

Comprehensive Workplace Health Programs

**Do You Know How To Cope With
Workplace Stress ?**

DATE

Business Proposal

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WORKING IN PARTNERSHIP

Executive Summary

Leading organizations in North America are taking action to alleviate workplace illness at its very source. To this end, they have actively adopted **Comprehensive Workplace Health Programs (CWHP)**.

CWHP have introduced a new and balanced approach to employee health and wellness. Organizations are now proactively seeking to:

- Increase employee productivity and satisfaction
- Develop a stronger "Team" and corporate culture
- Decrease Human Resource costs

CWHP is an approach to protecting and enhancing the health and productivity of employees that builds upon the efforts of employers to create a supportive management culture and relies upon the efforts of employees to care for and take responsibility for their own well-being.

FACTS

"Leading Canadian organizations are taking action to alleviate organizational stress and illness at its source. They are adopting and implementing Comprehensive Workplace Health Programs", said Geri McKeown, an associate of the National Quality Institute and president of Wellness Matters.

Mastermoves is a comprehensive training program for core muscle development that combines elements of yoga, pilates, dance, martial arts and gymnastics. This exercise program can be done from the comfort of an employee's home, office, gym or even hotel room. The Mastermoves program includes the following four essential components:

- Nutrition
- Aerobic Fitness
- Flexibility
- Core Strength

BUILDING A STRONG FOUNDATION



These four areas are taught through hands-on-coaching, supplementary fitness training tools, ten week group education and entertaining sessions that utilize an innovative teaching strategy that includes Latin dance.

The goal of the Mastermoves program is to increase employee fitness levels, reduce stress and incorporate injury prevention by building each employee participant's core muscle strength.

Countless studies have demonstrated that the lack of core muscle strength is the number one cause of susceptibility to poor posture, which can easily lead to lower back pain and muscle injury. The reason core muscle strength is essential to overall physical health is that it is the fundamental support structure needed to move the body with effortless power and balance, which is required in all physical movement from walking to playing a pain-free game of golf.

Strong abdominal muscles will reward employees with good posture and will also make daily physical tasks and favorite sports such as tennis and skiing more precise and enjoyable.

Thus, Mastermoves provides the tools to help move organizations toward a healthier and less stressful place to work.

The benefits to organizations implementing a wellness program such as Mastermoves includes:

- Enhanced overall wellness in employees.
- More productive employees.
- Fewer insurance claims caused by back injury.
- Increased employee longevity.
- Decreased health insurance costs..

Although physical wellness takes time for training, the rewards are well worth the small initial investment of time because a healthy workplace

is a clear win/win for employee, and employer.

Conclusion

In response to the need to protect and enhance the health and productivity of employees, the vision of this proposal is to enhance the overall health and fitness of your employees with a unique CWHP that addresses both workplace and worker health.

OK Initiatives, Inc. innovative and effective CWHP lead to outstanding improvement in the health, self-esteem, and productivity of employees. By helping employees to care for their own physical well-being, our CWHP strongly supports the view that all illness and injuries can and should be prevented when possible, controlled when necessary and treated where appropriate.

Our Proposal

OK Initiatives is pleased to have the opportunity to present this proposal for establishing a partnership in implementing a CWHP.

We have created this proposal based on the belief that, much like the market drivers, your interest in establishing an effective CWHP for your employees from a desire to:

- ▶ Add more preventive programs
- ▶ Demonstrate measurable results in the health and wellness of employees.
- ▶ Improve reductions in employer health-care cost and absenteeism.
- ▶ Increase the value customers receive.
- ▶ To differentiate services from the competition.

Implementation of an effective CW HP will you're your organization meet the above objectives, with quantifiable results in the following areas:

COMPREHENSIVE WORKPLACE HEALTH PROGRAM
OK INITIATIVES, INC.

- ▶ Improved health of sedentary workers.
- ▶ Reduced absenteeism.
- ▶ Reduced claims under insured benefit programs (including weekly indemnity, long term disability, and pharmaceuticals).
- ▶ Reduced job site accidents.
- ▶ Reduced employee stress level.
- ▶ Improved productivity.
- ▶ Enhanced morale.

Our partnership would be a synergy of prevention strategies whose objectives are more than achieving zero adverse work-related outcomes, but rather a holistic approach where a worker can enjoy their retirement years with intact health, and where health-enhancing behaviors are valued and promoted in the workplace along with productivity, creativity and innovation.

ABOUT OK INITIATIVES, INC.

OK Initiatives Inc. is a privately held Canadian owned and operated company that has been providing fitness and wellness solutions to the market place since 1995.

We propose to deliver the Mastermoves fitness programs to help your employees achieve optimal fitness and productivity. Our mission is to assure that we meet the employee's fitness needs in order to establish a measurable and value added CHWP. We provide exceptional fitness services such as practical workshops, fitness assessments, health seminars and wellness coaching to individuals and corporations.

Annually, we run the prestigious Mastemoves Congress which delivers several seminars about fitness, nutrition, mind and body conditioning, stress management and other wellness topics. We are proud that our presenters are both experts in their fields and are also outstanding inspirational speakers.

PRODUCTS

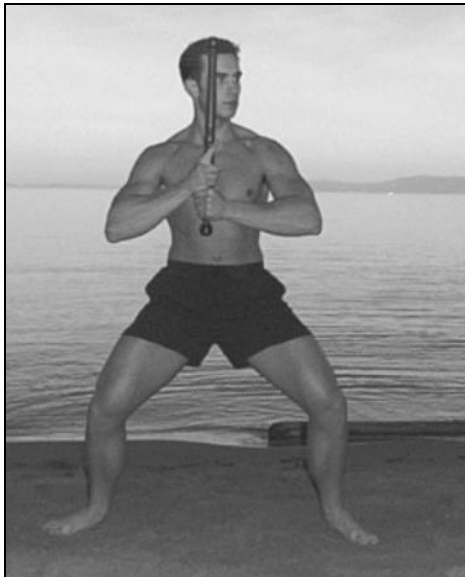


OUR PRODUCTS & SERVICES:

OK Initiatives has the experience, training, resources, and products to deliver a fully integrated fitness program. Our fitness programs include:

- Body Conditioning
- Body Relaxation
- Body Flexibility
- Body Coordination
- Body Strength
- Body Endurance
- Body Speed

TRAINERS



With qualified fitness professionals throughout Canada and the United States, we are a company with a global reach.

Some of our business associates include:

Linda Zurak – Pilates Expert

Linda Zurak began studying the Pilates Method in 1993. She received teacher certification in 1999, graduating with honors from the Teacher Training Certification Program in Boulder, Colorado. This is recognized as one of the most rigorous training programs in the world consisting of 60 hours of formal lectures and 700 hours of apprenticeship. Linda is currently one of only two people in Canada to have this certification.

Jon Funk – Martial Arts Expert

Jon has over 35 years of martial arts experience, training in Canada, Hong Kong, and China. He is the direct 8th generation descendant in the Wong Hon Fun clan from the founder of Seven Star Praying Mantis Kung Fu, Wong Long.

Jon is a Canadian forms champion, Kung Fu full contact fighter and has been featured on the cover of Inside Kung Fu magazine and Karate/Kung Fu Illustrated. He is also a recognized historian, author, and columnist in fitness and martial arts publications. Jon is currently the Executive Director of the Praying Mantis Kung Fu Federation, C.C.W.O., and certified 8th degree at the master level.

Richard Baxter – Wellness Author

Dr. Richard Baxter has studied extensively in the field of health and wellness. His mission is to offer simple solutions for regaining and maintaining a high level of mind-body health. His focus is on positive lifestyle alterations that can be made gradually and maintained

RESULTS



over a lifetime.

Prior to entering the health field, Dr. Baxter was an officer in the Canadian Navy and an engineering consultant to the Federal government. Dr. Baxter holds a degree in Mechanical Engineering for the Royal Military College of Canada and a Doctor of Chiropractic (cum laude) from the Canadian Memorial Chiropractic College.

Michelle Brezinski – Wellness Expert

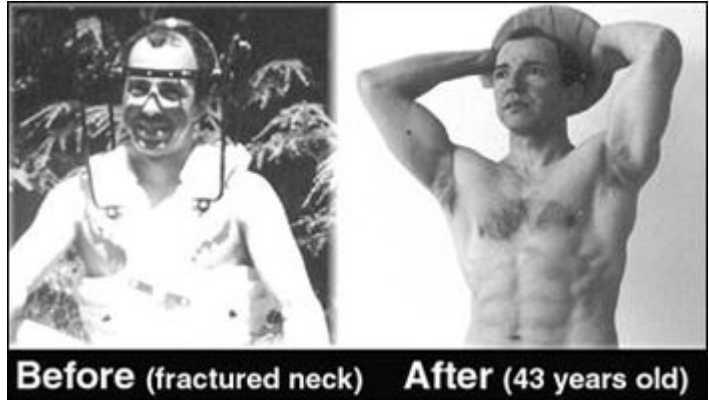
Michelle Brezinski has studied Fitness and Nutrition at Simon Fraser University and has received a Herbology Diploma from Dominion College. As a Health Consultant for the past ten years her goal has been to provide the most holistic approach to improve and maintain Wellness. Michelle enjoys all components of fitness and regularly competes in most local 10 km runs. She believes that the power to heal is in everyone and that our first medicine comes from fitness and nutrition giving us the strength to provide ourselves and those around us with the second medicine, love.

Oswaldo Koch – MBA and Founder of Mastermoves

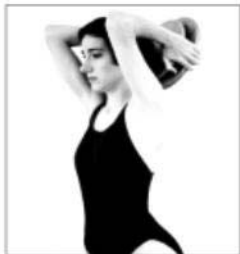
Energetic, creative, competitive, and confident—these are all words that describe Oswaldo Koch, an industrial engineer, inventor, and fitness trainer. Born in Peru, Oswaldo has an extensive background in fitness training. During his studies in the naval academy of Peru, Oswaldo learned a variety of fitness disciplines including boxing, gymnastics, self-defense, sailing, swimming, and diving. Later, Oswaldo trained in martial arts, free diving, dancing, yoga, tennis and marathon running.

Working in Canada as a computer professional with stressful, time-restricted schedules, Oswaldo began to seek alternative ways of exercising. After suffering a nearly fatal mountain biking accident, fracturing his neck and enduring a painful head brace for 1

year, Oswaldo developed an amazing fitness condition in only 3 month of training with Mastermoves. It took Oswaldo over one decade to develop and refine the Mastermoves Fitness System.



CORE MUSCLE STRENGTH



Mastermoves
The Art of Health & Beauty

OK Initiatives Mission Statement:

"We will do whatever it takes to help you achieve your fitness and wellness goals."

OK Initiatives Philosophy:

"If we don't exercise today, tomorrow illness may prevent us from ever exercising again."

OUR FITNESS PROGRAM

FACTS

"Back injuries account for nearly 20% of all injuries and illnesses in the workplace in North America."

- The National Institute for Occupational Safety and Health

"Chronic back pain is said to account for more than \$2.5 billion lost to the British economy each year"

- The British Medical Journal

"Cardiovascular Disease (CVD) continues to be one of the leading causes of death and morbidity among adult Canadians."

- Canadian Association of Cardiac Rehabilitation

"Excess weight and lack of basic abdominal strength put extra stress on the lower back; back injuries are still the second leading cause of work absenteeism."

- The National Institute for Occupational Safety and Health.

According to a study reported at the annual meeting of the American College of Sport Medicine, employees who engage in regular exercise manage their time better and work better with others. Those employees are better problem solvers and have more energy, avoiding the afternoon fatigue slump most employees experience on a daily basis.

Whether an employee's fitness goal is to reduce back pain, improve posture or desire improved overall physical health, **the first step toward increasing fitness level is to develop your core muscles, which makes all other fitness goals possible.**

By using Mastermoves to build core muscle strength we are skilled at motivating our clients to live healthier lives. At a time when health care costs continue to climb, we have created the Mastermoves Fitness system to help alleviate some of the major health problems such as chronic back and neck pain, cardiovascular diseases, overweight and even chronic fatigue.

Mastermoves is expertly designed to improve the health and well-being of all people who use it. Every solid house has a solid foundation and Mastermoves is no different. Mastermoves quickly builds the core muscles—the foundation of one's body.

Employees of all ages and all fitness levels can benefit from this easy and highly effective fitness system. Mastermoves is a low intensity fitness system that uses fundamental techniques from dancing, martial arts, yoga, gymnastics and massage. What makes this training quite unique and effective is the "hips rotation" users get from the Master Disk exercises. By using simple circular movement, people literally dance their body into shape without a dance

PROBLEMS

Live a healthy and prosperous life.
Quit Your Bad Habits!

	STRESS	
JUNK FOOD OVER-EATING		SICKNESS BAD POSTURES
	ALCOHOL DRUGS	

Make the move now!
....from slave to master.

mastermoves.com

class or even coordination. Mastermoves is a portable fitness system which includes: three instructional videos and three portable training tools. What Mastermoves customers most like about the program is that it only takes 15 minutes twice a day.

Contrary to traditional abdominal exercise such as sit-ups and crunches, low-intensity training like Mastermoves helps users develop and maintain a healthy and fit body based on relaxation, flexibility, breathing, speed, coordination, endurance and body strengthening.

Mastermoves easily **combines elements of yoga, pilates, dance, martial arts and gymnastics** that can be done from the comfort of one's home or office.

What benefits can employees expect?

Mastermoves exercises provide people of all ages and fitness levels with:

- **Lean Muscles**
- **Increased Flexibility**
- **Superior Coordination**
- **Deep Relaxation**
- **Superior Endurance**
- **Beautiful Posture**

Can people of any age or any weight do the exercises?

Absolutely! Anyone can practice Mastermoves from senior citizens to children. People of age or body type can begin with the Body Conditioning program and gradually practice more advanced Mastermoves programs such as Body Toning, Body Endurance and Body Strength.

RESULTS

The Best Gift!

	RELAXATION ENERGY	
HEALTH STRENGTH		BEAUTY GOOD POSTURES
	SUCCESS HARMONY	

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Discover Mastermoves!
 15 minutes in the morning and 15 minutes in the afternoon

Simple, sustainable and effective body - mind training:



Where can employees practice the exercises and how long do they take?

Employees can practice Mastermoves anywhere at anytime. Some people do the exercise at work, others at home. Founder Oswaldo Koch does the exercise in his living room because he likes to watch the instructional videos at the same time. There are two basic routines to complete (the beginner program and the advanced program). Whatever program employees use each routine only takes a maximum of 15 minutes, twice a day. These sessions can be performed together or separately.

How long will it take for employees to get results?

With Mastermoves, employees can achieve and sustain a good fitness level and see improvements to their body shape in less than three months. Typically, after the first two weeks of Body Conditioning, an employee will already notice improvement and be ready for the more advanced exercise programs like Body Flexibility, Body Coordination and Body Strength.

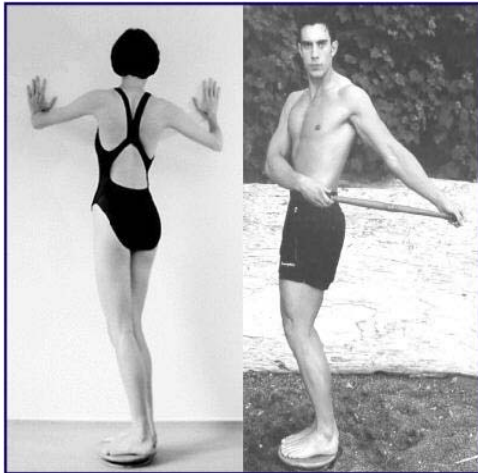
Mastermoves contains everything an employee needs to get fit fast! All they need to do is to follow the instructional videos and they are on their way to achieving fantastic fitness results.

Why do employees need Strong ABS?

Back injuries account for nearly 20% of all injuries and illnesses in the workplace and back injuries cost North America an estimated 20 to 50 billion dollars per year.

Put simply, if employers want to prevent back and neck injuries in their employees and if they want to save money from painful back treatments that lead to

NATURAL TRAINING



absenteeism, strong core muscles is the only answer.

Do employees also need to do sit-ups?

Everybody agrees that sculpted, 'Six Pack' AB muscles look great and keep you body in shape and healthy. The amount of time and money people waste on useless ABS exercises is excessive especially when these exercises only meet with mediocre results at best. Most people abandon painful crunch routines because they eventually injure their neck or back.

The truth is these kind of ABS exercises will NOT help employees to obtain a lasting slim body and strong core muscles. Originally, every one of these ABS exercises were designed for ARM FORCE training. Thus generally, any amount of time people spend on traditional abdominal exercises (i.e. endless sit-ups and crunches) is not sustainable and a waste of their precious time.

How does Mastermoves tools work?

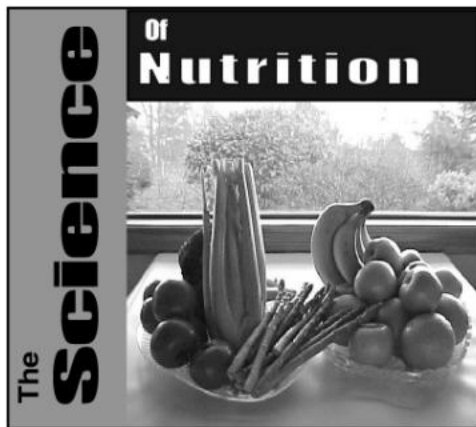
The exercises are performed with the help of two simple tools—the Master Disk and the Master Rod, which are included in the Mastermoves package.

Crafted from durable hardwood, these products are 100% natural and safe to use and also aesthetically appealing so you can keep them in your living room. Plus, they are small enough so employees can travel with them to the office or to your hotel room.

What makes Mastermoves a complete and satisfying fitness system?

- Instead of laboring for hours on the stair master or the thread mill, with the Mastermoves low-intensity exercises you can

NATURAL NUTRITION



- **lose weight without breaking into a sweat.**
- Rather than having to drive to the gym and then wait for machines, you can do the Mastermoves exercise routines **in the comfort of your living room** in a fraction of the time.
- Instead of feeling tired and drained after a gym workout, your 15 minute Mastermoves practices will leave you **refreshed**.
- Develop the strong firm stomach you always wanted without straining doing hundreds of sit ups that will not produce the results you seek.
- Develop upper body strengthening and flexibility, including chest, shoulders and arms muscles.
- Gently increase cardiovascular strength and physical endurance at any age.

What kind of diet is required to practice Mastermove?

Apart from exercise routines, Mastermoves also includes healthy eating plans—wholesome recipes, which are simple, organized and designed to have a twofold purpose of detoxifying and providing nourishment.

Detoxification: to eliminate toxins and bring your body back into balance by improving your immune system, improving circulation and ensuring your body has all the energy it requires to maintain good health.

Nutrition: to eat a wide variety of healthy food that maintains and sustains your energy levels throughout the day. You will be amazed at the difference changing your daily diet will make to your overall sense of well-being.

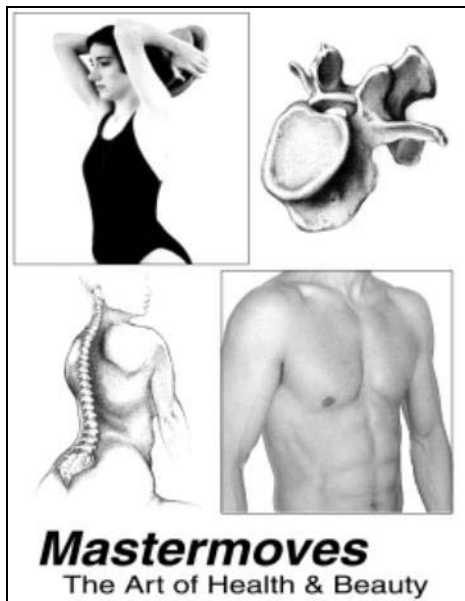
PROGRAM IMPLEMENTATION

The implementation phase of a CWHP is a critical step in building a healthy and highly productive work force. Awareness of the positive benefits for employees and the organization to utilize this program is essential for success and is the first and most important step. Our lead fitness trainer will work closely with YOUR account manager to implement a CWHP that takes both employees and organizations goals and needs into account.

The following are standard process for successful CWHP:

- Awareness Building
- Health/Fitness Building
- Environmental Support
- Policy Development

CORE MUSCLE DEVELOPMENT



AWARENESS BUILDING

As part of our CWHP promotional plan, we will assist your organization in promoting the CWHP through brochures, articles, posters, and employee orientation sessions. OK Initiatives provides all program support materials and activities including:

- ▶ Senior Management Orientation
- ▶ Promotional DVDs
- ▶ Brochures
- ▶ Posters

Employees will also receive weekly fitness e-newsletters and will always have access to our Member Services section located at www.mastermoves.com.

HEALTH/FITNESS BUILDING

As explained in the CWHP flowchart (Appendix A), the following steps are essential for a successful CWHP implementation:

1. **Employee Orientation:** The purpose of an orientation session is to:
 - a. Explain the direct benefits of implementing a CWHP.
 - b. Outline all key aspects of the CWHP including: leadership, planning, fitness training and process management.
 - c. Introduce the 100 day Fitness Challenge

Typically, orientations are lunch and learn workshops for groups of 10-30 employees in central locations and are conducted by a fitness trainer or a trained clinician.

2. **Initial Assessment:** Conducted by a fitness trainer counselor, the purpose of this initial assessment is to determine the following conditions:
 - a. Physical conditions
 - b. Mental conditions
 - c. Stress management
 - d. Time management
 - e. Ability to embrace change
 - f. Leadership for promoting health and fitness at the workplace
 - g. Level of discipline and commitment

WINNING THE 100 DAY CHALLENGE

The award for the winner of the 100 Day Challenge is \$10,000 dollars. The 10 finalist will be presented at the Mastermoves Fitness Congress.

To win the 100 Day Challenge, 70% of the score is based upon how much employees improved physically (i.e. reducing fat and gaining muscles). The other 30% of the score is based upon the employee's initial and final assessment and how well they articulate their commitment to helping others embrace health and fitness and wellness.

ENVIRONMENTAL
SUPPORT



3. **100 Day Challenge:** Training at home and once a week coaching at the fitness center, the 100 Day Challenge involves:
 - a. Six weeks of body conditioning.
 - b. Six weeks of body toning.
 - c. Before and after pictures.
 - d. 300-word essay about why and how the participant can help his family and colleagues achieve better health and fitness.
4. **Fitness Certification:** A Certificate of Fitness Competence is awarded to all successful participants. Employees qualify for a certificate as soon as they have successfully completed the **100 Day Challenge**.
5. **Final Assessment:** Conducted by a fitness trainer, the purpose of this final assessment is to determine changes in the following areas:
 - a. Physical condition
 - b. Mental condition
 - c. Stress management
 - d. Time management
 - e. Ability to embrace change
 - f. Leadership for promoting health and fitness at the workplace
 - g. Level of discipline and commitment

ENVIRONMENTAL SUPPORT

Evidence of enthusiastic commitment and involvement of senior management is imperative if employees are going to understand their employers' serious commitment to creating a healthy workplace.

In addition to supporting employees to take the 100 Day Challenge, it is also important to consider a

COMPREHENSIVE WORKPLACE HEALTH PROGRAM

OK INITIATIVES, INC.

comprehensive support process to developing and sustaining a healthy workplace. The following are standard process for environmental fitness support:

1. **Time Flexibility:** Provide time facility in the workplace for employees to take the 100 Day Challenge.
2. **Employee Performance:** Based on the fitness report from the 100 Day Challenge, senior management should consider the health and fitness result as part of the annual employee performance review.
3. **Reward Program:** Reward employees with fitness seminars and workshops as part of their personal development training. For instance, employee can attend the full day Mastermoves Fitness Congress.

HEALTH & SAFETY

POLICY DEVELOPMENT



POLICY DEVELOPMENT

Organizational change in the workplace has historically been undertaken to increase corporate productivity. More recently, it has been moving into the realm of workplace health promotion because recent research has shown that many factors contributing to productivity are closely related to health.

CONCLUSION

Organizational change in the workplace has historically been undertaken to increase corporate productivity. More recently, it has been moving into the realm of workplace health promotion because recent research¹ has shown that many factors contributing to productivity are closely related to health.

A healthy workplace benefits organizations and individuals alike. The benefits include:

- Improved productivity
- Fewer insurance and worker compensation claims
- Less absenteeism
- Decreased accidents
- Reduced staff turnover
- Lower cost related to recruitment, training and orientation
- Improved staff attitudes towards the organization and higher staff morale
- A more receptive climate for; and the ability to cope with workplace changes
- Enhance business reputation and customer loyalty.²

Our CWHP have been designed to encourage healthier individual behaviors by providing support, information and a unique fitness training that will be easy to practice and sustain every day, at any time and any location. The focus of this proposal can be defined as “an approach to increase corporate productivity by protecting and enhancing the health and fitness of employees.”

Although there is an abundance of information in the literature on workplace health promotion, many of the issues are often inconclusive and very expensive to implement when these programs involve health practitioner and fitness facilities.

As health care costs climb, workplace wellness programs become an increasingly attractive tool for businesses and safety managers (Appendix D). OK Initiatives' CWHP is an affordable and effective approach to protecting and enhancing the health and fitness of employees upon the effort of employees to care for their on well-being with the support of corporate management.

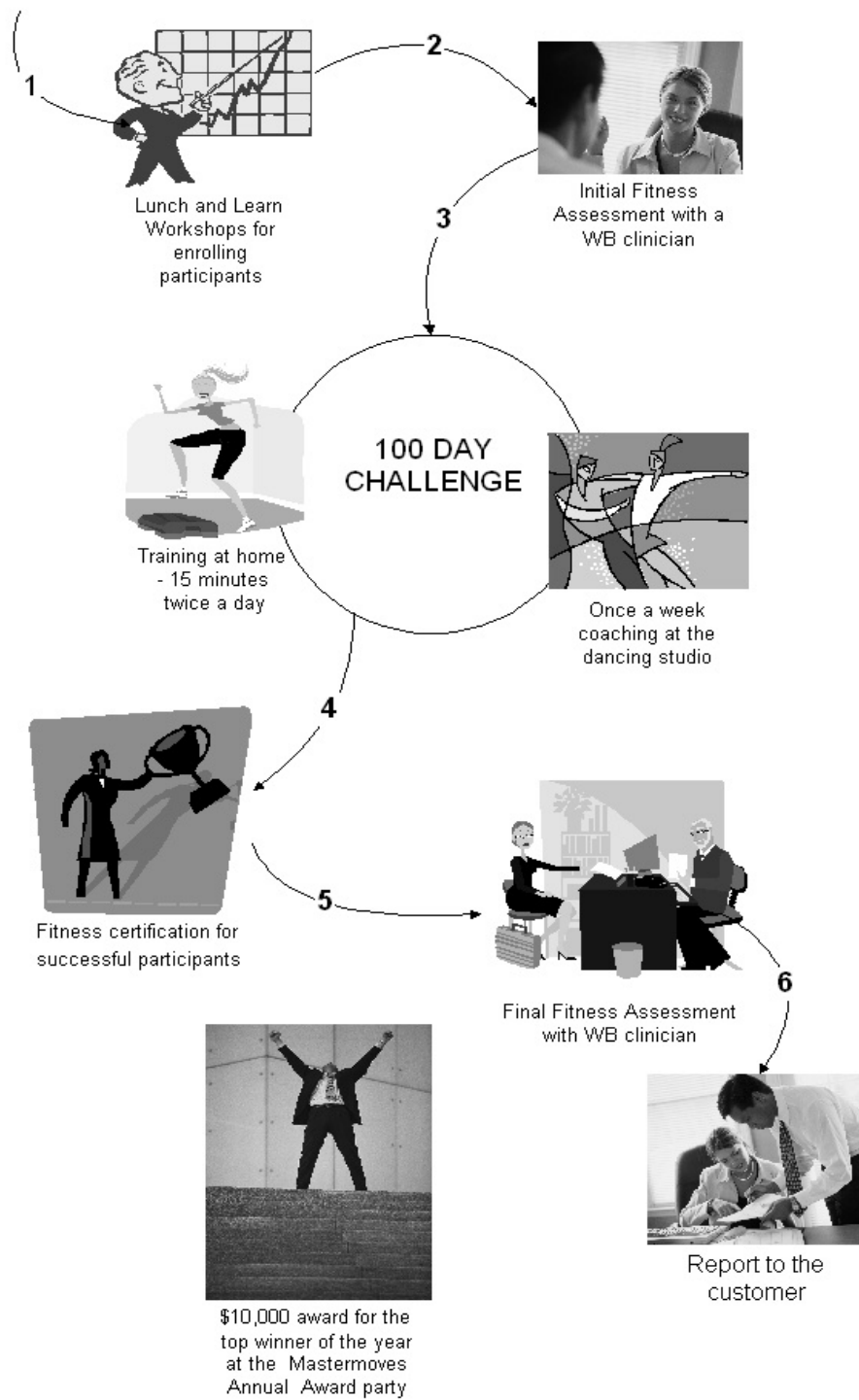
The vision of this proposal is to enhance the fitness and wellness of your employees with a unique CWHP that addresses both the workplace and individual employee health.

¹ Influencing the Organizational Environment to Create Healthy Workplace.

² The Center for Health Promotion, University of Toronto

COMPREHENSIVE WORKPLACE HEALTH PROGRAM
OK INITIATIVES, INC.

APPENDIX A



APPENDIX B

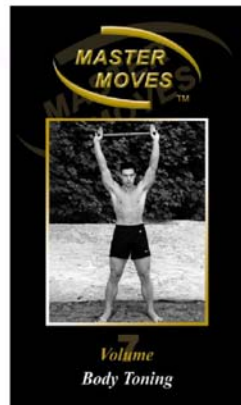


Training Manual

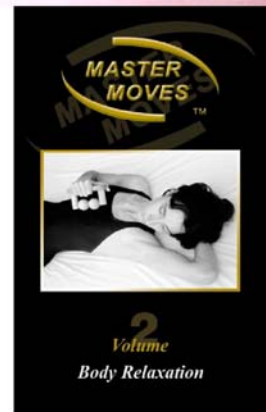
Mastermoves
Training
Set



Conditioning
Program
Videotape



Body Toning
Program
Videotape



Relaxation
Program
Videotape



Master Disk

Master
Massager

Master
Rod

APPENDIX C

Change Your Life For Good

Take the **100 DAY CHALLENGE!**

"The Mastermoves Challenge is something YOU can CONTROL and WIN...something you can WIN, day by day, and make it the foundation for your success in any area in your life."

-- Roger Lawrence, Entrepreneur

The Mastermoves 100 Day Challenge comes with a step-by-step instructional manual that will guide you day-by-day towards your fitness success. This manual presents a daily CHECK LIST of everything you have to do during the 100 Day Mastermoves Challenge. You will receive this manual once your registration is accepted. If you take this challenge, look forward to experiencing positive changes such as a healthier, leaner and stronger you. When you carefully follow the instructional manual, be prepared to mold your body into a work of art!

"As a 51 year old office worker tied to a desk, I had gained unwanted pounds. Off and on I yo-yo dieted but I only gained more. After seeing myself in a family photo and not liking what I saw, I decided I didn't want to be part of the "middle aged potbelly club" anymore.

I began searching for a new way. The years of indulging in food and drink had taken their toll on my health and I was fed up.. Then one Vancouver afternoon, it was my good fortune to accept Oswaldo's challenge for fitness and prosperity and I have not looked back since."

- D. Doffer



"Truly succeeding with Mastermoves requires a little more than daily exercise. This program teaches you how to also detoxify your body and eat healthy and delicious foods that keep you lean. When you combine good nutrition with your daily Mastermoves training, you will be astounded by the physical, emotional and mental results you will achieve," says Mastermoves Founder Oswaldo Koch. "Most important, your fitness success will expand into the other areas of your life. I guarantee it," Oswaldo concludes.

APPENDIX D

Editorial: Will Business Take the Carrot? - 04/13/2005

As health care costs climb, workplace wellness programs become an increasingly attractive tool for businesses – and safety managers.

Health care costs this year will hit nearly \$2 trillion. Benefits experts predict health care costs will increase 8 percent in 2005. **Towers Perrin Health Care Cost Survey notes that while this appears to offer some relief from recent annual increases, "closer analysis reveals that, dollar for dollar, the cost increase in 2005, at an average of \$582 per employee, is still unsustainable for most employers."**

While health care cost increases are spurred by a complex web of factors, one thing is clear: Americans – and their employers – are paying a high price for a lifestyle that is frequently unhealthy. According to the Department of Health and Human Services, 129 million Americans are overweight or obese, a condition that puts them at risk for diabetes, high blood pressure and heart disease, and 60 percent of Americans do not get enough exercise. In combination, these problems account for 400,000 preventable deaths a year.

Dr. Charles Schutz, chief medical officer for Destiny Health, points out the disparity between the national statistics cited above and how we see ourselves. In a study of 1,004 adults, 67 percent categorized themselves as being "physically active" and only 30 percent thought they were overweight.

"The saddest part of the survey findings is that nearly eight of 10 respondents said they would take better care of themselves if they had a life-threatening problem," said Schutz. In fact, their lifestyles are pointing them in exactly that direction.

Last November, NIOSH Director John Howard said any coordination between those protecting employee safety and those promoting health is "often more the result of coincidence than intention." He called for a more ambitious view of occupational health that helps ensure not only that workers go home as healthy as when they came to work but that they "return to work the next day as safe and healthy as they can be."

As our cover story on DaimlerChrysler shows, many organizations are stepping up their workplace wellness efforts. But given the brutal math of health care, you have to wonder why all workplace safety and health managers are not embracing this opportunity.

Source: <http://www.occupationalhazards.com/articles/13224>