



WELLNESS IN TRANSPORTATION IS ABOUT RETENTION

- ▶ Saving our current driver population is the priority
- ▶ Drivers we work with have proven driving skills but have poor health skills.
- ▶ New recruits lack the skill set for progression CDL requirements.
- ▶ Proven ROI numbers show it pays to invest in your current driver population.



DRIVER WELLNESS

POWERED BY ROLLING STRONG



WELLNESS BENEFITS
POWERED BY



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A COMPREHENSIVE SOLUTION FOR FLEETS

- ▶ Through years of research, development and experience, Rolling Strong has evolved their driver wellness program to offer a total solution. Driver Wellness education starts in the trucking schools, to recruiting the driver, to supporting the driver on the road and at home.
- ▶ Rolling Strong has developed a methodology with proven results to support new recruits and re-certifications who may be in jeopardy of failing their DOT exam and enhance their ability to qualify.
- ▶ We work with Workman Comp Directors to support drivers to maintaining DOT standards so drivers can be placed back into the work force once released from therapy.



FLEETS NEED A TURN-KEY SOLUTION

- ▶ Wellness is more than once a year health screening.
- ▶ We Provide current drivers and new recruits health coaching to enhance their ability to succeed in passing their exams. More importantly, continually education on best practices to live healthy on the road.
- ▶ In today's driver recruiting space, you need to offer a total wellness solution from recruiting the driver, to supporting them through orientation and on the road.
- ▶ Drivers are a mobile population, your wellness support needs to be mobile and accessible over-the-road.



THE SYLLABUS

On Sunday afternoons We meet and greet new students and Introduce Rolling Strong's Mission.

- 1) Take health readings and consult on findings.
- 2) Review 5 tips handout - implement immediately!
- 3) Explain that we will be demonstrating the agility testing procedures.
- 4) Take new students to area for agility demonstration.
- 5) Go through testing process from when they walk in room until complete.
- 6) Demonstrate proper form, give tips on what to expect and how to maximize results.
- 7) No one except Rolling Strong will touch any equipment.
- 8) Answer questions.
- 9) Review 5 tips and reinforce.

On the next day, drivers perform the agility test, dot exam and backing test.

If they fail any test, they can choose to be placed into the RS second chance program. drivers are coached through a series of fitness and nutritional education sessions to increase their opportunity to succeed. drivers are rescheduled for the next testing day. upon passing, driver will be placed back into orientation. If driver fails once again they are released and can choose to be coached telephonically and return.



THE SYLLABUS

2nd chance training will include:

BP failure -

1. Discuss BP history
2. Take multiple readings throughout consultation as we discuss specific personal medications, family history, nutrition, water, smoking, stress, recent illnesses, etc...anything that can affect BP.
3. Advise to :
 - take your medications as prescribed
 - cut out or reduce sodium anywhere you can
 - eat foods high in potassium, calcium, magnesium and water... such as celery, unsalted raw almonds, fish, sardines, navy beans, squash, cherries, oranges, peaches, grapefruit, dark dark chocolate, garlic, cayenne pepper, celery, calcium, oatmeal.
 - drink water only
 - don't smoke
 - stress is a major factor in BP elevation. educate on ways to reduce stress.
 - drivers perform 20-30 minutes of mild exercise. this expands blood vessels, burns stress, improves confidence and enhances restful sleep.
4. Retake BP and consult.
5. Send back to hotel to relax, eat a healthy meal, walk afterwards, get a good nights sleep



THE SYLLABUS

Heart rate failure -

1. Repeat previous procedures above.
2. Maintain a slow pace, breath deeply and don't rush!
3. Maintain proper form

GLUCOSE failure -

1. Repeat previous procedures above
2. educate how Exercise lowers blood sugar levels
*12 minutes of exercise can reduce levels by 20%
3. Eat no or low sugar foods
4. Walk at least 20 minutes after meals

AGILITY failure -

1. Take your time! Do not rush.
2. Mimic specific test failed - ensure they know optimal form and technique to maximize score and avoid Heart Rate spike
3. do not hold breath, breath deep and slow, remain calm
4. Wear comfortable stretchy clothing and shoes with a tread



THE FINDINGS

24 total 2nd Chance Participants at Chattanooga Terminal
(September 2013 to March 2014)

6 failed by not overcoming:

- 1 Physical Aptitude Test
- 1 Blood Pressure rose during Physical Aptitude Test
- 2 Blood Pressure
- 2 Sugar

18 passed (76%) by overcoming:

- 2 Heart Rate during Physical Aptitude Test
- 12 Blood Pressure
- 2 Physical Aptitude Test
- 2 Sugar

Of the 18 that passed:

- 6 were Disqualified for other reasons
- 12 were hired



THE FINDINGS

Of the 12 that were hired 4 are still employed:

- 11 months and still employed, though currently on probation for 2 minor accidents
- 11 months and still employed
- 6 months and still employed
- 6 months and still employed. Had a minor accident and filed for work comp (which was denied.) Only filed a work comp claim for a blood clot in her lung at the direction of the emergency room physician.
- 3 employed less than 3 months
- 1 month then terminated when criminal background check was received
- 1 month then terminated for a rear end accident on ice

This was the only significant accident

- 1 month and quit as a student after having a minor backing accident
- 5 employed more than 3 months before leaving
- 8 months and left for family medical issues. He plans to return
- 6 months then termed for 3 minor accidents
- 4 months then no call/no show
- 3 months and quit to be home with family
- 3 months and then no call/no show



THE FINDINGS

YTD Through 8/18/14	Code #	2014 YTD # DQ'd	2013 YTD # DQ'd	Diff. 2014 vs 2013
ROLLING STRONG RELATED	C 6 (Blood Pressure)	14	31	17
	C 17 (Failed pre-work screen phys.)	13	36	23
	C 17A (Failed blood pressure during P.A.T.)	4	10	6
	Total Rolling Strong Related	33	90	46
HEART RATE	C 17B (Failed heart-rate during P.A.T.)	2	13	11
SUGAR	C 7 (Sugar)	22	18	(4)
Total number of		2290	2303	
	Attendance Modifier - reduction in number of recruits	99.43%		
	Rolling Strong Related Improvement	46.0		
	% of Orientation Attendees that arrive as a team	20%		
	20% of recruits come with a team partner	9.2		
	Total Number of Drivers first 229 days	55.2		
	Drivers saved per day	0.241		
	Annualized	88.0		



THE SOLUTION

SAFETY & WELLNESS BECOME ONE



IN ORDER TO BE SAFE, YOU MUST BE

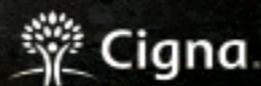
W.E.L.L.

Water, Stay Hydrated

Eat Smart

Like the Exercises You Choose

Lower Stress





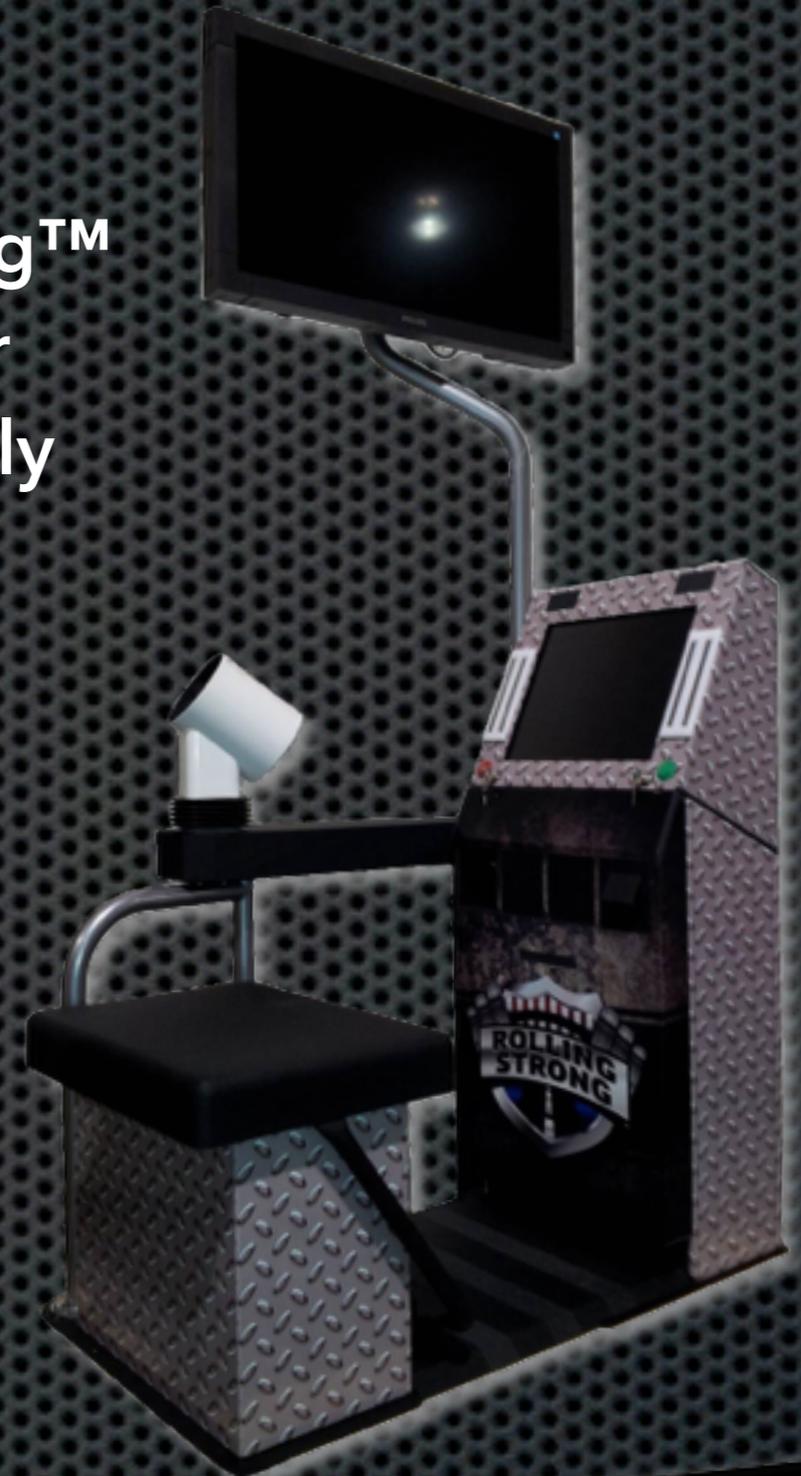
A NATIONAL WELLNESS NETWORK

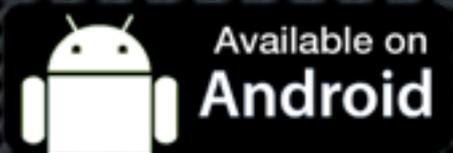
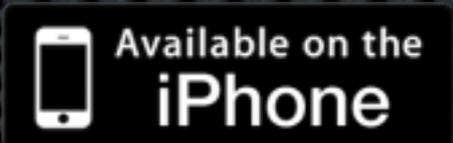
- ▶ The health gains that RS delivers rest on certain, unique elements:
- ▶ Wellness Coaches at fleet terminals nationwide.
- ▶ DWR (driver wellness record). Coaches can share and track drivers workouts, notes and biometric levels.
- ▶ BIO screenings at over 1500 Kroger pharmacies.
- ▶ 5500 health check stations at retail partners.
- ▶ Telephonic health coaching Monday-Friday 9-9 PST.
- ▶ Reduced DOT exam pricing at over 1,000 DOT certified clinics for OO's at Concentra, CVS and The Little Clinics.
- ▶ On-site BIO screenings and coaching.



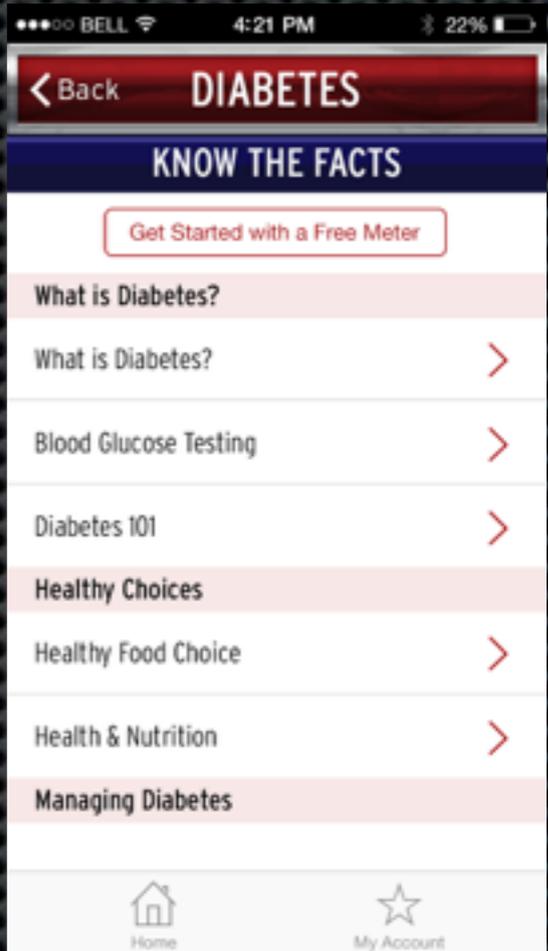
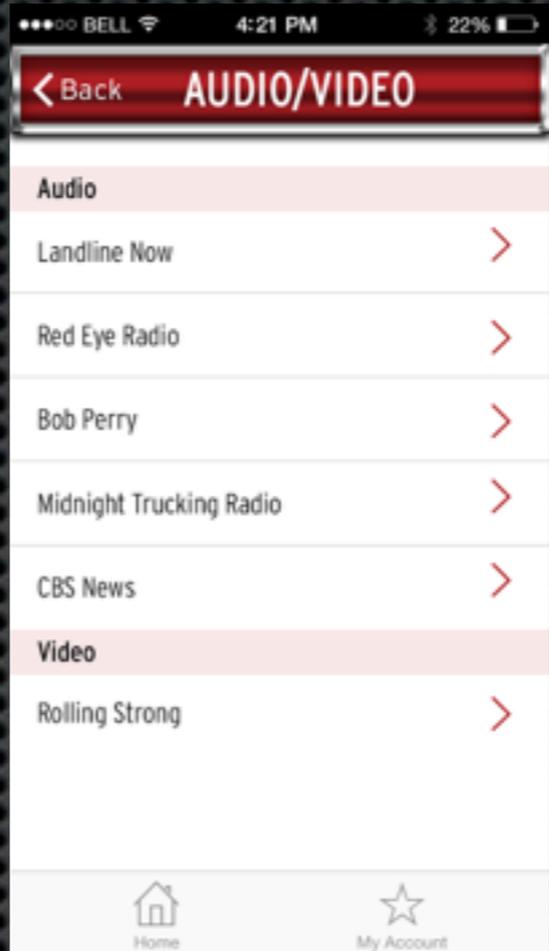
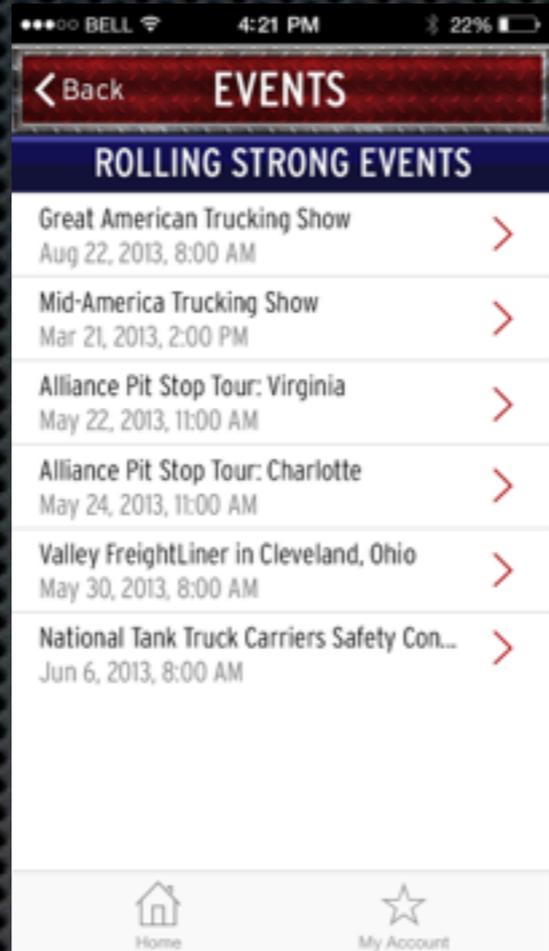
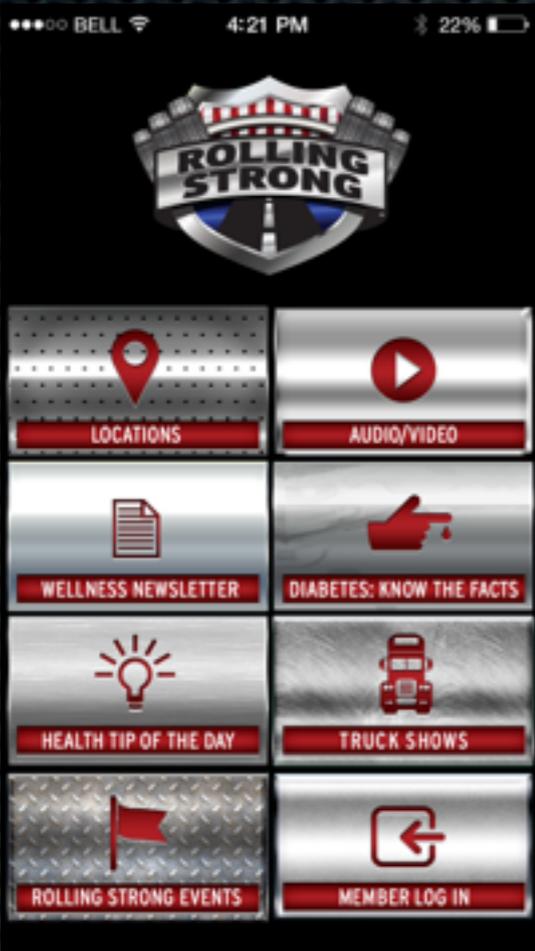
TAKE A LOOK UNDER YOUR PERSONAL HOOD

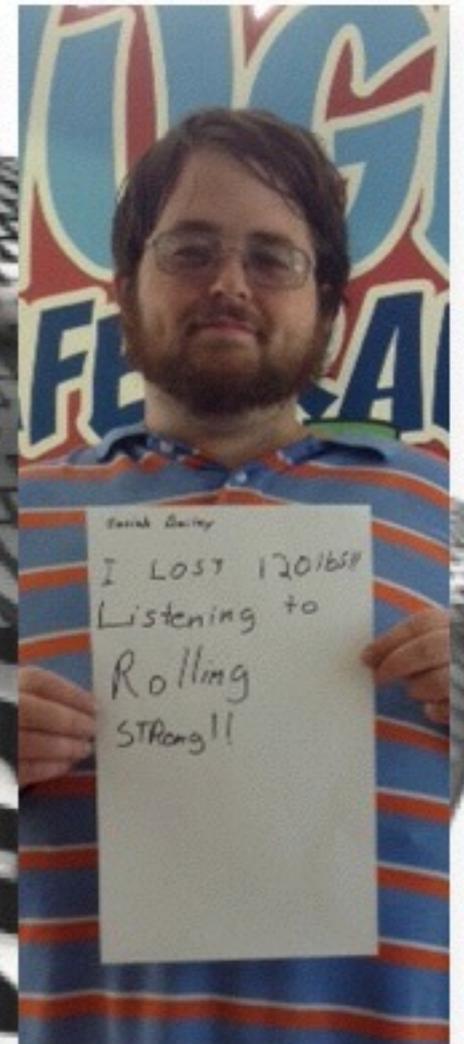
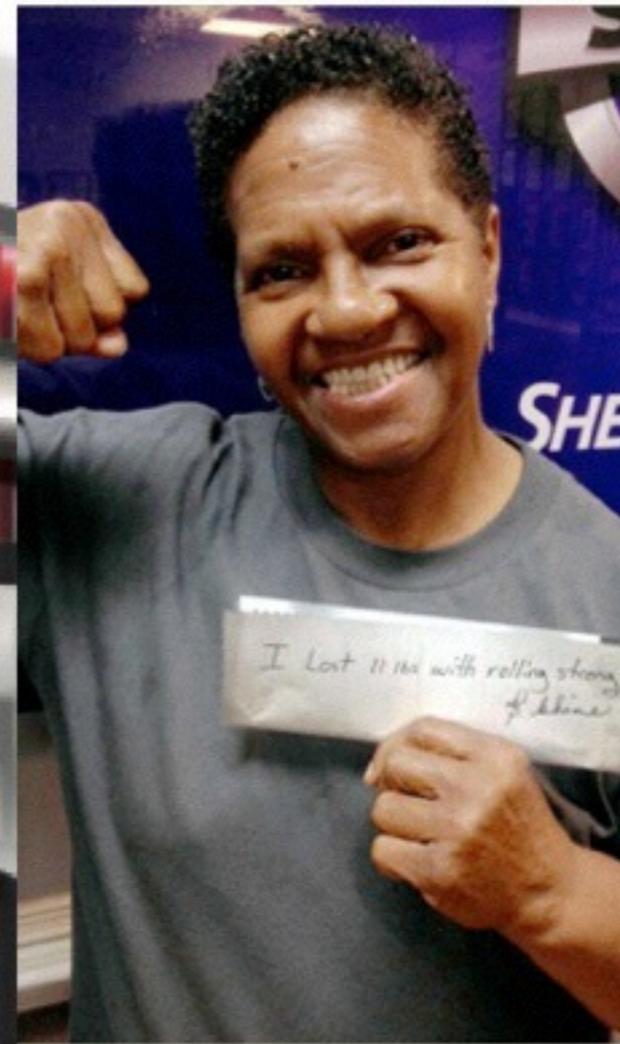
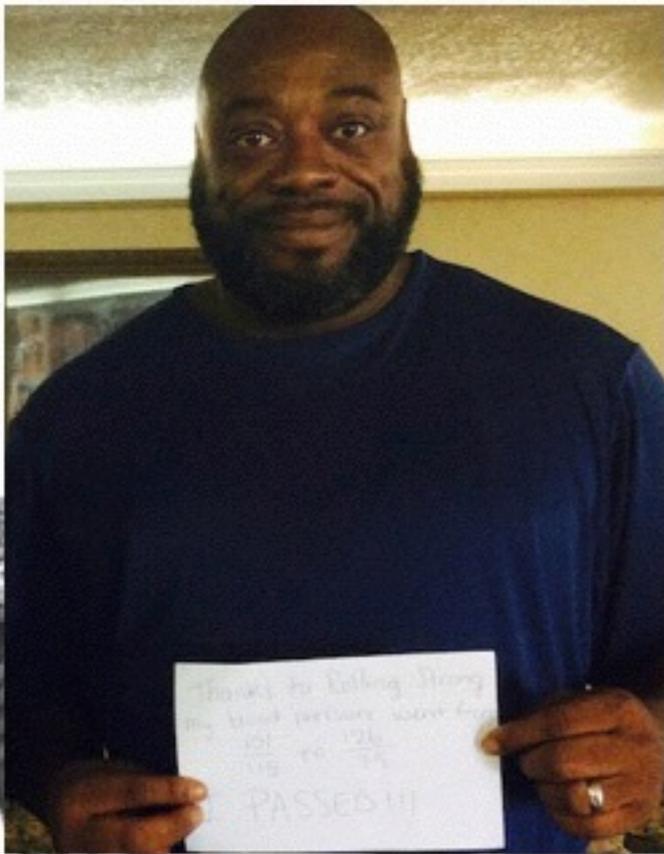
- Integrated wellness content into Rolling Strong™ Health Check Stations at your terminals and or training centers. Now in over 5500 CDL friendly Grocery Store partners.
- Weight
- BMI
- Body Fat
- Heart Rate
- Blood Pressure
- Vision
- Hydration





MOBILE WELLNESS





BIG RIG DRIVER CHALLENGE

FIRST PLACE WEIGHT LOSS CATEGORY

EARL SULLIVAN



Big shout out and congratulations to Earl Sullivan winning the Weight Loss category and winning an iPad!

Earl lost 12.6 pounds in 6 weeks!

In his own words:

"I worked very hard at this. It is a mindset. I had set my mind to lose some weight and this challenge gave me the motivation I needed .. I'm not done yet!"

So how did he do it? Here are some of the changes Earl made, and we want to pass them along!

- No fried food- grilled or baked only
- No sugar, only fresh fruit
- Salads from Subway topped with tuna packets he kept on the truck (no creamy dressings).
- Exercise: when he stopped the truck, he walked around it multiple times, and did this several times a day. He also added a mile walk at the end of the day.
- On weekends he played basketball with his son.
- He kept some weights in his truck and worked out with them regularly.
- When he unloaded the paint, he used the pallet jack to do push motions for chest and pull motions with one arm for curls. (very creative eh!)
- He watched his calorie count using a mobile app. He ate plenty of vegetables too..the key to successful weight loss!



**BIG RIG DRIVER CHALLENGE
FIRST PLACE CARDIO
CATEGORY**

GLYANNA SHINE

**Glyanna improved her speed with an increase to 13 laps in 5 minutes!
Way to go Glyanna! You are an inspiration to all!**



Glyanna won a FIT SYTEM by Rolling Strong and a mini stepper – both designed for In Cab workouts!



**BIG RIG DRIVER CHALLENGE
FIRST PLACE STRENGTH CATEGORY
GREGORY SIMPSON**

Congratulations to Gregory Simpson who won the Strength Category doing the most pushups in a row!

Greg won a power block set that he can store easily in his truck for on the road workouts, with adjustable weight up to 50 pounds per block!

"I am excited to win this weight set and I appreciate Rolling Strong having this challenge for the Drivers! When can we do another one!"



**BIG RIG DRIVER CHALLENGE
2nd PLACE WINNER
FLEXIBILITY CATEGORY
STEVE BUCKLEY**

Steve started the challenge with a low score in flexibility. He worked hard to improve his score by doing the exercises the Rolling Strong Health Coach gave him. He placed a very close 2nd improving his flexibility by 40% over 6 weeks.





**BIG RIG DRIVER CHALLENGE
FIRST PLACE FLEXIBILITY
CATEGORY
BERTHA BELLAMY**



Bertha worked hard over six weeks to improve her flexibility by almost 50% doing the Stretching Exercises given to her by the Rolling Strong Health Coach.

Bertha received a FIT SYTEM by Rolling Strong designed for In- Cab workouts!



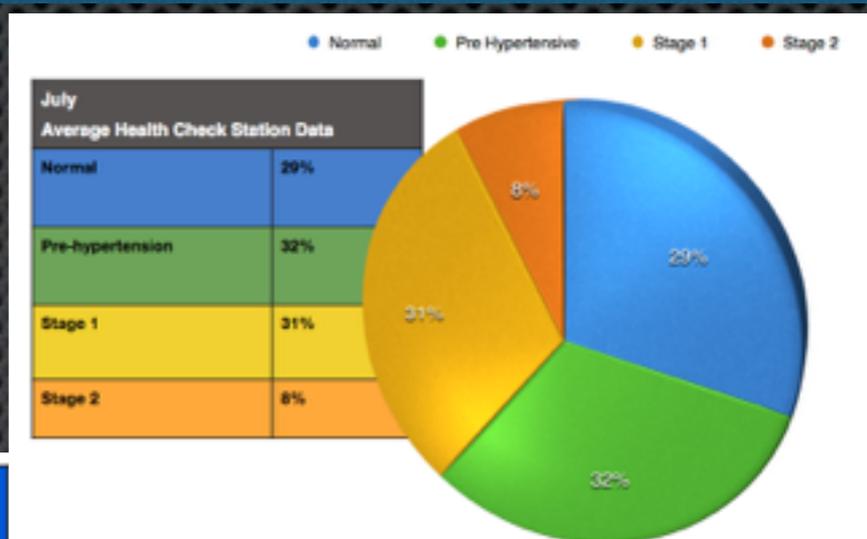
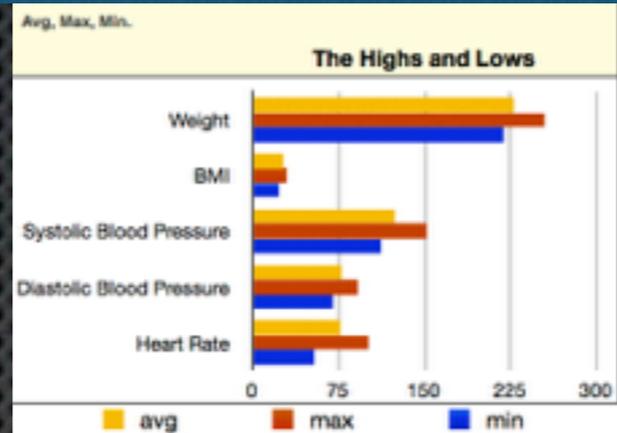
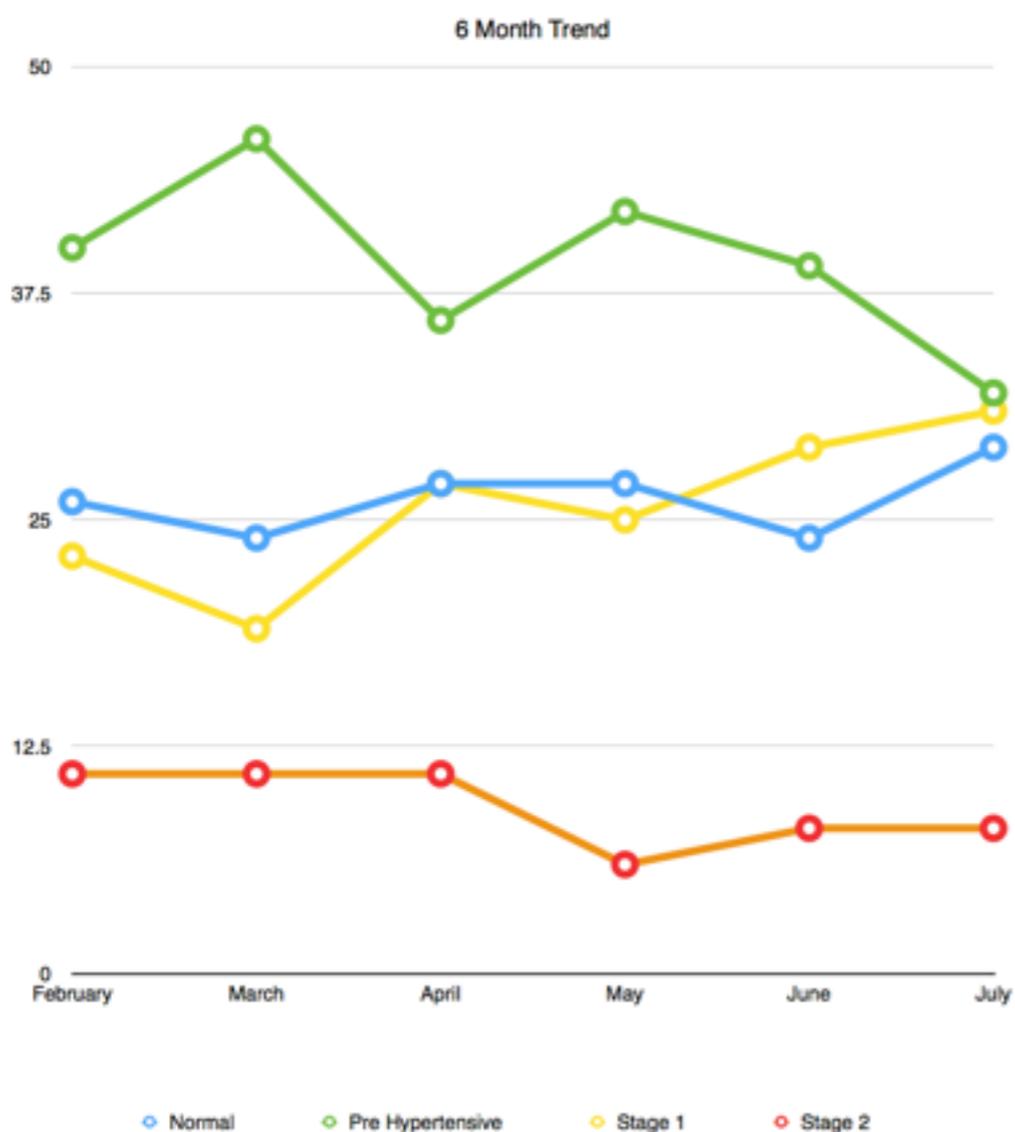
REWARDS





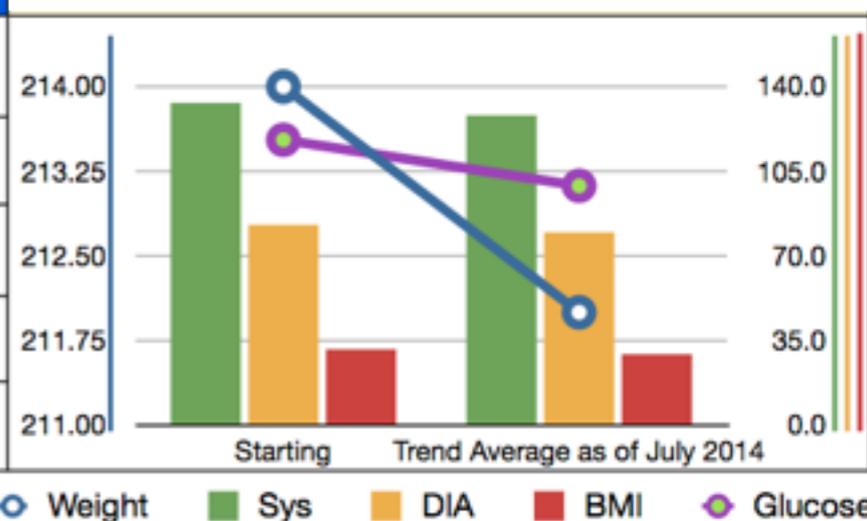
Wellness Program Report

Report Generated: 9/10/14



Current Program-Wide Average Health Data for Trend

Weight	212.0
Blood Pressure	128/80
BMI	29.0
Glucose	99.0



Interesting Factoid:

More than 145 million adults now include walking as part of a physically active lifestyle. More than 6 in 10 people walk for transportation or for fun, relaxation, or exercise, or for activities such as walking the dog. The percentage of people who report walking at least once for 10 minutes or more in the previous week rose from 56% (2005) to 62% (2010).- CDC



ON-SITE POSTERS

HIGH BLOOD PRESSURE IS DANGEROUS TO EVERYONE

THE GOOD NEWS IS, HIGH BLOOD PRESSURE IS ONE OF THE EASIEST CHRONIC ILLNESSES TO DETECT AND CONTROL.

Thinking in the red is risky... they don't call high blood pressure "the silent killer" for nothing; most people don't even know they have it. By reducing your blood pressure you can lower your risk of stroke by 35%, heart attack by 25%, and heart failure by 50%.

For more information on keeping fit and staying on the road, visit www.rollingstrong.com.

EAT LITTLE. EAT OFTEN.

SMALL, REGULAR MEALS THROUGHOUT THE DAY KEEP YOUR METABOLISM HIGHER SO YOUR BODY BURNS MORE CALORIES.

Load up on your weight with the fuel it needs, on a regular basis, to keep your metabolism at peak efficiency, putting less strain on your body.

For more information on keeping fit and staying on the road, visit www.rollingstrong.com.

SLEEPING ON THE JOB

HERE'S A WAKE UP CALL. DROWSY DRIVING ACCOUNTS FOR MORE THAN 20% OF ALL ROADWAY ACCIDENTS.

Over-the-road drivers struggle to get enough sleep. In addition to being a great low-impact exercise, walking lowers your cholesterol and reduces your risk for heart disease, cancer, diabetes and a host of other diseases.

For more information on keeping fit and staying on the road, visit www.rollingstrong.com.

THERE'S WEIGH TOO MUCH TO LOSE

JUST LIKE YOUR RIG, RUNNING A HEAVY LOAD WEARS DOWN YOUR BODY, AND PUTS YOU AT RISK FOR SERIOUS HEALTH PROBLEMS.

Time to scale back? Losing weight doesn't mean you have to give up a lifestyle, but by making a few simple lifestyle changes you might feel like one. Eating better, drinking more water and regular exercise can make all the difference.

For more information on keeping fit and staying on the road, visit www.rollingstrong.com.

TAKE 10,000 STEPS AND CALL ME IN THE MORNING

TAKING 10,000 STEPS A DAY LOWERS YOUR RISK OF HEART DISEASE BY 40%.

10,000 may sound like an awful lot of steps, but really it's not. In addition to being a great low-impact exercise, walking lowers your cholesterol and reduces your risk for heart disease, cancer, diabetes and a host of other diseases.

For more information on keeping fit and staying on the road, visit www.rollingstrong.com.



ADD-ON SERVICES





COVENANT TRANSPORT AWARDED

September 21, 2012

Covenant Transport was recognized by the ATA's Safety Management Council with an award for Excellence in Human Resource Management. The 2012 award winners were announced at the ATA's Safety & Human Resources National Conference. The HR award is presented each year by the American Trucking Association Safety and Management Council to carriers exhibiting exceptional work in employee HR efforts.

Covenant Transport was recognized for its dedication to the wellness of its employees. "We are honored to be recognized by the American Trucking Association's Safety Management Council for the HR team's ongoing efforts to create a workplace environment that promotes health and wellness throughout the company," said John Fairchild, VP of HR for Covenant Transport.

Covenant Transport has implemented programs that teach drivers how to purchase and eat healthier and less harmful foods. Covenant has demonstrated its push to improve employees' health and well-being through education and providing the physical resources to do so. Changes include the implementation of exercise programs, the hiring of health coaches, instruction to the drivers on how to exercise while on the road, and the installation of machines at terminals that allow employees to monitor blood pressure and BMI.

Covenant Transport teamed up with Rolling Strong to implement the programs company-wide. "I would like to provide my gratitude to Bob Perry and his team at Rolling Strong for providing outstanding support and an innovative wellness product to our Covenant employees," added R.H. Lovin, SVP of Administration.