category and the component of fitness that is assessed below.

Test Category	Area of Fitness Assessed
Sustained Pursuit	Aerobic Power
Sprints	Anaerobic Power
Lifting and Carrying	Muscular Strength/Muscular Endurance/Anaerobic Power
Dragging and Pulling	Muscular Strength/Muscular Endurance/Anaerobic Power
Jumping	Anaerobic Power/Leg Power and Strength
Use of Force <2 mins	Anaerobic Power/Muscular Strength/Muscular Endurance
Use of Force >2 mins	Aerobic Power/Muscular Strength/Muscular Endurance

Based on scientific research, Wellness Solutions will continue to provide the following fitness tests at the Santa Rosa Police Department:

Resting Blood Pressure	Measure to help assess cardiovascular disease risk.
Cardiovascular / Aerobic Capacity Test	This sub maximal treadmill test will be administered by our onsite staff. Cardiovascular fitness is the most important aspect of health, in addition to determining the ability of an emergency responder to do their job safely and effectively. A minimum VO ₂ max of 42 ml/kg/min. has been recommended for first responders.
Exercise Blood Pressure	Blood pressure readings will be taken during the aerobic capacity test, to assess blood pressure response to exercise
Grip Strength	A simple measurement which has been correlated to overall strength
Push-ups (1 minute)	Indicator of upper body muscular endurance
Sit-ups / Plank Test	Assesses core muscular endurance
Vertical Jump	This test assesses vertical jump height and more specifically, anaerobic power.
Flexibility	The sit and reach box is used to determine hamstring and low back flexibility
Functional Movement Screening (FMS)	FMS is used to identify asymmetries, which result in functional movement deficiencies. By utilizing FMS results, the Wellness Director can identify potential injury areas and risk and develop individualized training programs

Next month the Wellness Director will administer a Functional Movement Screen (FMS) for the first time to assess participants mobility, stability, and overall movement quality. The individual will be provided with a report along with corrective exercises to address these movement concerns. Graph 9 shows the incurred costs of the SRPD. Although the number of injuries for SRPD increased in 2019, the total incurred cost decreased. The goal of the FMS screen will be to assess movement patterns and underlying concerns to decrease the total number of injuries, and continue to reduce the severity of injuries so participants can recover quickly which ultimately decreases the overall costs incurred.



- **Wellness Challenges**

Wellness Solutions will continue to provide challenges specific to the Santa Rosa PD. A variety of challenges (that can be customized for the SRPD) are available on our wellness platform/app www.wellsolutionshub.com

- **Nutrition challenges** include: Whole 28, Reboot
- **Physical Activity Challenges** include: 100 Challenge, Fall Fitness
- **Stress Management Challenges** include: Thrive
- **Weight Management Challenges** include: Body Fat Loss Challenge, Maintain, Don't Gain
- **General Wellness Challenges** targeting immunity, cancer awareness, sleep deprivation, family life etc. include: Beat the Flu, Cancer Awareness Challenge, Healthy Brain Challenge, Snooze or Lose (track health behaviors to ensure better sleep each night), The BEAT Goes On (reduce risk of cardiovascular disease), Save Up! (Learn the basics of personal finance through simple activities), Better Together (Improve overall well-being by spending time with family and friends).

- **Seminars**

Our seminars are typically 30-60 minutes and cover all topics of wellness. Seminars specific to the needs of the Santa Rosa PD will be developed and presented. Targeted health education seminars will continue to develop to proactively address common health problems facing law enforcement. Seminars will be recorded and uploaded to the wellness platform for those unable to attend the onsite seminar. Here are a few seminars we have presented:

- Conditioning for law enforcement
- Recover smarter; sleep and meditation
- Active Release Technique (ART) practical application and treatments
- Preventing and healing spinal ailments
- Take care of your feet
- Healthy drinks, snacks and energy bars
- Master stress and mindfulness for peak performance
- Heart rate variability (HRV)
- Hip mobility secrets
- Improving performance in endurance sports
- Rules to eat by
- Workplace Fleet Feet shoe fit
- Does the quality of your food choices really matter?

QUALIFICATIONS AND PROJECT REFERENCES

HISTORY OF EXPERIENCE

Wellness Solutions (WS) is a health promotion company that specializes in developing effective wellness programs that improve employee well-being. Our company was initially formed as a partnership in July 1997. On May 4, 2001 WS became incorporated as W. Solutions, Inc. (dba Wellness Solutions) filed with the California Secretary of State in San Diego, CA.

The mission of WS is to empower our clients with strategies and solutions to enhance the well-being of their employees. We use scientific research and our extensive experience to drive our strategies with the goal of facilitating lifestyle behavior change.

Over the last 22 years, WS has developed and implemented wellness programs throughout California. WS is considered one of the most experienced wellness providers in the State. WS distinguishes itself by hiring well-educated wellness professionals with advanced degrees and experience. With the addition of our web-based platform we offer a well-rounded, personalized approach to address employee well-being. Our programs improve morale, reduce absenteeism, reduce workers compensations costs and most importantly SAVE LIVES.

KEY PERSONNEL

Wellness Solutions developed and implemented the Santa Rosa PD WIN program in 2004. The Key Personnel that were involved in the original development and implementation of the program are still part of the Wellness Solutions' team. We have a track record for recruiting and retaining top wellness professionals.

- **Client Manager – Lynette Helmer, President**

Lynette Helmer is responsible for the day-to-day operational functions and management of all Wellness Solutions' (WS) client sites. Lynette has been a part of the Wellness Solutions' team since it opened in 1997. She has dedicated her professional career to helping individuals achieve improved well-being. Lynette works closely with the WS team to design and implement wellness programs unique to each client. WS is dedicated to providing our clients with prompt customer service and problem resolution. Lynette will ensure our services continue to meet the Santa Rosa PD's expectations. Lynette will oversee the Santa Rosa PD contract to ensure all deliverables are met.

- **Medical Director – Dr. Mason Harrell**

Dr. Harrell is the Medical Director for Wellness Solutions. He has a wealth of experience in providing acute care, primary care, occupational medical exams, wellness screenings, disability evaluations and return to work physicals for active duty military service members. Dr. Harrell's publications include topics such as:

Dr. Harrell's publications include topics such as: stress management, workplace violence and occupational posttraumatic stress disorder, and delayed recovery from injury and illness. Dr. Harrell will be the physician overseeing the biometric screenings / labs provided for the Santa Rosa PD.

- **Regional Manager – Marci Guzman**

Marci will manage the Wellness Solutions' Wellness Director (Jim Jarvis) assigned to the Santa Rosa PD. Marci has provided one-on-one wellness coaching to police officers for over five years. Marci earned a B.S. degree in Physiological Science. She is certified as a NASM personal trainer, FMS (Functional Movement) Practitioner and EKG Monitor Technician. She has completed courses in mindfulness-based stress reduction (MSBR) and other stress reduction modalities.

- **Wellness Director – Jim Jarvis**

Jim will continue to serve as the onsite Wellness Director for Santa Rosa PD. Jim joined the Wellness Solutions team in 2004. He has provided one-on-one wellness coaching to first responders (specifically police) for over 10 years. Jim will continue to implement programs to improve the health and wellness of Santa Rosa PD. Jim recently became certified to conduct Functional Movement screenings. In addition, he was selected to participate in a mindfulness-based program for first responders. Jim's resume outlines his vast experience and passion for health and well-being.

[Resumes](#)

The following pages include resumes for Marci Guzman and Jim Jarvis.

MARCI GUZMAN

41 Calle Guijarro, San Clemente, CA 92673 ☐ mguzman@wellsolutions.com

OBJECTIVE

To contribute the discipline, drive, and determination developed through my career as an elite gymnast, as well as the strong analytical and organizational skills gained through my experience in patient care and client services while promoting health and improving people's lives.

EDUCATION

Bachelor of Physiological Science

September 2007-December 2011

University of California, Los Angeles

- Relevant coursework in anatomy, physiology and nutrition

AWARDS AND ACCOMPLISHMENTS

- World Class Gymnast, demonstrating superior team and leadership skills
 - Canadian Olympic Team Member, 2004
 - UCLA Division 1 Pac 12 Gymnast
 - Member of 2010 NCAA National Champion Gymnastics Team
 - UCLA representative at the 2009 NCAA National Leadership Conference
- Strong community service orientation as UCLA Bruin Athletic Council Member 2007 – 2011
 - Chaired, organized and promoted community outreach and fundraising projects for organizations such as Mattel's Children Hospital, Special Olympics, and Marathon Kids

WORK EXPERIENCE

Wellness Regional Director/Wellness Solutions Inc.

January 2016-Present

- Administer a comprehensive onsite fitness/wellness program for 400 Sworn officers and 200 Civilian Staff
- Coordinate and teach stress management, nutrition, mindfulness and injury prevention programs, seminars and educational trainings
- Conduct one on one and group training sessions with officers and civilian staff including tactical and special forces units
- Proctor and supervise health and fitness assessments including body composition measurements, flexibility, strength and endurance testing
- Conduct EKG submaximal testing to assess aerobic capacity and estimated VO2 max measurements
- Conduct one on one consultations with staff regarding health/wellness related issues
- Create and implement individualized and highly integrated health, nutrition, prehab, rehab and fitness training programs to help participants reach their goals
- Create workplace wellness documents, handouts and educational material
- Establish policies for on-site wellness activities and campaigns
- Assist in development of multi-functional web based programs and e-learnings for wellsolutions web platform
- Monitor the day-to-day oversight and promotion of onsite incentive program
- Respond to participant requests via telephone and email in an effective and timely manner
- Track program participation and generate statistical reports and trend data
- Provide reports including aggregate data and benefits of services provided
- Work with various external resources and health vendors to coordinate outside services and opportunities for employees

MARCI GUZMAN

41 Calle Guijarro, San Clemente, CA 92673 □ mguzman@wellsolutions.com

Lead Aide/Fitness Coach

In Motion O.C

October 2013- January 2016

- Worked closely with PTs and PTAs to administer treatment protocols and oversee exercises programs ensuring proper form and cueing throughout
- Interviewed, hired and trained all volunteers and aides on staff to make sure they know exercise terminology, proper exercise technique, correct set ups for modalities etc.
- Worked closely with patients and staff to get patients scheduled and maintain patient satisfaction.
- Developed relationships with PT/PTA clinical directors to set up student clinical rotations
- Encouraged patient progression from physical therapy to functional fitness based fitness training.
- Worked with private and semi-private clients to establish fitness programs as well as give guidance on nutritional and emotional health services
- Coached private and semi-private fitness sessions with clients of varying physical abilities and injury history while still tailoring programs to attain individual clients goals

Physical Therapy Aide/Sports Performance Coach

ProSport Performance Inc.

May 2013-October 2013

- Worked with PTs to administer treatment protocols and oversee exercise programs ensuring proper form and cueing throughout
- Analyzed clients physical performance level and proposed short and long term assessment plans to appeal to client's needs
- Orchestrated rehabilitative wellness classes and sport specific programs for athletes
- Worked in one on one and group environments to challenge client fitness boundaries and exceed personal limits

CERTIFICATIONS

- NASM Certified Personal Trainer (CPT)
- ACE Certified Fitness Nutrition Specialist (FNS)
- Certified Level 1 FMS Practitioner
- NSCA Tactical Strength and Conditioning Conference Attendee
- Mindfulness-Based Stress Reduction (MBSR) Course Attendee
- CPR/AED Certified
- EKG Monitor Technician

SPECIAL SKILLS

- **Software:** Microsoft Office Suite, Outlook, CardioTech EKG Software
- **Training techniques:** group training, individual training, functional movement screening, exercise training program design
- **Health & Wellness:** biometrics, fitness testing (Cooper Institute and ACSM), administration and monitoring of 12lead EKG, blood panel assessment, behavior modification, wellness coaching
- **Other:** account management, public speaking, business acumen, leadership

Jim Jarvis

1101 Valley Oak Court · Petaluma, CA 94954 · (707) 480-3820 · jjarvis@wellsolutions.com

PROFESSIONAL EXPERIENCE

Wellness Solutions, Inc (2014 to Present)

Wellness Director, Santa Rosa Police & Fire Departments

- Develop and manage a wellness program for the Police and Fire Departments.
- The voluntary program yields an unprecedented 74% participation rate with Police and 71% with Fire between the 400 total eligible employees. Industry participation standards is 30% for worksite wellness programs.
- Administer health and fitness assessments including body composition measurements, flexibility, strength and endurance testing
- Conduct one on one consultations with first responders regarding health/wellness related issues
- Create and implement individualized and highly integrated health, nutrition, prehab, rehab and fitness training programs to help participants reach their goals
- Create workplace wellness documents, handouts and educational material
- Manage and facilitate services that include labs to assess cardiometabolic function, individual and group fitness training, movement screenings, mindfulness seminars, recovery strategies, nutritional biochemistry, and weight loss consultations.
- Built strong interpersonal relationships that has grown trust within the police and fire department.
- Pursue outside clinicians, subject matter experts, and local/national businesses to further enhance the reach and scope of the program.
- Provide reports including aggregate data and benefits of services provided to cost-justify yearly wellness program to staff and City Council.

Goosecross Cellars (2019 to Present)

Wine Educator, Part-time

- Educate, explore, and sell a small family brand of premium wines, in a personalized tasting experience. Driving wine club sign-up is big aspect of the position.

Synergy Medical Fitness Center (2018 to 2013)

Personal Trainer

- Designed results-oriented training programs that fit the client's goals and abilities.
- Sold \$3,000-\$5,000 of training each month.

GlaxoSmithKline Pharmaceuticals (2008)

Pharmaceutical Sales Representative

- Increased market share by differentiating products features and selling their benefits.
- Developed relationships with the doctors and staff with the understanding that timeliness, competency, and trust were my most important attributes for success.

Wellness Solutions, Inc (2004-2008)

Santa Rosa Police Department Wellness Coordinator

- Developed and Implemented the WIN (Wellness Incentive Program)
- Reduced Police Department workers' compensation claims by \$522,000 in the first year of the program.
- Manage and facilitate services that included labs to assess cardiometabolic function, individual and group fitness training, recovery strategies, nutritional biochemistry, and weight loss consultations.

Certifications

- American College of Sports Medicine (ACSM) Certified Exercise Physiologist
- Functional Movement Screen (FMS) level 1 certification.
- 3DMAPS Movement Analysis And Performance Systems certified.
- Ironman University certified coach.

Personal Attributes

- Ability to build relationships with people of various backgrounds and professional levels
- Strong organizational skills
- Highly adaptable and a quick learner
- Very self-motivated and strong work ethic
- Excellent team player
- Endurance athlete with grit, including 9 full Ironman triathlons, and 9 full marathons

Education

Master of Science (MS) in Wellness Management, May 2003

Thesis: Financial Impact of Worksite Health Promotion (GPA 3.58)

San Jose State University – San Jose, CA

Bachelor of Science (BS) in Kinesiology (Exercise Science), May 2001

Graduated Magna Cum Laude with a minor in Biology (GPA 3.76)

Sonoma State University – Rohnert Park, CA

PROJECT REFERENCES

1. City of Anaheim / Anaheim Police Department

Project Description:

The City of Anaheim has contracted with Wellness Solutions for the last 20 years. The project includes an onsite full-time wellness director and our services include an annual blood draw, biometrics and fitness testing. The annual testing includes: body composition, resting/exercise blood pressure, resting/exercise EKG (Gerkin Treadmill Protocol, sit-ups, push-ups, one repetition max predictive bench press, sit and reach (flexibility), vertical jump, hand grip and FMS Screenings. Our Wellness Director conducts one-on-one wellness consultations (fitness, nutrition, mindfulness, injury prevention), group/Individual workouts specific to first responders and a variety of wellness workshops. In addition, we developed a physical agility test (PAT) that is administered on an annual basis. The wellness program is voluntary and our participation rates exceed 80%. Key Staff include: Lynette Helmer (Client Manager) and Marci Guzman (Wellness Director).

Project Start and end dates: 1999 - Current

Client Project Manager:

Lt. Eric Trapp

Cell Phone: 714-497-5305

Email: etrapp@anaheim.net

2. Santa Rosa Police Department

Project Description:

Wellness Solutions developed and implemented a comprehensive wellness program for Santa Rosa Police Department from 2004-2008. In 2013, the Santa Rosa Police and Fire Department contracted with Wellness Solutions to provide a comprehensive program to include all first responders. As a testament to the passion our staff have in working with first responders and our ability to retain our amazing team of professionals, our Santa Rosa Wellness Director (Jim Jarvis) is the same employee who we hired in 2004. Employee turnover can be an obstacle in increasing participation rates and gaining the trust of police officers. With having officers onsite at police departments, our employees are required to go through full background tests. Our clients benefit from our low employee turn-over and our ability to find qualified professionals. Services Include: Annual Blood Draw, Annual Fitness Testing, Body composition, Resting/exercise blood pressure, Cardiovascular fitness test (treadmill), Static bicep strength test, Sustained plank, Sit and reach (flexibility), Hand grip, FMS Screenings, In-person wellness consultations (fitness, nutrition, mindfulness, injury prevention), ART workshops / Injury Prevention Workshops, Health and Wellness Education/Seminars. Key Staff include: Lynette Helmer (Client Manager), Jim Jarvis (Wellness Director).

Project Start and end dates: 2004-2008, 2013-Current

Client Project Managers:

Chief Rainer Navarro

Phone: 707-543-3641

Email: rnavarro@srcity.org

Chief Hank Shreeder

Cell Phone: 707-975-0490

Email: hschreedersr@gmail.com

3. CAL FIRE

Project Description: CAL FIRE contracts with Wellness Solutions to administer wellness screenings and provide follow-up services to fire personnel throughout the State of California. The annual testing includes: labs, body composition, blood pressure and FMS Screenings. One-on-one consultations will occur onsite following the annual testing and subsequent follow-ups will be administered through our HIPAA compliant platform/app either by phone or video conferencing. Wellness Solutions has customized the wellness platform/app to meet the unique needs of CAL FIRE. Project Start and end dates: 2020-2022

Client Project Manager:

Ryan Burns, Wellness Unit

Phone: 916-445-7984

Email: Ryan.Burns@fire.ca.gov

4. City of Carlsbad

Project Description: The City of Carlsbad has contracted with Wellness Solutions to develop a comprehensive wellness program for the City of Carlsbad PD and FD. The current wellness program is solely focused on injury prevention. WS has assisted with meeting with various decision makers within the City to gain management support in implementing a comprehensive wellness program. WS has developed a project plan, conducted employee surveys, developed program goals, and continues to assist with city council presentations to allocate money for the program. Project Start and end dates: 2018-Current

Client Project Manager:

Donna Hernandez, HR

Phone: 760-602-7533

Email: Donna.Hernandez@carlsbadca.gov

5. Glendale Police Department

Project Description: The Glendale PD project included an onsite full-time wellness director and our services included an annual blood draw, biometrics and fitness testing. The annual testing included: body composition, resting/exercise blood pressure, resting/exercise EKG (Gerkin Treadmill Protocol, sit-ups, push-ups, one repetition max predictive bench press, sit and reach (flexibility), vertical jump, hand grip and FMS Screenings. Our Wellness Director conducted one-on-one wellness consultations (fitness, nutrition, mindfulness, injury prevention), group/Individual workouts specific to first responders and a variety of wellness workshops. The wellness program was voluntary and our participation rates exceeded 70%. Worker's compensation costs decreased by half after the implementation of our program. Glendale PD is trying to secure funding to restart the wellness program. Project Start and end dates: 2005 - 2015

Client Project Manager:

Lt. Danny Carver

Cell Phone: 818-937-8844

Email: DCarver@glendaleca.gov

EXHIBIT C – FEE PROPOSAL AND PRICING

Program Administration Fee

The proposed fee includes: health screening and fitness testing personnel, ongoing one-on-one consultations, administrative support personnel and wellness programming throughout the year. Wellness Solutions (WS) proposes 1 part-time (24 hours a week) to administer a comprehensive wellness program. This fee includes all employee expenses including all taxes, workers compensation, professional liability Insurance, employee benefits, continued education-- as well as WS support. The program administration fee also includes participant access (260 SRPD employees) to the WS platform/app.

	Monthly Cost	Annual Cost (Year 1)
Wellness Program Administration <i>1 part-time (24 hours a week) wellness professional</i>	\$6,500	\$78,000

As outlined in the RFP, the contract will be for one (1) five-year period with one (1) five-year renewal option, for a total ten-year contract. WS proposes an increase each year based on the CPI (Consumer Price Index) for the State of California - typically between 2-3%.

Wellness Budget / Program Expenses

Over the past 6 years, a separate wellness budget/program supplies budget has been paid for by the Santa Rosa PD. Under the same model WS would bill the Santa Rosa PD for the expenses below (upon delivery). WS does not upcharge for any blood-work / promotional items and will include all receipts when submitting an itemized invoice. The fees outlined below include: blood draws/labs, program expenses and promotional items (incentives). We have added the measurement of Lp-LPA₂ and CBC to the blood panel as outlined on page 8. If participants are unable to participate in the onsite blood draws, they will be able to go to any LabCorp location.

	Annual Cost
* Blood Work for Sworn Personnel includes: CMP (comprehensive metabolic panel), CBC, NMR, CRP, Lp-PLA ₂ , (\$98 per person)	\$7,154 <i>*Based on 73 participants</i>
* Blood Work for Civilian Personnel includes: CMP (comprehensive metabolic panel), Lipid Panel, CBC (\$25 per person)	\$800 <i>*Based on 32 participants</i>
* Program Expenses / Incentive Budget	\$2,000
TOTAL	\$9,954

***The cost of the Wellness Solutions platform / app
www.wellsolutionshub.com/srpd is included in our administration fee.***

EXHIBIT D – SUPPORT MATERIAL

Exhibit D Contains Wellness Solutions' Confidential / Proprietary Information

The following documents are included in Exhibit D:

- Sample Report for Participants following completion of the online Lifestyle Questionnaire and Blood Results. This report is available on the Wellness Platform/App www.wellsolutionshub.com
- Educational Handout: 4 Ways to Boost Your Immune System. Distributed to participants via email, as well as, posted on the wellness hub.
- Educational Handout: Understanding Your Blood Results. Provided to participants following their blood results consultation (also available on www.wellsolutionshub.com)
- A sample wellness incentive program (Anaheim Police Department). Some departments rewards participants with paid leave for participation in the wellness program, as well as, assessment results.
- 2019 Annual Participation and Activity Report for Santa Rosa PD/FD.
- Return on Investment – Wellness Works. An overview of our ROI data compiled for Wellness Solutions clients.

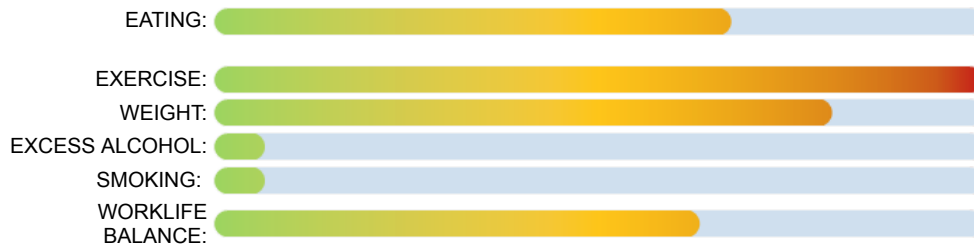


NAME: Joe Demo

ASSESSMENT DATE: 1/15/2020

The following data has been compiled based on your answers to our health risk survey. This is your source for accurate and relevant health information that has been personalized for your needs. This information will help you understand how everyday health habits and your family history could impact your health in the future.

YOUR LIFESTYLE RISKS



LOW: You are succeeding in your management of this health risk



MODERATE: You could improve your management of this health risk



HIGH: It is critical that you change your management of this health risk

CHOLESTEROL

Total Cholesterol

HIGH RISK



Your Total Cholesterol should measure less than 200 mg/dL. **Your Total Cholesterol is (mg/dL): 250**

Studies show that having a high cholesterol level can lead to serious health risks such as heart attacks and strokes. High blood cholesterol is even more harmful if you also smoke, have high blood pressure and have diabetes.

Cholesterol is a waxy substance made naturally in the body. Some cholesterol is necessary for the body to work properly, and most people produce enough cholesterol naturally to meet these needs. Problems can arise when your body produces too much cholesterol, or you get too much in your diet. Excess cholesterol can build up and block arteries. When this occurs in an artery supplying the heart, the result is a heart attack. When this occurs in an artery going to your head, the result is a stroke; or if it is an artery going to your limbs it is "peripheral artery disease."

LDL

MODERATE RISK



Depending on your risk, your LDL "Bad" Cholesterol should measure less than 130 mg/dL. **Your LDL is (mg/dL): 150**

LDL or "bad" cholesterol is needed by your body in normal amounts for the repair and growth of cells. If blood levels of LDL cholesterol become too high, a plaque buildup on the walls of blood vessels occurs. This leads to blocked arteries, the main cause of heart disease, stroke, and peripheral artery disease (PAD). Plaque can break away from the vessel walls and form blood clots that block the flow of blood, oxygen and nutrients to areas of the body.

HDL

LOW RISK



HDL "Good" Cholesterol should measure 40 mg/dL or higher for men and 50 mg/dL or higher for women. The optimal level is 60 mg/dL or higher. **Your HDL is (mg/dL): 45**

HDL is called “good” cholesterol because it helps to carry “bad” LDL cholesterol away from blood vessel walls. Research shows that higher levels of “good” cholesterol help protect us from blocked arteries. If your blood levels of HDL are low in comparison to the LDL levels in your blood, it may be necessary for you to make lifestyle changes. For good health, it is important to maintain the proper balance between HDL and LDL levels.

Triglycerides

LOW RISK



Triglycerides

Triglycerides should measure less than 150 mg/dL. Triglycerides should measure less than 150 mg/dL (or less than 180 mg/dL if you are not fasting) **Your Fasting Triglycerides are (mg/dL): 75**

Triglycerides are another form of fat – though not a cholesterol. Triglycerides are the most common type of fat found in our bodies. Although the exact relationship is presently unclear, triglycerides have some effect on heart disease so they are usually included in the tests done for blood cholesterol levels.

Triglycerides, unlike LDL cholesterol do not stick to the walls of blood vessels. Triglycerides can be described like a “thick cream” in the blood and increase the bloods natural tendency to clot. As this clotting tendency becomes greater in the blood, the risk of heart disease increases.

High triglyceride levels are often associated with:

- Too much alcohol
- Being overweight
- Poorly controlled diabetes

Tips for Reducing Cholesterol:

1. Lose any extra weight
2. Get physically active for at least 30 minutes daily (see the Exercise section for more details)
3. Eat healthy foods (see the Eating section for more details)
4. Quit smoking (if you smoke)
5. Drink alcohol in moderation (if you drink)
6. Talk with your health care provider

DIABETES MEASUREMENTS

Glucose

Glucose is a type of sugar. It is used as an energy source for the body; a steady supply must be available for use, and a relatively constant level of glucose must be maintained in the blood. Too much or too little glucose in the body can be a sign of a serious medical condition.

OPTIMAL



Glucose

Glucose should measure less than 100mg/dL if you are fasting (or 140 mg/dL or lower if you are not fasting). **Your Fasting Glucose is (mg/dL): 95**

HbA1c

This test provides information on how the body has managed blood glucose levels over the past 3 months. It is a strong predictor of diabetes risk and used to screen for and/or monitor prediabetes and type 2 diabetes.

OPTIMAL



HbA1c

HbA1c should measure less than 5.7%. **Your HbA1c is (%): 5**

ADDITIONAL BLOOD MARKERS

hs-CRP

This is a protein used to measure systemic inflammation in the body. The hs-CRP can be used to find the risk for heart disease and stroke and can also be used to help predict how well a person who has heart disease might recover or respond to treatment.

LOW RISK



hs-CRP

hs-CRP should measure less than 1.0 **Your hs-CRP is: 0.5**

LDL-P

“LDL” is low-density lipoprotein and has long been recognized as a major causal factor in the development of heart disease. The relationship of increased LDL particle number and plaque buildup in the artery wall is well established. The NMR technology used for this test directly counts the number of LDL particles.

OPTIMAL

A horizontal progress bar with a green-to-yellow gradient. The label "LDL-P" is positioned at the left end of the bar.

LDL-P should measure less than 1000 nmol/L **Your LDL-P is (nmol/L): 750**

Lp-PLA 2

Lp-PLA2 activity is used in conjunction with clinical evaluation and risk assessment as an aid in predicting risk of coronary heart disease (CHD) in individuals with no prior history of cardiovascular events.


INCREASED RISK

A horizontal progress bar with a yellow-to-red gradient. The label "Lp PLA2" is positioned at the right end of the bar.

LpPLA2 should measure less than 225 nmol/min/ml **Your LpPLA2 is (nmol/min/ml): 250**

BLOOD PRESSURE

STAGE 1 HIGH

A horizontal progress bar with a yellow-to-orange gradient. The label "Blood Pressure" is positioned at the right end of the bar.

Your Blood Pressure is: 120/80

- Normal: Less than 120/80 mm Hg
- Elevated: Systolic between 120-129 and diastolic less than 80
- Stage 1 hypertension: Systolic between 130-139 or diastolic between 80-89
- Stage 2 hypertension: Systolic at least 140 or diastolic at least 90 mm Hg

Blood pressure is the force that distributes your blood to all areas of your body. Blood pressure is measured by two numbers. Your health care provider may tell you that your blood pressure is “125 over 80.” The higher number (systolic pressure) is measured when the heart beats.

The lower number (diastolic pressure) is measured when the heart relaxes between beats. Untreated hypertension, also known as high blood pressure, is dangerous. People with high blood pressure are more likely to develop congestive heart failure, have a heart attack, stroke or kidney disease. High blood pressure is difficult to detect as most people do not have any symptoms, and do not know they are affected unless they have had their blood pressure checked. One in four people are not aware that they have high blood pressure. As we age, we are more likely to develop high blood pressure, especially if there is a family history.

Two studies in the US, one in the journal *Stroke* and another in the journal *Annals of Family Medicine*, both showed that prehypertension - blood pressure readings on the high end of normal - can also increase your risk of heart attacks and other cardiovascular events.

Tips for Reducing Blood Pressure:

1. Lose any extra weight
2. Get physically active for at least 30 minutes daily (see the Exercise section for more details)
3. Eat healthy foods (see the Eating section for more details)
4. Quit smoking (if you smoke)
5. Limit how much salt you eat (check food labels for sodium)
6. Limit alcohol (if you drink)
7. Try relaxation techniques
8. Talk with your health care provider

WEIGHT

OBESITY CLASS II

A horizontal progress bar with a yellow-to-orange gradient. The label "BMI" is positioned at the right end of the bar.


Body Mass is a number used to measure your weight relative to your height. It is a general indicator used to screen for potential health problems.

A healthy BMI is between 18.5 and 24.9. Those with a BMI between 25.0 and 29.0 are considered overweight while those above 30.0 are considered obese.

Your BMI is: 39.5

WAIST

HIGH RISK

A horizontal progress bar with a yellow-to-orange gradient. The label "Waist Circumference" is positioned at the right end of the bar.

Your Waist is (Inches): 41

Your waist circumference is high. A waist size 88 cm (35 inches) or higher for a female or 102 cm (40 inches) or higher for a male carries a higher risk of type 2 diabetes, coronary heart disease and hypertension.

Tips for Reducing Weight:

1. Get physically active for at least 30 minutes daily (see the Exercise section for more details)
2. Eat healthy foods (see the Eating section for more details)
3. Get support from family and friends
4. Talk with your health care provider

EXERCISE

HIGH RISK

Exercise Habits

ENDURANCE: Watch Out. Your heart and lungs are vital to your overall health. To keep them, and the rest of your body healthy, current guidelines recommend that you do at least 150 minutes of moderate-intensity activity each week.

Scientific evidence shows that 150-180 minutes/week of moderate intensity or higher physical activity is associated with a 30% reduction in the risk of all-cause mortality and reductions in the incidence of cardiovascular disease, stroke, hypertension, colon and breast cancer, and type 2 diabetes. The greatest benefit is seen when the physical activity is distributed throughout the week and in periods of at least 10 minutes in duration.

STRENGTH: Resistance type activities help to maintain strong muscles, good posture and endurance to do every day tasks without injury or early fatigue. They are also important for helping to prevent osteoporosis. In order to receive benefit, you should do resistance type activities 2 to 4 times per week. Aim for 8 to 12 repetitions of 8 to 10 different exercises that target all major muscle groups. Remember that resistance training requires good posture and good movement mechanics. Make sure you consult your fitness provider to show you how to use equipment and to guide you as to what intensity you should work at when you are weight training.

FLEXIBILITY: Regular stretching and flexibility type activities like yoga and Tai Chi can help you maintain your range of motion. Current guidelines recommend that you do flexibility type activities 4 to 7 days per week. Always do some light activity before your stretch. Stretching cold muscles can cause injury. You should stretch slowly and gently and try to hold each stretch for 15 to 30 seconds. Stretching should not hurt. Do not bounce your stretches, as this type of stretching can cause injury.

EATING

MODERATE RISK

Eating Habits

Take Notice. Your healthy eating score is not ideal. You have room to improve your eating habits. By learning more about the USDA ChooseMyPlate suggestions you will be well on your way to a healthier life. To find out the recommended amount of calories and foods to eat for your age, gender and physical activity level visit ChooseMyPlate.gov

CATEGORY:	MY SERVINGS/DAY:	MyPlate RECOMMENDATIONS:
Vegetables	3 cups or more	2.5 - 3 cups
Fruit	2 1/2 cups	1.5 - 2 cups
Low-Fat Milk	3 1/2 cups or more	3 cups
Protein	7 ounces or more	5 - 6 oz
Whole Grains	4 ounces or more	6 - 8 oz

You are doing well in the following healthy eating areas:

In addition to meeting your daily serving recommendations above, you can improve your eating habits by:

Eating seafood (fish or shellfish) at least twice a week as your main protein type food. One serving is the equivalent of approximately 3 ounces of fish. Try to select some seafood that is rich in omega-3 fatty acids, such as salmon, trout, sardines, anchovies, herring, Pacific oysters, and Atlantic and Pacific mackerel. If you are planning to become pregnant, are pregnant, nursing, or have children, you and your children are more sensitive to contaminants that can be present in fish. For more information visit: [Healthy Fish Eating Guide](#)

Eating three meals (breakfast, lunch & dinner) and no more than 3 snacks a day. Eating regular meals may help control hunger levels and provides more opportunities to include a variety of nutrient-dense foods. Also, eating balanced meals/snacks every 3-6 hours helps ensure consistent energy levels throughout the day.

Filling half your dinner plate with vegetables and fruits. Vegetables and fruits provide nutrients vital for health and maintenance of your body. Eating a diet rich in vegetables and fruits as part of an overall healthy diet may reduce risk for heart disease and may

protect against certain types of cancers. Since vegetables and fruits that are lower in calories, choosing them in place of other higher-calorie foods may help lower calorie intake.

Reading the nutrition information label when buying packaged foods and choosing options that are lower in sodium, saturated fat and sugar. Packaged foods can be major sources of excess sodium (salt), sugar and/or saturated fat in the diet. Reading nutrition information labels will help you to make more informed decisions.

Drinking water, low-fat/skim milk or beverages that contain few or no calories instead of sugary calorie-containing drinks like pop or soda, sports/ energy & fruit flavored drinks and juice when you are thirsty. Calorie-containing beverages can add up to significant calories, which may be of concern for someone trying to maintain a healthy body weight or lose weight. In many cases, water provides adequate hydration for your sport/exercise habits.

SMOKING

LOW RISK



Good job for not smoking! There are more than 2,500 chemicals in tobacco that you are avoiding!

ALCOHOL

LOW RISK



Good job for not drinking Alcohol.

WORKLIFE BALANCE

MODERATE RISK



You're keeping things under control – but only barely. Now is the time to take action before you're knocked off balance.

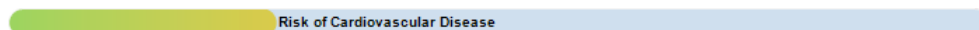
Top 3 Tips for Staying in Balance

- Schedule brief breaks for yourself throughout the day
- Turn off your cell phone and leave your laptop at work
- Create and implement a household budget

For more tips on work-life balance check out: [Stress at Work](#).

CARDIOVASCULAR DISEASE

LOW RISK



Cardiovascular disease (CVD) is a term that refers to more than one disease of the circulatory system including the heart and blood vessels, whether the blood vessels are affecting the lungs, the brain, kidneys or other parts of the body. Cardiovascular diseases are one of the leading cause of death in adult men and women.

Eight out of 10 individuals have at least one risk factor that contributes to CVD. One in 10 have three or more risk factors. Addressing these risk factors will prevent not only vascular diseases, but also many other chronic diseases that are brought about by the same risk factors.

Your 10 year risk of CVD is 7.9%

When it comes to vascular disease, it is important to manage the risks that you can change, especially if you have other risk factors that are beyond your control.

Risk factors that you CAN change:

- High blood cholesterol
- High blood pressure
- Lifestyle factors (including lack of exercise, diet, being overweight, smoking, excess alcohol, stress)
- Diabetes
- Stress/Depression

Risk factors you CAN'T change:

- Age and gender (55+ for women, 45+ for men)
- Ethnic descent (African, South Asian, and First Nation populations are at higher risk)
- Family history of cardiac disease



4 Ways to Boost Your Immune System

By Jim Jarvis, Wellness Director Santa Rosa Police and Fire Departments

The Corona virus global pandemic has forced everyone to adopt a new "normal" and has created many questions and concerns along with feelings of uncertainty for many people. One thing that remains constant is the vital role health & wellness plays in our lives, and currently doing all you can to support your immune system is essential. Check out the free App promotions at the end of the email - these can assist with relaxation and mental well-being. In my opinion, Ten Percent Happier is the most comprehensive meditation App out there. I'd like to personally thank you for everything you do to keep our community safe and please keep yourself safe.

Exercise

Low- and moderate- intensity exercise naturally lowers cortisol levels and helps immune system function. Most medical experts recommend 30-60 minutes of exercise a day. Many experts recommend against the overreliance of high intensity interval training during times of high stress, due to the potential for overtraining and under-recovering. Loading too much intensity or volume can unnecessarily suppress the immune system. I suggest moderate intensity exercise at zones 1 or zone 2, with little to no volume at the upper limits. This might include brisk walking, hiking, jogging where you can still carry on a conversation, body weight workouts, easy spinning, yoga, Pilates, TRX, to name a few.

Gut Health

Over half of our body's immune system is found in the gut. Eat plenty of foods containing probiotics and prebiotics (fiber), because a healthy microbiome helps defend us against bad bacteria and viruses. Probiotic foods include, plain yogurt labeled with "live and active cultures", kombucha, kefir, fermented sauerkraut and kimchi, miso, tempeh, and some cheeses. Shoot for at least 1 serving per day. Prebiotic fibers play an equally important role by feeding the good bacteria, like fertilizer is to grass, it helps it flourish. High fiber foods include beans (all kinds), peanuts, avocados, edamame, berries, potatoes, barley, oats, broccoli, cauliflower, pears, apples, oranges, beets, carrots, and artichoke hearts. Shoot for as many fresh high fiber foods as possible.

The opposite is true of refined sugar and processed foods - they feed the bad gut bacteria that overrun the good bacteria. Two final benefits of boosting our gut microbiomes are improvements in sleep and an elevated mood. An abundance of melatonin (sleep hormone) and serotonin (feel good hormone) are produced and stored in the gut. These two hormones have critical effects on brain chemistry with regards to sleep and depression, and they are optimized when the gut remains healthy.

Sleep

Getting adequate sleep means getting seven to eight hours of sleep a night. Many sleep challenges are legitimate as they often impacted by your jobs/shifts - I'm suggesting progress not perfection in this area. The positive effects of enough sleep can't be overstated. Sleep regulates physiological recovery, blood pressure, immunity, hormonal restoration, memory, anger, anxiety, depression, appetite levels, and sugar cravings. All these regulatory systems have a direct tie to sleep. Key habits include a consistent sleep and wake schedule, daily outdoor light exposure, and limiting late evening blue light from cell phones, tablets, and computer screens. Overexposure to negative news increases cortisol levels that reduces melatonin thus impairing sleep. Meditation is also a helpful tool for dealing with sleeplessness.



Mindfulness Practice

Partake in activities that keep your stress levels down as cortisol dysregulates your immune system. We are experiencing a health pandemic, let's avoid a fear pandemic. Meditation, breathing practices, visualization, and yoga are great options. If these don't appeal to you, other options might include getting outside with nature, reading a book, or listening to relaxing music.

10 Percent Happier Meditation App: 6 months free, no credit card or commitments.

1. Start by tapping or clicking <https://redeem.tenpercent.com/> to get to the redemption page on our website.
2. Create an account on the WEBSITE. Enter your Gift Code: **HEALTHCARE** (capital letters count).
3. Download the [iPhone App](#) or [Android App](#) on your mobile device (if you haven't already).
4. **IMPORTANT: please log into the app using the same method you used to claim your code on the website.**
 - Do not create a new account on the app that is different from the account that you just created on the website.



Scribd eBooks, Audible, Audiobooks App: 1 month free, no credit card or commitments.



<https://blog.scribd.com/home/2020/3/17/a-letter-from-the-scribd-ceo-to-our-community>



<https://www.audiobooks.com>



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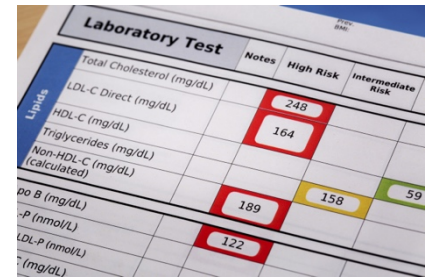
Understanding Your Blood Results

Thank you for participating in the recent wellness screening. Your blood panel results are not to be used to diagnosis or treat disease. Your results can help you learn more about your body and detect potential problems in early when treatment or changes in personal health habits can be most effective. Abnormal results, and especially combinations of abnormal results, can indicate a problem that needs to be addressed with your physician. Below is a description of some important markers that were checked during this screening. All results will be discussed with your Wellness Coach during your consultation. **Your individual results can be viewed on the wellness hub www.wellsolutionshub.com**

LabCorp NMR LipoProfile

The NMR LipoProfile test is a blood test which has been shown in clinical studies to be superior to LDL-cholesterol in predicting coronary heart disease (CHD) events. Unlike traditional cholesterol tests, the NMR LipoProfile test uses NMR spectroscopy to measure the actual number of atherogenic LDL particles that build up in the arteries and cause heart disease. Individuals with a high number of LDL particles (LDL-P) are at increased risk for heart disease, even if they have "normal" cholesterol levels. By knowing how many of these particles are circulating in the blood, you can get a more accurate picture of your heart health.

- **LDL Particle Number (LDL-P):** The relationship of increased LDL particle number and plaque buildup in the artery wall is well established. The NMR technology used for this test directly counts the number of LDL particles.
- **LDL Cholesterol (LDL-C):** Known as the “bad cholesterol” as it is responsible for carrying plaque throughout the body and depositing it in the arteries. Individuals with high LDL levels may be at a significantly increased risk for cardiovascular events. *LDL-C is inaccurate if participant is non-fasting*
- **HDL Cholesterol (HDL-C):** The “good cholesterol” that serves as a protective aide against cardiovascular disease. HDL are known as the garbage collectors, binding to bad cholesterol where it is then transported to the liver to be destroyed. Risk is decreased with a ratio of less than 3 LDL for every 1 HDL (3:1).
- **Triglycerides:** This is fat in the blood which can be used to provide energy to the body. High triglyceride levels (>500) increase risk of heart disease.
- **Total Cholesterol:** Cholesterol is a waxy substance that comes from two sources: body and food. The body makes all the cholesterol required for physiological functions. Excess cholesterol can form plaque between layers of artery walls, which can then significantly increase risk for cardiovascular events.
- **HDL Particle Number (HDL-P):** Is the direct measure of high-density lipoprotein particles; it has been shown to be more strongly and independently related to atherosclerotic risk than HDL-C.
- **Small LDL-P** and **LDL Size** are associated with CVD risk, but not after LDL-P is taken into account.
- **Insulin Resistance (IR) Score:** Insulin resistance (IR) is the precursor to type 2 diabetes. The IR Score may be an early alert to a heightened risk of developing type 2 diabetes. *LP-IR Score is inaccurate if participant is non-fasting*



	Notes	High Risk	Intermediate Risk
Total Cholesterol (mg/dL)			
LDL-C Direct (mg/dL)		248	
HDL-C (mg/dL)		164	
Triglycerides (mg/dL)			59
Non-HDL-C (mg/dL) (calculated)			158
apo B (mg/dL)		189	
-P (nmol/L)			
LDL-P (nmol/L)		122	
(mg/dL)			

Total Cholesterol	LDL Cholesterol	HDL Cholesterol	Triglycerides
Optimal: < 200	Optimal: < 100	Females: > 45	Optimal: < 150
High: ≥ 240	High: 160-189	Males: >40	High: 200-499

Risk of heart disease is decreased when the ratio of LDL:HDL levels is less than 3 LDL for every 1 HDL (3:1)

Blood Sugar Levels

- **Glucose:** Main energy source for the body; a steady supply must be available for use and a relatively constant level of glucose must be maintained in the blood.
- **A1C:** Measures average of blood sugar levels over the past 3 months and can identify and monitor pre-diabetes and diabetes.

Inflammation Markers

- **Lp-PLA₂**: Enzyme used to measure inflammation of the blood vessels and acts as an aid in predicting risk of heart disease in individuals with no prior history of cardiovascular events.
- **hsC-Reactive Protein (CRP)**: Provides information that inflammation is present in the body, but does not provide the source of the inflammation. A variety of factors can cause inflammation in the body both acute and chronic, therefore repeated CRP tests along with analysis of other risk factors should be considered by a physician. It can be a marker for risk for heart disease and stroke, and can also be used to help predict how well a person who has heart disease might recover or respond to treatment.
- **CBC (Complete Blood Count with Differential)** – a screening to measure white blood cells (which help stop infection), red blood cells (which carry oxygen), platelets (which help clot the blood), hemoglobin (the protein in the red blood cells that contains oxygen) and hematocrit (the ratio of red blood cells to plasma in your blood).

Comprehensive Metabolic Panel

Kidney Tests

- **BUN (blood urea nitrogen)**: measures levels of urea in the blood from breaking down proteins in the body.
- **Creatinine**: waste product produced in the muscles. High levels can indicate early signs that the kidneys are not functioning properly.
- **eGFR (glomerular filtration rate)**: measures the presence of creatinine in the blood and how well the kidneys are removing waste.

Electrolytes

Play a role in contracting/relaxing muscles, nerve signaling, and balancing body fluids. We take in electrolytes through food and drinks, and nearly every process in our body is dependent on electrolytes. When electrolyte levels are low, energy is not produced or balanced, which in turn affects metabolic functions (ie: keeping our heart and brain healthy, adjusting hormones that initiate change in weight and body composition, and maintaining lean muscle mass).

- **Calcium**: one of the most important and common minerals in the body; it is essential for the proper functioning of muscles, nerves, and hormones. It is also required in blood clotting and formation of teeth and bones.
- **Sodium**: main ion on outside of cells that is involved in absorbing chloride, amino acids (proteins), glucose (blood sugar), and water; regulating fluids on outside of cells, blood volume and blood pressure.
- **Potassium**: main ion on inside of cells that works to balance sodium.
- **CO₂** (carbon dioxide, bicarbonate): works with sodium, potassium, and chloride to help maintain the body's acid/base levels in the blood (pH).
- **Chloride**: helps to regulate the amount of fluid in the body along with digesting and absorbing nutrients.

Proteins

- **Albumin**: protein found in the blood that is made by the liver.
- **Globulin, Total**: globulins are a group of proteins in your body. Globulins play an important role in liver function, blood clotting and fighting infection.
- **Total Protein (not related to deficiency in diet)**: measures albumin as well as all other proteins that keep blood from leaking out of vessels, transport substances throughout the body, indicates how well the liver is producing proteins.

Liver Tests

- **ALP (alkaline phosphatase)**: enzyme found in the liver and other tissues, bone; elevated levels of ALP in the blood are most commonly caused by liver disease or bone disorders.
- **ALT (alanine amino transferase, also called SGPT)**: enzyme found mostly in the cells of the liver and kidney; a useful test for detecting liver damage.
- **AST (aspartate amino transferase, also called SGOT)**: enzyme found especially in cells in the heart and liver; also a useful test for detecting liver damage.
- **Bilirubin**: waste product produced by the liver as it breaks down and recycles aged red blood cells.

Results outside of optimal ranges can indicate risk(s) that need to be addressed with your physician.

I understand that it has been recommended that I provide a copy of my lab results to my personal physician.

Signature: _____ **Date:** _____

Santa Rosa Police & Fire Departments



To: BC Travers Collins, Sgt. Mike Clark

From: Jim Jarvis, Wellness Director

CC: Wellness Solutions President Lynette Helmer,
HR Director Amy Reeve, Risk Manager Dominique Blanquie, Chief Tony Gossner, Chief Ray Navarro

Date: March 25, 2020

Re: **2019 Annual Participation and Activity Report**

WELLNESS PROGRAM GOALS

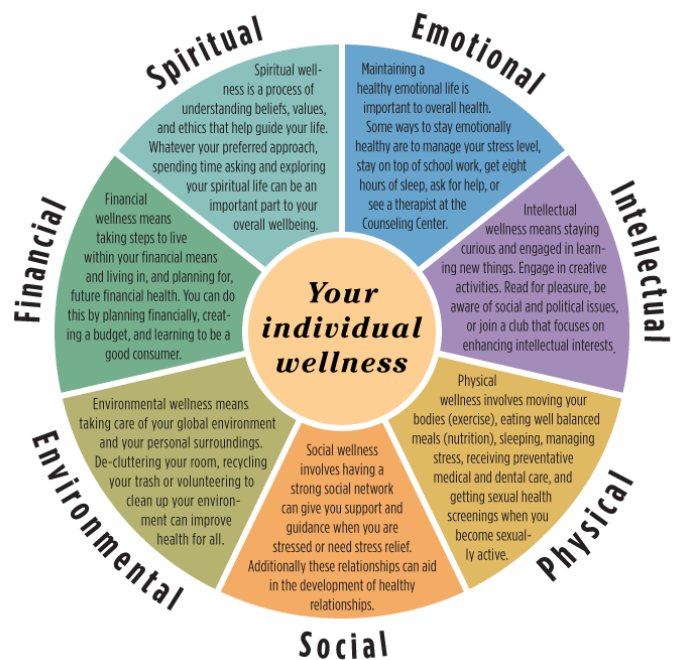
To improve the overall health and fitness of both sworn and civilian employees of the Santa Rosa Police & Fire Departments through assessment, education, and programming.

Target #1: To reduce the risk of cardiovascular disease by striving to reduce risk factors such as blood pressure, blood cholesterol and body composition.

Target #2: To encourage improvement of physical fitness levels of sworn officers to maintain job performance and enhance overall health of all employees.

Target #3: To reduce the frequency, severity, and cost of injuries.

Target #4: With the growing emphasis of overall wellness, a new target was added for 2019: To assist police and fire personnel in understanding the dimensions of wellness and how they are interconnected.



PARTICIPATION RATES AND PROGRAMMING

The Wellness Director met with 302 unique participants throughout 2019. **Table 1** and **Graph 1** show the total number of interactions between the Wellness Director and employees (214 Police and 88 Fire) by quarter. This number was comprised of 244 sworn and 58 civilian employees between both departments. The 2019 sworn participation rate for Fire was 61% and Police was 98%. The spike in Police participation is due to a mandatory wellness course that was taught in Advanced Officer Training (AOT). The 6-year average sworn participation rates are 71% for Fire and 74% for Police.

of employee interactions by quarter

% of employee interactions by quarter

Table 1

Q1	Q2	Q3	Q4	TOTAL
293	230	295	92	910

Graph 1

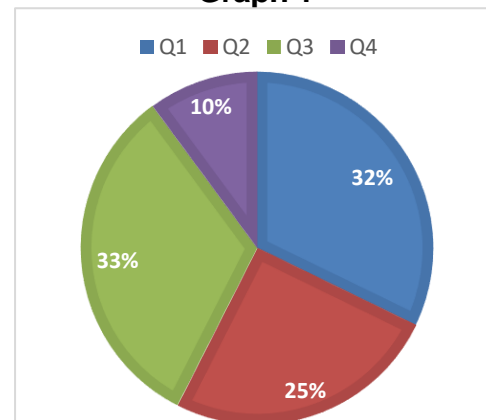


Table 2 and **Graph 2**, show 910 total wellness interactions (**up 3% from 2018**) broken down by service type. The “Wellness” category includes all Wellness Director interactions based on subcategories shown on the following pages (**Table 3 & 4**).

Number of employee interactions by service type

Percentage of employee interaction by service type

Table 2

Wellness Services	Number of Visits
Wellness	342
Seminars/Special Events	568
Total Number of Interactions	910

Graph 2

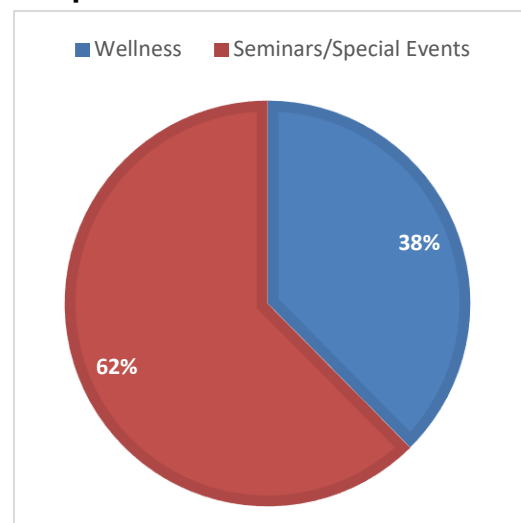


Table 3. Number of wellness interactions by service type

	Number of Visits
Body Fat Loss Challenge Consultation	135
Exercise Consultation	49
Nutrition Consultation	32
Blood & Fitness Testing Consultation	25
Lifestyle Consultation	23
Exercise Prescription	22
Weight Management Consultation	22
Injury Consultation	22
Body Composition Assessment	12
Total Number of Wellness Visits	342



Table 4. Seminars & special events

	# of Classes	# of Participants
Advanced Officer Training – Recover Smarter Lecture by Jarvis	8	133
Reboot Challenge	n/a	120
Fall Fitness Challenge	n/a	94
Maintain, Don't Gain Challenge	n/a	44
Active Release Technique (ART) for Rehabilitation and Performance by Sonya McVay and Sarah Thiebaud	3	39
Wellness Program New Hire Orientation for FD and PD by Jarvis	5	15
Pilates Class by Darien Gold	8	60
Health Drinks & Snack Demo Day by Jarvis	1	32
Treatment and Prevention for Common Foot Conditions Lecture by Dr. Hollander, Podiatrist	1	3
Hypervolt Percussive Device Demo by Jarvis	n/a	28
		568

Table 5. Added value

Special Event/Added Value	Description
Body Fat Loss Challenge	326 pounds were lost as a department during the 8-week challenge, for an average of 6.5 pounds per participant.
Hypervolt and Theragun Percussive Devices	Strategic partnering, discounting, and education, 100+ Hypervolts and 19 Theraguns were purchased by the workforce, including 1 for each of the 10 fire stations.
Health Club Rates	Reduced First Responder rates were established for 12 respected Sonoma County health clubs.
The 6 Foundation	Non-profit org that grew out of Fitness RX is dedicated to First Responders. The goal is to treat those affected by PTSI with a model for rehabilitation. There over 50 Firefighters and Cops routinely using their services.
Ice Age Meals	First Responder discounting on frozen meals; the meals emphasize unprocessed whole foods, portion control, and high-quality protein. These meals are helpful for shift workers with limited options, and those less inclined to plan and prepare their meals. In the first month, 190 meals were purchased.
Wellness Articles	Bi-weekly articles that focus on the mindset of nutrition, movement, fitness, recovery, sleep, stress, core stability, injury prehab.
Healthy Recipes	Bi-monthly recipes for simple, healthy cooking.
Fleet Feet Store Event	Friends, family and First Responders in-store event with 25% off shoes and apparel.
Soulstice Mind + Body Spa	Special pricing for all First Responders for yoga, Pilates and meditation classes.
Columbia Employee Store	40-50% off retail pricing for three weeks at the employee store in Richmond.
FMS Certification	Jarvis certified in the Functional Movement Screen 2-day course in San Francisco. Departmental screening upcoming in April.
Wellness Solutions Platform www.wellsolutionshub.com	Preparation for free platform integration for Santa Rosa First Responders. Platform integrates all aspects of wellness and participants will have year over results to help improve overall wellness

WIN PROGRAM ASSESSMENT RESULTS

Table 6 & 7 below represent the risk factors for the 91 WIN participants that completed the blood draw. In the previous year of testing, the Fire Department had **69%** of the sworn population with **critically high** LDL particle values, down to **38%** this year. The Police Department had **67%** of the sworn population with **critically high** LDL particle values, down to **60%** this year. One point of clarification, this year-over-year change does not represent the same cohort, but rather the entire sworn population(s) who tested the last 2 years.

Table 6. Fire Sworn Department Risk Factors

Risk Factor	Low	Medium	High	Guidelines
LDL-C (mg/dL)	33%	29%	38%	<100 100-130 >130
LDL-Particle* (nmol/L)	38%	25%	38%	<1000 1000-1300 >1300
Small LDL-Particle* (nmol/L)	58%	33%	8%	<500 500-1000 >1000
Triglycerides (mg/dl)	79%	17%	4%	<150 150-200 >200
<i>Inflammation</i> hs-CRP (mg/L)	42%	42%	17%	<1.0 1.0-3.0 >3.0
<i>Insulin Resistance</i> LP-IR Score	50%	13%	38%	<27 27-45 >45

Table 7. Police Sworn Department Risk Factors

Risk Factor	Low	Medium	High	Guidelines
LDL-C (mg/dL)	23%	35%	42%	<100 100-130 >130
LDL-Particle* (nmol/L)	25%	15%	60%	<1000 1000-1300 >1300
Small LDL-Particle* (nmol/L)	48%	42%	10%	<500 500-1000 >1000
Triglycerides (mg/dl)	92%	2%	4%	<150 150-200 >200
<i>Inflammation</i> hs-CRP (mg/L)	60%	23%	17%	<1.0 1.0-3.0 >3.0
<i>Insulin Resistance</i> LP-IR Score	19%	42%	40%	<27 27-45 >45

**The most up to date research suggests LDL particle number is the most accurate predictor for assessing heart disease risk.*

The biomarkers on the previous page are significant risk factors if not direct causes for heart disease, stroke, diabetes, obesity, and some forms of cancer. Each participant is provided a significant amount of time with the Wellness Director. Participants are taught the importance of these values and therapeutic lifestyle changes that will improve their health-span while lowering their risk of chronic disease.

The City of Santa Rosa now provides physicals for all sworn Fire personnel (through Kaiser). Although there was a decrease in blood draws in fire participation (due to the Kaiser physicals), the Wellness Director continues to work with participants who can bring in their blood work results to assist them in reducing their overall health risks. These consultations are still highly encouraged to provide sustainable change assistance and repeated interaction with a health resource outside of the physical.

WORKERS COMP DATA

Tables 8 represent the number of new sworn workers comp claims by year. The new claims that were accounted for included soft tissue strain, sprain, tears, and heart attacks. Since the inception of the wellness program in 2014, it appears the number of new claims is relatively flat, with the exception of a large spike in Fire claims in 2019. Next month the wellness program will deploy a Functional Movement Screen (FMS) for the first time to assess participants mobility, stability, and overall movement quality. In an effort to increase fire participation, the FMS screenings will be conducted at fire stations. The individual will be provided with a report along with corrective exercises to address these movement concerns. **Graphs 9** shows the incurred costs the Fire Department and Police Department. The goal of the FMS screen will be to decrease the total number of injuries, reducing the severity of injuries so our first responders can recover quickly which ultimately decreases the overall costs incurred.

Table 8. Fire and Police Number of New Claims

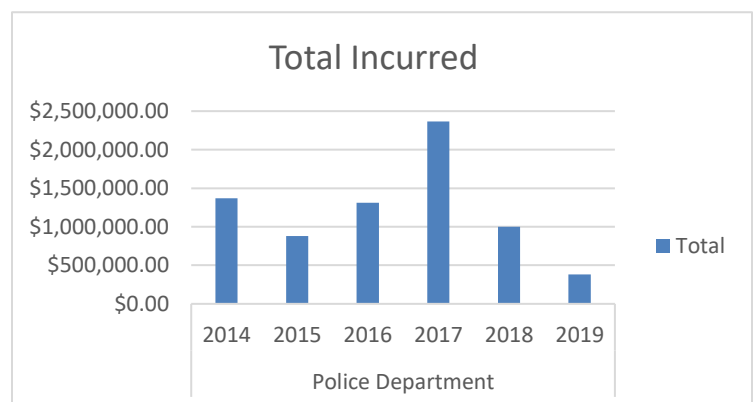
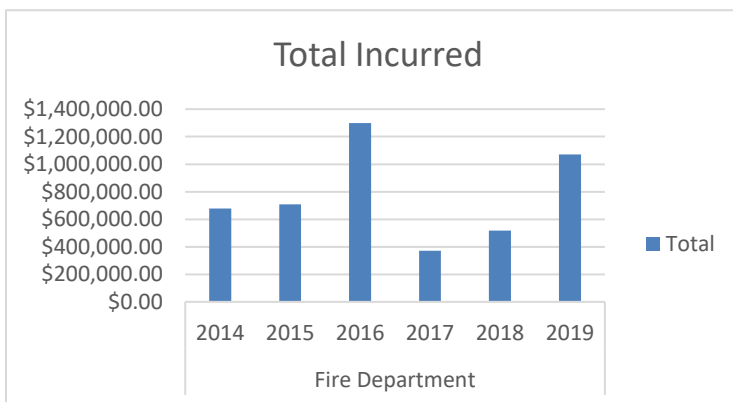
Fire Department

2014	2015	2016	2017	2018	2019
22	18	31	26	20	42

Police Department

2014	2015	2016	2017	2018	2019
40	31	38	32	24	32

Graph 9. Total Incurred Costs



DEPARTMENT FEEDBACK

Testimonials:

- *“Use and abuse Jim Jarvis (love you Jim). He is here to help you get and stay healthy. I know so many people who were unaware they had a potential problem with cholesterol or high blood pressure, etc. until they participated in one of the programs that Jim put together.”*
- *“I appreciate your knowledge, guidance and encouragement so much! You always make me feel better about myself and my efforts. This is tough road to travel but I’m excited about the new plan and the results to come. Keeping my head in it one day at a time.”*
- *“Many thanks for the information and all that you do to keep us healthier, happier and therefore safe in the community.”*
- *“Love this stuff man. Thank you for your knowledge, insight and tenacity.”*
- *“I do want to thank you for all you do around here. Your programs have helped me through the years and I constantly learn from the info you put out. Hopefully they keep the program funded and these younger guys take advantage of the great tools available.”*



RETURN OF INVESTMENT – WELLNESS WORKS!

Wellness Solutions has developed and implemented wellness programs for first responders for over 19 years. Our onsite 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 responders 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

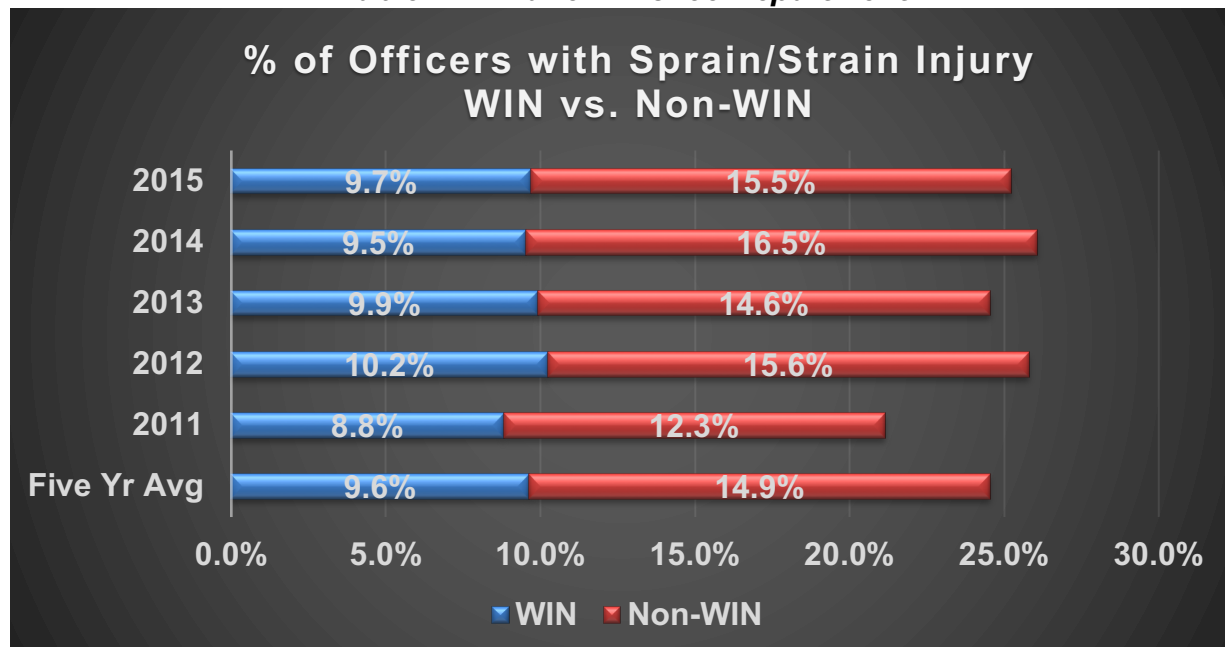
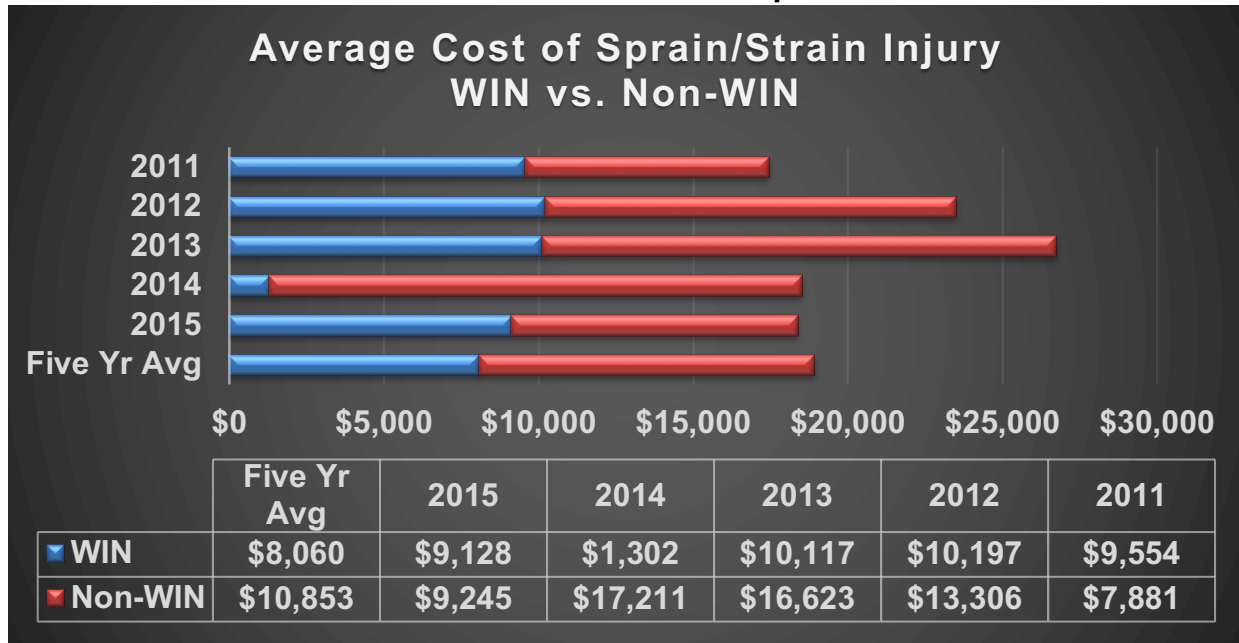




Table 2 – Anaheim Police Department



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

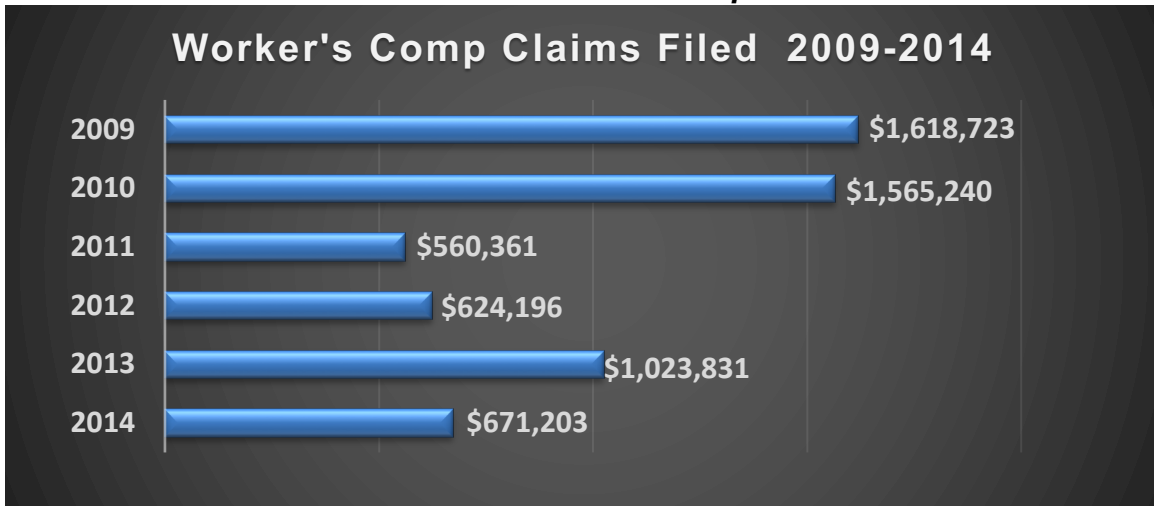
*Table 3 data reported by Anaheim Safety Manager on November 16, 2018



CITY OF 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

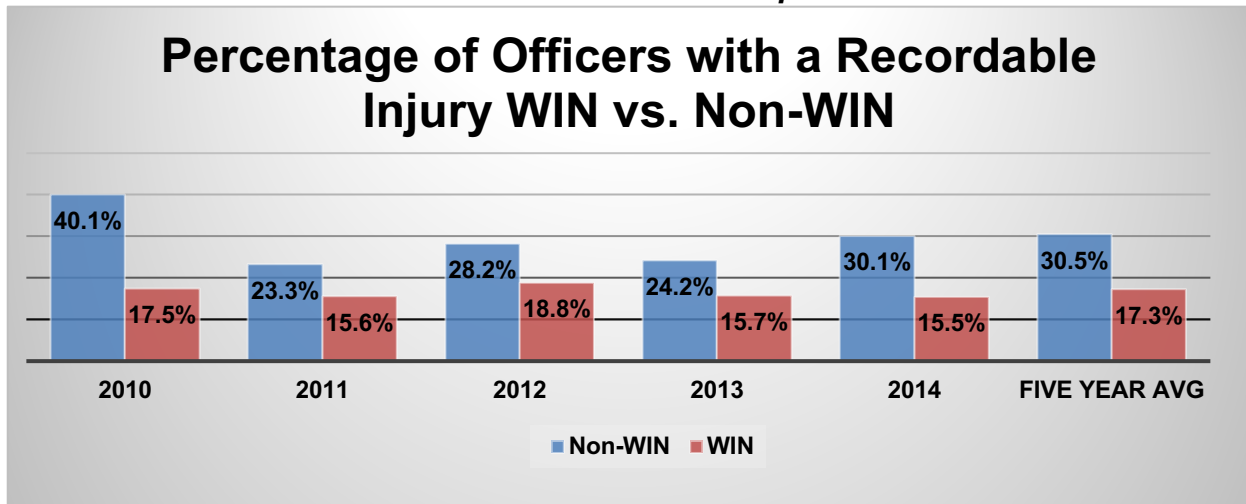
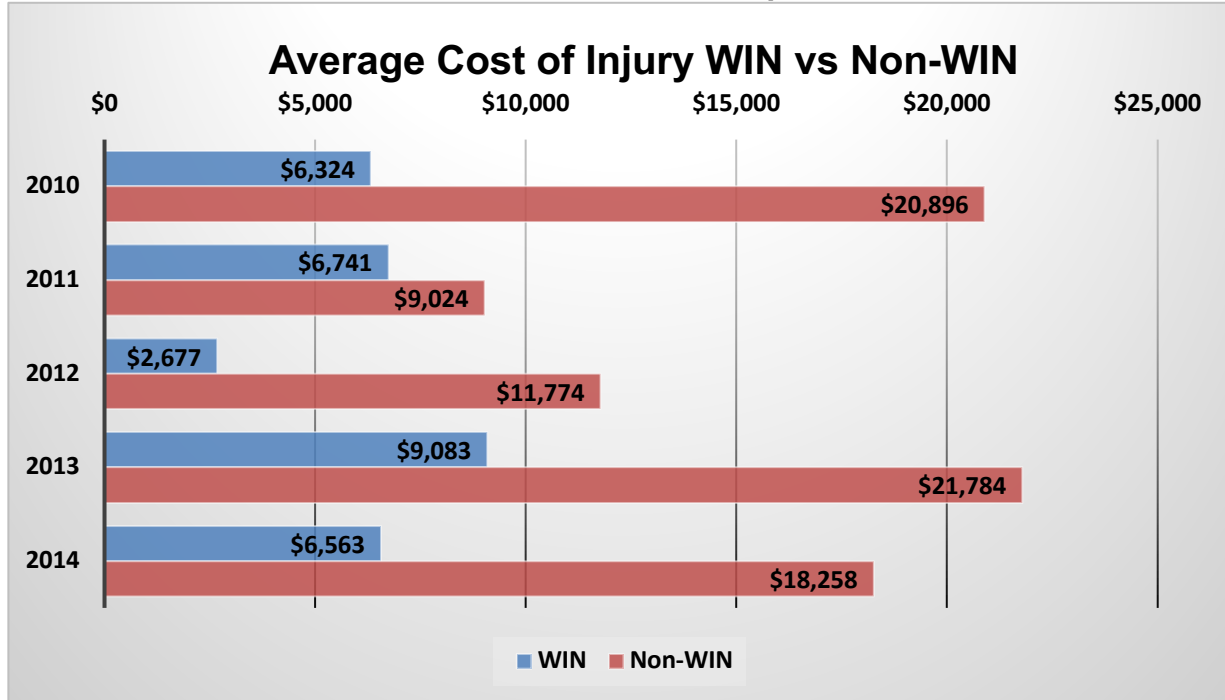




Table 6 – Glendale Police Department



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

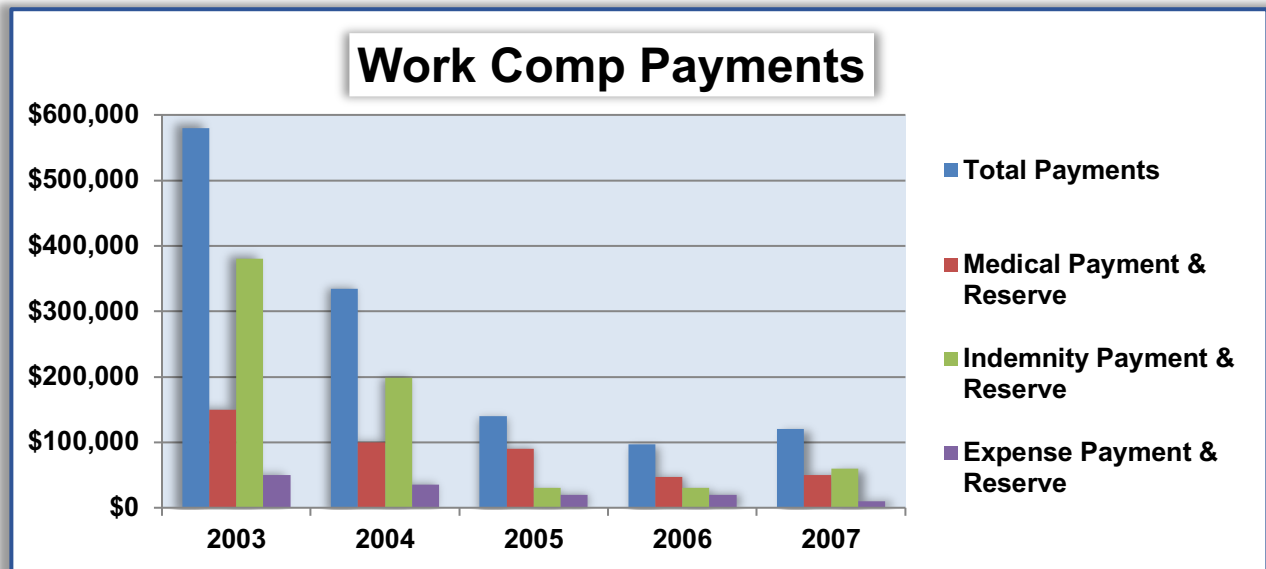




Table 8 – El Segundo Police Department



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