

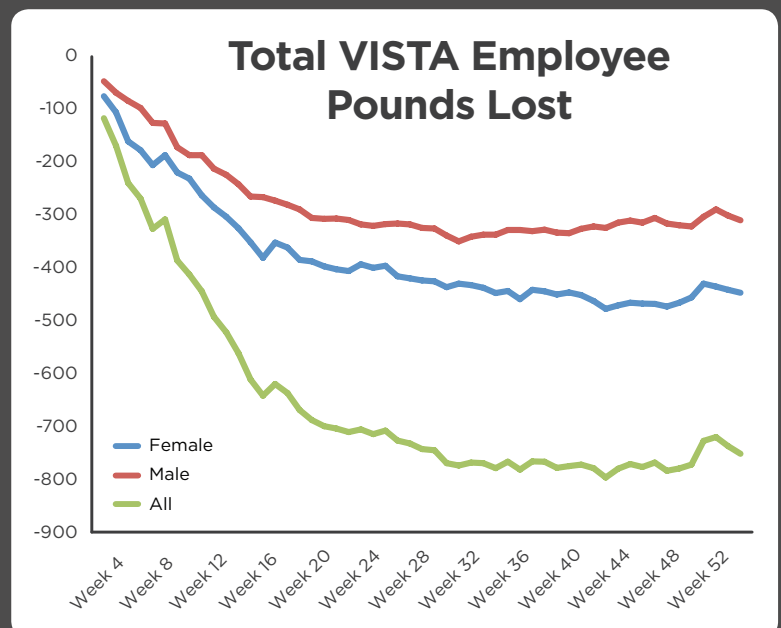
Retrofit Corporate Weight Loss

How Retrofit helped VISTA Staffing Solutions improve employee health and its bottom line.

The obesity epidemic is having a profound affect on the American workplace. Obese employees not only run the risk of developing severe medical conditions, but they also drive employer costs through decreased productivity and increased insurance expenses. In fact, a study¹ finds that the annual medical spending for obese individuals is approximately \$1,400 higher than spending for their healthy-weight peers.

Through our innovative use of wireless technology and personalized coaching, Retrofit stands at the forefront of corporate weight loss. Everyday, high-profile companies look to us to improve the health of their employees and to lower their medical costs.

VISTA Staffing Solutions is one such company. After working with Retrofit, VISTA is saving more than \$38,000 per year. More importantly, the Salt Lake City-based company now boasts an energized, healthier workforce.



The VISTA Objective

The modern American worker is plagued by a sedentary lifestyle, a troubling issue leading to weight gain and weight-related health problems such as heart disease, diabetes, and cancer. Recognizing these potential consequences, VISTA realized it needed to fix its own culture of inactivity. Nonetheless, a chair-bound workplace seemed inevitable. Senior Programmer Rich Interdonato points out that VISTA's role of placing physicians in leading health centers meant its own employees were "sitting at a desk for many, many long hours."

To curb this problem, VISTA offered its staff an on-site gym, free yoga classes, and commercial gym reimbursements. However, many employees were not taking advantage of these perks. So in order to disrupt its sedentary culture and get its staff motivated to lose weight, VISTA looked to Retrofit for a long-term, sustainable solution.

The Retrofit Solution

In 2013, more than 60 VISTA employees, including Executive Vice President Clarke Shaw, took part in our customized, expert-led program. Each participant received:

- A personal team of three wellness experts—Registered Dietitian, Exercise Physiologist, and Behavior Coach
- A Fitbit® wireless activity tracker
- A Withings® WiFi scale

Our teams of wellness experts designed plans for each participant based around his or her specific weight loss needs. They customized each plan to help the individual develop smarter dietary and exercise habits. In addition, they ensured each plan focused on developing the right mindset so each person could achieve and maintain his or her goals. Participants met with their experts every month via Skype™ videoconferencing.

Scheduling was customized as well. Because we cater to busy professionals, we allowed VISTA employees to access their wellness experts on their own time. This flexibility made it worthwhile for employees at all levels to take part in the program.

The wireless fitness devices also proved fun and motivating. They allowed participants to track their daily physical activity, weight, and BMI. As a result, each person could see his or her progress in real time.

1. Finkelstein, E. A., Trogon, J. G., Cohen, J. W. & Dietz, W. Annual Medical Spending Attributable to Obesity: Payer-and Service-Specific Estimates. *Health Aff. Proj. Hope* 28, w822-831 (2009).

Long-Term Results

After working with us for 12 months, VISTA attained clinically significant results among participants, including:

- A total loss of 781 lbs.
- An average individual loss of 12.8 lbs.
- An obesity reduction of 20%
- An annual medical savings estimated at \$38,035

And the transformation in the office culture is equally impressive. Healthy eating habits are now second nature. More employees are using the on-site gym and joining commercial gyms. On top of that, absenteeism has decreased notably.

Employees report VISTA has become a happier, healthier workplace, with improved office morale. It's even common for employees to engage each other in friendly competition. For instance, using their Fitbit devices, employees see who can gain more steps each day.

On these positive changes, Shaw states, "Self confidence is a key ingredient in having an engaged, hard-working employee. I see that people have more energy and they are applying it to their work at VISTA."



Michelle H.
Age 32
Lost 47 lbs.

"The Retrofit program has created a new vernacular at VISTA. I hear people talking about how many steps they have for the day and how their BMI is trending. We see people eating better and in better portions. People are using our gym and more are taking classes like yoga in our facility during their break time. This likely is leading to better concentration and people generally feeling better about themselves."

-Clarke Shaw, Executive Vice President of VISTA Staffing Solutions