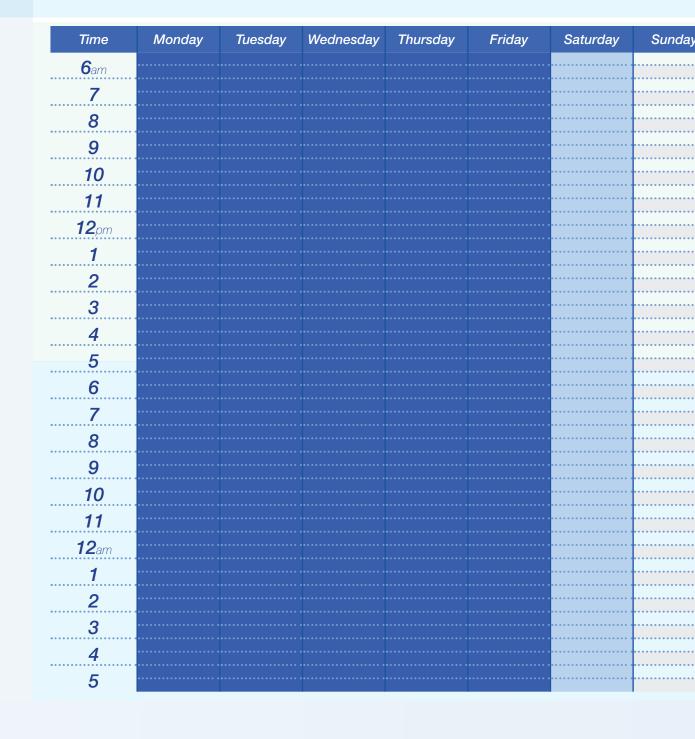
Site Comparison - Onsite Provision of Occupational Health

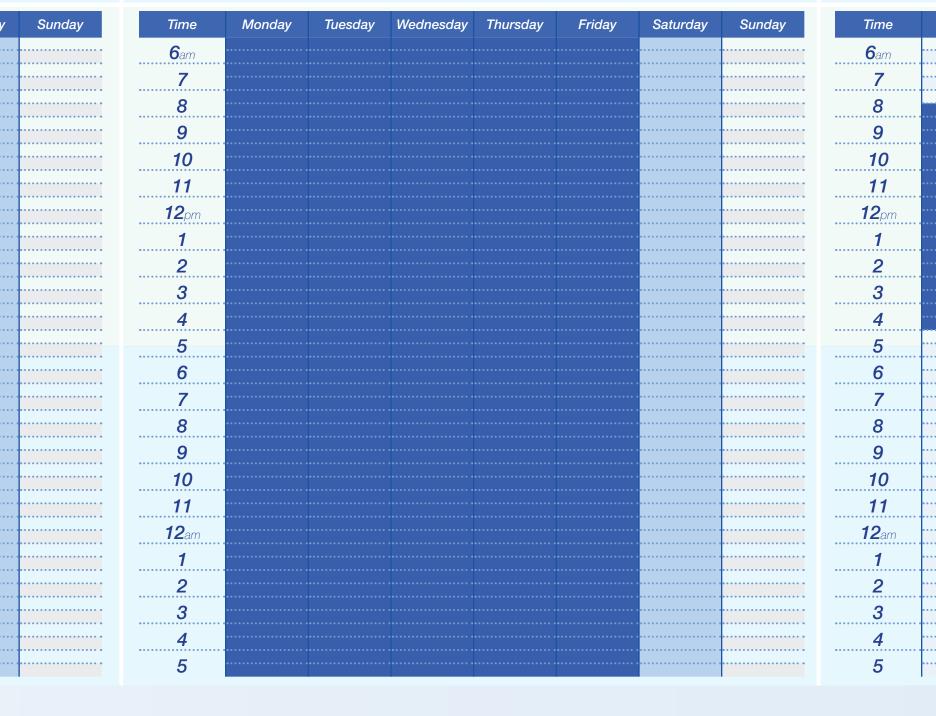
Comparative Criteria	SITE 1	SITE 2		SITE 3	SITE 4	SITE 5		SITE 6		SITE 7	SITE 8	SITE 9	SITE 10	SITE 11	
Site Employees	8,000	7,157		6,500	2,681	1,614		1,550		1,485	1,500	830	325	282	
Site Temporary Employees	2,000				838			150		506	400	150	40	56	
Site Contractors	2,500	2,000				768		650		350	Pupin	Decision			
Total Site Staff	12,500	9,157		6,500	3,519	2,382		2,350		2,341	1,900Busine Available staff to	ess Decision lity of medical support 980	365	338	
Provider of Care	Premise Health.	Premise Health.		Concentra ®	Premise Health.	Concentra ®		Premise Health.		Premise Health.	Premise Health. sites of	ees varied even among like sizes and	Local Provider	First Aid Area	
FTEs Providing Care	88	51 (12 Premise + 39 Progres	sive) ¹	2	32	2		25		7	7 with the Leaders	same vendor. assessed 2	2	_	
= Hours of Operation	24 hrs/5 Available before / after shift	24/5		8:30am - 5pm	Monday – Friday 6:30am to 1am Saturday - 6:30am to 1am	Concentra Clinic offsite M-F 8am-6p		onday 6 am - until last shift en /3:30 Saturday or Sunday mo		24/7 - No major holidays	6am - 5am provide of care,	the right level to improve the M-F: 8:30am to 6pm	Nurses cover two shifts, offsite is available 24 hours	24/7	
Annual Spend ¹	\$9,771,385	\$5,888,328		\$473,682	\$3,422,481	\$440,659		\$3,174,799		\$736,179	\$901,372 employ	ee experience. \$147,280	\$282,000	\$3,000	
Annual Spend per Employee ²	\$1,221	\$823		\$73	\$1,277	\$273		\$2,048		\$496	\$601	\$177	\$868	\$11	
Recordkeeping System	Epic	Epic		Concentra®	Epic	Concentra ®		Epic		Epic	Epic	OSHA and Cority	OSHA and Cority	NA	
Location of Service?	Turnstile	Turnstile		Turnstile	Turnstile	Mix - Outdoor or Indoor Acces	S	Turnstile	Business Decision Cost per FTE to provide care varied	Turnstile	Turnstile	Turnstile	Off Campus	Turnstile	
Time to Off Campus Site (Min.)?	NA	NA		NA	NA	10 Min.			widely across sites, even those of comparable sizes.	NA	NA	NA	15 Min.	NA	
Accessible Before / After Shift?	24/5, no weekends unless prod Sat.	24/5, no weekends unless pro	od Sat.	8:30am - 5pm	Monday – Friday 6:30am to 1am Saturday - 6:30am to 1am	Not a formal shift environmentBusiness De Cost effectiver impacted by		ss is Covers both shifts Leaders assesse how to build an	Leaders assessed how to build an	24/7 - No major holidays	6am - 5am	M-F: 8:30am to 6pm	Offsite 24 hours	24/7	
Accessible By Dependents (Family Medicine)?	No	No	Business Decision	No	Premise Health (Family Facility Only)	No	utilization, which is impacted by logistics at each site. Health		overall expectation by site type, then use common KPIs and a	Premise Health.	Premise Health.	No	Local Provider	No	
Provider of Hearing Tests?	Premise Health.	Premise Health.	deployed to provide similar services, which also	NA	Premise Health.	Concentra [®] (Offsite)	facilities within the turnstiles require	Premise Health.	management cadence to manage change.	Premise Health.	Premise Health.	Nurses Onsite	Local Provider	Contract Physician	
Provider of Drug Screen?	Premise Health.	Premise Health.	resulted in the use of disparate systems, making it difficult to aggregate data	NA	Premise Health.	Concentra [®] (Offsite)	badges for entry, which limits access options. Leaders	Premise Health.		Premise Health.	Premise Health.	Contract Physician	Local Provider	iness Decision	
Up Day of Work / New Hire Testing?	Premise Health.	ProgressiveHealth	needed for OSHA and outcomes analysis. Leaders reviewed vendor	NA	Premise Health.	Concentra	sought alternative options, including increasing access to	ProgressiveHealth		Premise Health.	COAST PERSONNEL SERVICES	SSM	Aerotek [•] Option	and interaction KELY ns were SERVICES	
Portal or App for Patients?	Website Login (Phone Preferred)	No		Not in Use	No		contractors and suppliers onsite.	Not in Use		No	Kiosk	No	VVebsite Login to em	nsistently available nployees. Leaders ned for services	
Perform Annual Biometric? (Virgin)	Clinic	No	value delivered.	Clinic	Premise Health (Family Care)	Concentra [®] (Plus other provided	rs)	Not During COVID		Clinic	No	No	NO that w user-f fective	vere more friendly, cost ef- ve, and	
Perform Annual Biometric? (Virgin)Accessible to General Public?	No	No		No	No	Mix (only at standalone Concentra		No		No	No	No		nalized across	
Site Context	Premise staffs two clinics within the plant. Premise handles work conditioning and related activities.	A family clinic is available on the grounds 6 days per week.	Site 3 is not a pr	roduction facility, so the	A family care clinic is available on the grounds.	5A facility has a physician assistant and nurse	e for Onsite clir	nic is within the plant. Day 2 testir	ng for A family c	are clinic is available on the grounds. No	A family care clinic is available within the walls.	Two nurses are on staff to triage simple first aid	Nurse coverage is available onsite for each shift. All	I Walmart provides Flu shots only, does not provic	ide

Premise stans two clinics within the plant. Premise handles work conditioning and related activities. Premise performs physicals, Select International controls the Day of Work design. Costs for this are paid by staffing. A family clinic is available on the grounds 6 days per week.

1 Spend for this document includes Cost to fund onsite Occupational Health Services, including, but not limited to, Occupational Clinics, Case Management, EMT and Occupational Rehab.

2 Spend per employee takes the Spend scope for this document divided by the count of employees, excluding temps, contractors, and others.





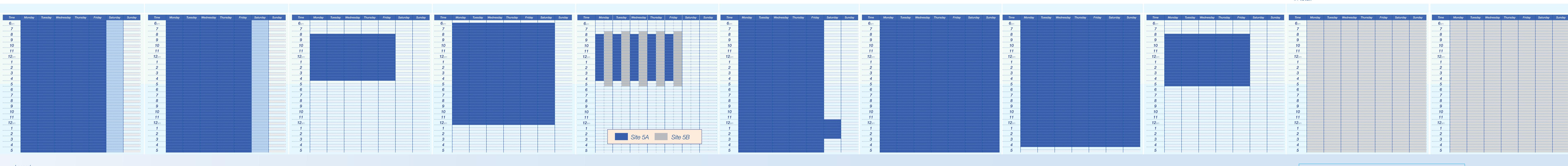


Onsite Medical Care
Onsite medical care includes credentialed medical professionals providing acute or primary health services in a structured relationship for

Site 3 is not a production facility, so the occupational health characteristics vary.

A family care clinic is available on the grounds. During COVID biometric testing is not occurring in the clinic.

5A facility has a physician assistant and nurse for 1st shift; Multiple sites use Concentra clinic available to the public. The public (offsite) Concentra clinic has more capabilities. Contractors cannot use Concentra.



employees.. This includes care providers who are not exactly onsite but have a formal relationship for regular and event-based care.

Onsite clinic is within the plant. Day 2 testing for prospective hires is handled offsite.

A family care clinic is available on the grounds. No Physical Therapist inside the turnstile. Nurse and Trainer run EMT service. Case manager located offsite.

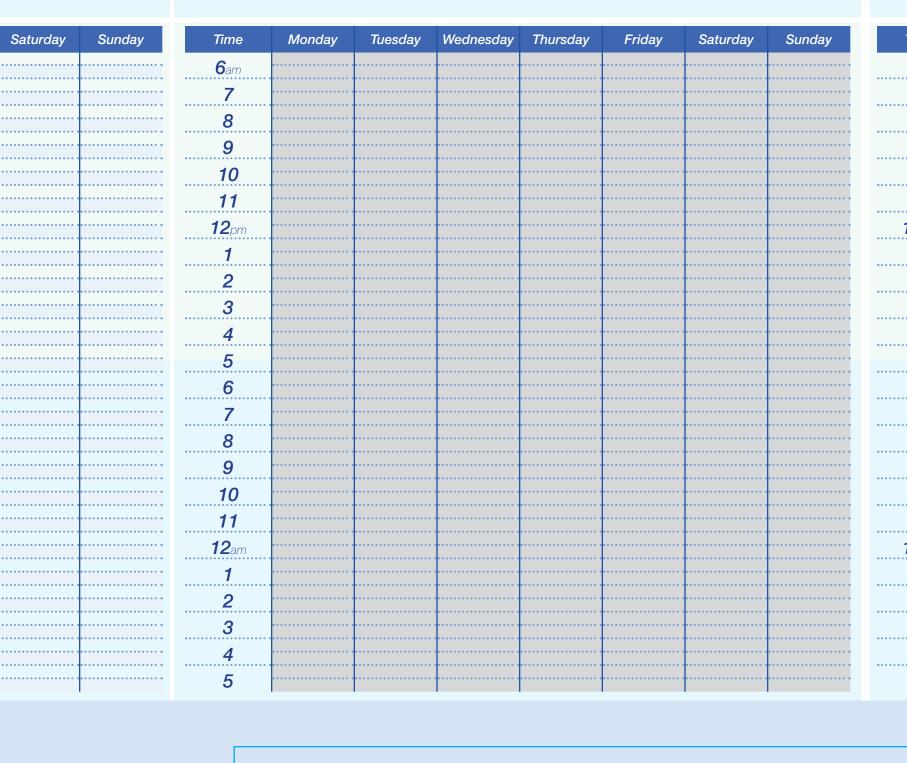
A family care clinic is available within the walls.

testing.

Two nurses are on staff to triage simple first aid necessities. Complex injuries require the use of outside physicians. During COVID, contracted with Kelly Services to provide antigen and PCR

Nurse coverage is available onsite for each shift. All Walmart provides Flu shots only, does not provide other medical/clinic services are provided by a 24-hour facility available to the public, about a 1 minute drive. The third shift includes maintenance and a small production run, about 30 people in total.

pharmacy services.



PRO_Poster_HR_ComparativeOnsiteMe

Information Sources

– Stakeholder Interviews – Existing Documentation