



**Culinary
Preventative
Care™**

1PL8 C. P. C.™ Health and Wellness Program

Supporting Employers Reduce Healthcare Costs through Prevention

Regardless of company size employers are struggling. We understand the issues and have developed a health and wellness program that supports and addresses those problems. We are supporting employers, HR professionals and employees to help:

- 1) **Attract and retain high caliber employees**
- 2) **Reduce high cost of benefits**
- 3) **Reduce high cost of high turnover**
- 4) **Reduce absenteeism and loss time**
- 5) **Create a positive team building culture with cross generational, vertical and horizontal common bond among all employees**
- 6) **Create a supportive, caring, fun, inviting company culture**
- 7) **Increase productivity**
- 8) **Increase profitability**

To address this problem, we first must understand the changing dynamics and demographics of our labor force. As Boomers approach retirement and Millennials increase in the workforce, both Boomers and Millennials value, health, wellness, safety, and security, and are concerned about their future. In 2020 it was forecasted that Millennials will represent 35% of the global workforce. Today there are @56 million millennials in the US workforce, and by 2025, millennials will make up the majority (75%) of the workforce. We will roughly define the term millennials to include those born during the mid-to-late 1980s, 1990s, and early 2000s. Knowing the different values, expectations and experiences each generation has for making future health care plan decisions may help school, city and county employers adapt to the ever-changing workforce.

This new change in labor force coupled with our pandemic experience has changed the workforce landscape. Millennials continue to suffer from chronic illness that will continue to drive the exorbitant health care costs. They also have strong beliefs and thoughts about



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employment and quality of life. They have shown to be loyal, hardworking employees to companies that share in their value system and demonstrate a caring corporate culture.

Retention

From a survey from GWI they found that 26.1% of adults in the United States said they were likely or very likely to look for a new job or leave their current one during the next six months. For those under 35 years old, 36% responded that they would look for a new job or leave their current one.

Millennials appreciate a sense of belonging to an organization. A strong company culture is especially relevant to millennials. They prefer creative, inclusive, positive, caring, and healthy company values. A company culture that is rooted in health and wellness would be well supported and participated by a millennial workforce. Although they would like to earn more, most millennials strongly agree that they would take a pay cut to work for someone who holds the same values as their own.

Also, millennials are a result-oriented generation. So, they can be very prosperous with minimal guidance and leadership. Because our program can demonstrate results almost immediately their “buy in” would be beneficial to themselves and in turn the employer.

What’s more, research highlights those employers who support employees’ learning and development have lower turnover rates. The structure of our C.P.C.™ (Culinary Preventative Care) Disease Management Program is established as an exciting educational program. Therefore, millennials will have a chance to learn new skills in the workplace and be more likely to stay. More than anything else, they want to be heard and share their ideas with everyone. Millennials love videos and entertainment, so short, humorous educational videos that demystify healthy eating and cooking is a great way employers can engage and connect with employees throughout the year.

Our C.P.C.™ Program, allows for this sharing, acknowledgement, and appreciation to be felt by their fellow employees and employer. When properly advertised and marketed to new prospective employees our program will give you the critical advantage to attract new highly qualified candidates and keep your current workforce, thereby minimizing the costs associated with employee turnover, and productivity loss.

Health and Wellness

Can a health and wellness program reduce employer’s exorbitant health care costs? The answer, most emphatically, is **YES**. However, the primary question is not whether wellness programs deliver returns. Rather, it’s what type of wellness program can reduce claims and



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thereby lower insurance premiums. The answer is not lifestyle programs; it is programs that prevent at-risk employees from becoming ill and help chronically ill employees stabilize their conditions.

Defining wellness programs:

- Lifestyle management, which is based around diets, and gym memberships.
- Diseases management program which is based on a system that seeks to manage the chronic conditions of high-risk, high-cost patients as a group.

Disease management is the concept of reducing health care costs and improving quality of life for employees with chronic conditions by preventing or minimizing the effects of the disease through comprehensive integrated care. These programs are designed to improve the health of employees with chronic conditions and reduce associated costs from avoidable complications. Chronic illness accounts for **81% of hospital admissions; 91% of all prescriptions** filled; and **76% of all physician visits**. The impact to employers is twofold, in health care claims and productivity loss.

The 1PL8 C.P.C.™ program is a comprehensive mobile health and wellness app subscription service that uses food as medicine, cognitive science, and artificial intelligence to educate and inspire employees to make behavioral changes regarding health and wellness. We have designed a curriculum that identifies the causes and helps change certain behavioral triggers and barriers in relation to food.

Our C.P.C.™ Health and Wellness program uses food and culinary techniques as well as psychology and behavioral change factors to enhance employee achievements. We encourage employees to examine their eating behaviors, manage their emotions, and help prevent the personal triggers that foster their addictive relationship with food. We also encourage consistent accountability, positive habit forming, and making lifestyle changes that can result in sustained generational health and wellness.

As the industry leader, we are at the forefront of the movement in Culinary Health and Wellness™. We're revolutionary in the fact that we are professional chefs, skilled educators, and experts in food and culinary techniques. We differentiate ourselves from other organizations because of our ability to adapt healthier culinary techniques and food substitutions while paying close attention to the importance of one's culture, budget, and food.



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Our key indicators of success will be measured by the following:

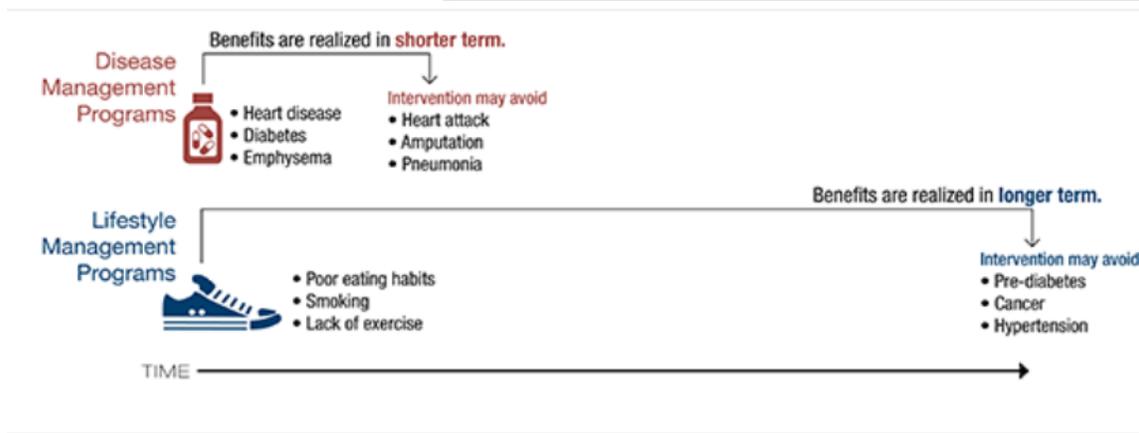
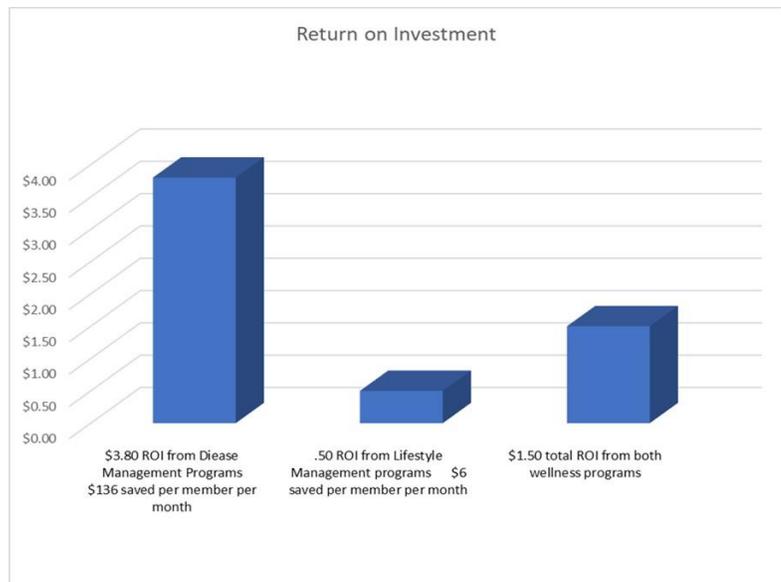
1. 10-30% Reduction in sick days due to chronic condition
2. 10-25% Increase in productivity and quality of work
3. 10-25% Decrease in insurance claims
4. 30+% reduction in hospital admissions

Internal Continued Support:

1. Hold weekly best Healthy meal pictures contest
2. Most miles walked contest (fitness tracker proof)
3. Bring your lunch to work week
4. Fresh fruit Friday

Return on Investment

A Rand study, “Do Workplace Wellness Programs Save Employers Money”? examined 10 years of data from a Fortune 100 employer’s wellness program. When compared against the lifestyle-management component, disease management delivered: **86%** of the hard health care cost savings, generating **\$136** in savings per member, per month and a **30%** reduction in hospital admissions.





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To put that in context using our program a business can estimate that 100 employees, can have a savings of around \$1,632 per employee or \$163,000 annually, and that is not including the increase in revenue, due to a healthier, more productive workforce.



We are committed to you. We promise a program that is simple, accessible, dependable, knowledgeable, and impactful. We want to make sure our C.P.C.™ curriculum encourages, inspires, and increases your confidence and a sense of security. Your savings, health and wellness is how we measure our success and dedication to you. Health and wellness is not about huge sweeping changes, its small thought-out consistent steps. We only ask you for a chance to serve you and earn your trust.

Chef Rich

Executive Chef/CEO

