

QLINE CORPORATE PROGRAM

INTRODUCTION

Qline is a renowned methodology for assessment and prevention of human health-risk factors. This system has been developed for over three decades in terms of scientific and medical researches and reports that allowed concreting its functionality and reliability. Basically this methodology is conveyed in two stages:

- **Health Assessment** – tests are made and analysis reports are presented;
- **Health Improvement** – innovative approach for dealing with stress and health-risk factors;

Assessing health condition thoroughly within a company allows a precise view on overall workforce potential. Evidence of how employees really are brings important information to local and higher management. Having the opportunity to deal with it right away using the Qline health improvement programs adds solid evidence to managers' decisions.

Corporate Performance

Knowing your personnel abilities to perform best, plus dealing with stress, where necessary provides important information for sophisticated production strategies. Having a complete picture of overall workforce performance potential is a large step ahead of competition. Adding improvement to Corporate Performance guarantees efficient management.

Personal Performance

Each employee is examined with a breakthrough technology for diagnosing. After all employees' results are analyzed, reports are prepared to give a detailed picture of individual, team (department) and overall performance. Taking care of individual performance on large scale brings improvement to overall corporate performance.

Stress and Health Assessment

Qline allows assessment of important health-related aspects, such as health condition, level of physical and mental stress in the body, the ability to withstand health risk factors, physical shape (fitness), and ultimately, productivity performance. Regular Health assessment could help efficiently diagnose if a medical examination is needed. It provides a complete outline of your employees' condition, in terms of both health and productivity capacity.

CORPORATE PERFORMANCE (EMPLOYERS)

Leading a company to continuous profits is very hard to achieve and requires successful long-term planning. Typically, the bigger the size of the company is, the bigger the workload. Having information about Personal and Team Health Performances allows a reliable overview of the functionality of different units within the company.

With Qline, high-level decisions are backed with more evidence on what changes should be made. Backing judgements with scientifically substantiated reports adds more value to managers' decisions.

Combining that with the health benefits of Qline and guaranteed ROI (Return of Investment), managers are given a whole new dimension to base their company strategies upon.

Qline generates health level and stress reports for the whole organization (Corporate Reports), departments or teams within the organization (Team Reports) and individuals (Personal Reports);

BENEFITS

The benefits of Qline are multidirectional – aimed at employers and employees, as well as customers. Qline is developed to reduce corporate health and insurance liability costs and deliver overall improvement for:

- **your employees** – health level and stress preventive care and improved working environment bring better results in terms of performance and productivity. Employees feel more secure and comfortable with health-conscious employers;
- **your managers** – having a new perspective to employees' health condition and productivity performance of teams within the company contributes to more precise planning. This also guarantees reduced direct and indirect costs caused by employee absenteeism. Learning new ways to improve performance and, therefore, productivity adds more value to business strategies.

- **your customers** – a healthy and motivated staff delivers better results and more satisfaction. Good impression contributes to a better image for the company. Improved corporate performance brings more business potential.
- **your shareholders and business partners** – improving corporate performance is a long-term strategy that leverages your ROI (Return of Investment) and guarantees stable company growth.

Qline offers two different services:

- **Health Assessment** – personal assessment of targeted group of employees within an organization. Reports are generated for the whole organization (corporate reports), departments or teams within the organization (Team reports) and individuals (personal reports);
- **Health Improvement** – innovative approach to dealing with stress and health-risk factors, based on E-coaching biofeedback;

FEATURES

Qline features include:

- Unlimited number of persons, departments and organizations to your account;
- Health level analysis reports of employees' results in terms of individuals (Personal), departments (Team) and the entire organization (Corporate);
- Stress Assessment of all employees. Precise assessment of physical and mental stress;
- Comparison Team reports and Personal history reports;
- Assessment of: Fitness of the body, Cardiac Index, Vascular Index, Training Level, etc.
- Coaching Biofeedback (Stress Reliever) that combines stress measurement with self-training techniques for health improvement, based on special breathing technology;
- Questionnaires that are analyzed together with medical data to add more value to reports results;
- Option to view every employee's History;
- High security online system that allows easy way to make assessments and access the desired data;
- Option to generate corporate reports for either a single employee, a department or the entire organization;
- Sessions functionality that allows filtering results out for individual employees, whole departments, or the entire organization;
- Professional corporate advisory and consultancy;
- 24 hours online support.

TEAM PERFORMANCE (DEPARTMENTS)

Different departments, teams or professions within a company handle different shares of workload. Some jobs are very hard and others are not. Certain individuals, teams or departments work in more stressful conditions than others. It is critical to a company that all its units are functional. This information greatly contributes to managers' decisions for company optimization.

Responsibilities put managers, team leaders and team members in stressful environment. There are periods of time when certain teams or even entire departments are overloaded with tasks. It is important to motivate these people to perform well on their jobs.

Qline checks their health level and stress state and provides Health Improvement (E-coaching Biofeedback) solutions for susceptible to stress people. All information is analyzed and systemized in Department and Profession comparison reports. The information in these reports provides clear multi-directional view on individuals' and departments' conditions.

DEPARTMENT AND PROFESSION COMPARISON REPORTS

Department and Profession comparison reports provide an important insight into team (group) and department productivity capabilities. You will be able to monitor stress or other unfavorable health conditions that could obstruct satisfactory performance of teams and departments. These reports might even help determine the degree of cooperation within the department.

Department and Profession comparison reports allow sophisticated planning on a higher level for the decision makers of a company.

PREVENTIVE HEALTH MANAGEMENT

Supporting a Preventive Health Management policy within a company brings benefits to both employees and employers.

Employees

Knowing that the company cares about the overall health state of its employees makes them more comfortable on their workplace. Keeping employees satisfied is critical for their level of productivity performance. Having access to their actual up-to-date health condition record adds more value to managers' decisions. It may also be included as a part of the Employees Beneficial Plans.

Employers

Qline's functionality concept covers great many aspects of corporate health care policy. It allows you to make comparison health and workload reports. Using Qline system enables you to optimize and plan your company growth.

In general, Preventive Health Management policy reduces corporative health costs.

Preventive Health Management policy contributes to a better image of a company and makes it more attractive to both potential and current employees.

REDUCE COMPANY HEALTH COSTS

The purpose of Qline is to aid managers who wish to implement a health-conscious policy and effectively decrease health costs and health insurance liability of the company. Qline guarantees ROI (Return of Investment) with two complementing business strategies:

- **Increase productivity** – monitoring employees' health level condition combined with Qline Stress Relieving Program greatly reduces the risk of long-term low performance. Employees themselves are more comfortable and motivated in companies with health-conscious management.
- **Decrease health care costs** – stress and health level assessment provide health-risk preventive information about the condition of employees that could also help detect diseases in early stages.

Health Management policy promotes healthier workforce and delivers a combination of health care costs reduction and healthier, more capable employees. Qline is designed to provide a platform for health-conscious policies that leverage your ROI.

HEALTH INSURANCE BENEFITS

Qline online is a unique assistant for stress assessment and health state monitoring of Health Insurance customers. Incorporate Qline into your Health Insurance Programs and offer your customers a reliable health risk preventive. Qline benefits for Insurance Companies include:

- **Reduced liability risk** – monitoring customers' health level condition combined with Qline Stress Relieving Program reduces long-term liability risk. Offering Qline as part of the Insurance service is a great opportunity to attract customers that care about their health;
- **Return of Investment** – Keeping track of customers' overall health level condition aids correct planning on Health Insurance Policies. Qline precise assessments provide useful information for customers' overall corporate health level, thus providing grounds for clever long-term planning. Monitoring customers' condition, along with Stress relieving adds an attractive extension to Health Insurance services.

Qline guarantees ROI (Return of Investment) by combining two winning business strategies:

- reducing health costs on Health Insurance customers;
- attracting new customers with health-risk preventive policy.

PERSONAL PERFORMANCE (EMPLOYEES)

With the dynamics of the modern world people are getting busier and busier. Often people need to squeeze in their schedules all kinds of unexpected tasks. As much as you might want, you might never find time to get enough health-care attention. In such cases health-risk prevention is even more important and the less time-consuming it is, the less need for additional adjustments of busy schedules.

Qline is the best warning system for serious health issues.

Qline provides a unique way for you and your family to:

- Take fast and easy (5 min) health evaluation.
- Observe the influence of daily factors (workload, daily activities, and other stress factors).
- Track health changes and reveal accumulative stress in their early stages.
- Monitor your training activity
- Improve you momentary stress

In only 5 minutes, one of Qline's services known as the Health Snapshot will reliably evaluate your condition in terms of accumulative stress and health level. You will know in no time how you and your family really are.

In addition to our Stress Relieving Program you can really take control over physical and mental stress accumulated in your body. Qline Stress Reliever has been designed to prevent, manage and reverse the negative effects of stress. With it you can learn how to operate your mind, body and heart as a unified system, and achieve new levels of health and well-being. It helps you effectively reduce your stress levels and revitalize your entire body. Continuous reducing of momentary stress can affect your accumulative stress and health level.

BENEFITS

Qline offers two major services:

- **Stress & Health Assessment** – this includes a Health Snapshot of your overall health condition; accumulative physical and mental stress assessment; fitness condition assessment; early stage warning system.
- **E-coaching & Stress relief** – health improvement system for dealing with stress and health-risk factors, based on E-coaching biofeedback technologies.

FEATURES

- Health level analysis reports of employees' results in terms of individuals (Personal reports);
- Stress and Health Level Assessment. Precise assessment of physical and mental stress;
- Personal history reports;
- Assessment of: Fitness of the body, Cardiac Index, Vascular Index, Training Level, etc.

- Coaching Biofeedback (Stress Reliever) that combines stress measurement with self-training techniques for health improvement, based on special breathing technology;
- Questionnaires that are analyzed together with medical data to add more value to reports results;
- High security online system that allows easy way to make assessments and access the desired data;
- Professional beneficial advisory and consultancy;
- Take an accurate and thorough health evaluation for just 5 minutes;
- Monitor sports & training activity;
- Track health changes and reveal diseases in early stages;
- 24 hours online support.

STRESS AND HEALTH ASSESSMENT

Promote Health-conscious management policy among your employees. This contributes to the modern concept of caring about employees. It makes them feel more comfortable and motivated at work.

Stress and Health Assessment is basically divided into two stages:

- Taking measurements;
- Preparing reports about Personal accumulative stress and health level.

Stress has two major aspects: momentary stress and accumulative stress. Continuous increase of momentary stress leads to increase in long-term accumulative stress and health level.

Stress could be either physical, mental or both.

Physical stress is caused by long-term exposure to negative factors, such as: irregular lifestyle; physical overload; environmental toxicity; cigarettes; alcohol; drugs; improper diets, etc.

Mental stress can be caused by factors like: insecurity; negative emotions; mental overload; confusion; rejection on a social level; family problems; boredom; low self-esteem; etc.

Overall results of the Health and Stress Assessment are analyzed and presented in clear reports that leave no ambiguity to where actions must be taken. Speculations are turned into facts.

This system is based on over three decades of profound scientific and medical researches of highly renowned medical professors and different scientific institutes. The reliability of the system is guaranteed by over 40,000 assessments and relevant scientific reports.

HOW CAN YOU TAKE A MEASUREMENT?

The Qline assessment is used to determine the health index of employees on the basis of a stress and vitality (training) measurement. The health index provides information about your employees' reaction to the working environment and work pressure.

The Qline assessment is a tested and proven Quick scan method that registers your employee's required data ("heart rhythm variability") both rapidly (approx. 15 minutes per employee) and uses it to generate reliable information.



The Qline assessment consists of two sections: a stress measurement and a vitality (fitness) measurement. These measurements are made by recording a series of heartbeats, and registering every heartbeat interval. This series of intervals forms a data set on which the analyses are largely based. For the measurements themselves is done with three sensors that are placed on the body and are wirelessly connected to a computer.

The Corporate Health Assessment is periodically and is carried out on large scale among your company's employees. Your employees are invited to take part in the assessment individually and on a voluntary basis.

The individual results of these measurements are processed and presented in the Corporate Qline Report. You can prioritize which sections of the report are important to you. Here you can break down the results according to business units, function groups, and so on.

E-COACHING & STRESS RELIEF

Qline is not limited to health assessment only. Health assessment is just part of what Qline has to offer. Optimal results should prove satisfactory for all levels of employees. However, experience shows that this is a pretty unique and unlikely situation, especially with larger corporations and hazardous jobs.

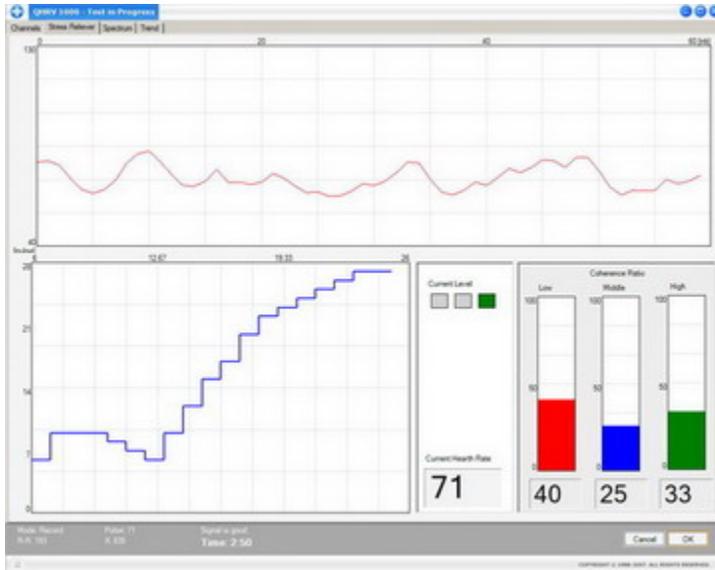
Whenever there are “weak spots”, actions must be taken. Employees with low health assessment level results must be treated appropriately. Good managers should be able to determine whether it is personal problems or stress at work that keeps these people from optimal performance. When results are really bad, it is highly recommended to seek professional health care.

Our Stress Relieving Program really helps take control over physical and mental stress accumulated in the human body. Qline Stress Reliever has been designed to prevent, manage and reverse the negative effects of stress. It effectively reduces stress levels and revitalizes the entire body. Continuous reducing of momentary stress can affect accumulative stress and health levels.

Qline offers a unique way to reduce stress in a self-teaching program, called E-coaching biofeedback. Basically this requires a special personal device that is comfortably attached to the user (employee) and teaches him / her certain techniques of relaxation and breathing. This is a scientifically tested and proven methodology.

The Stress-reliever device connects to the Internet and results are analyzed in real time. Managers, as well as employees themselves may observe the progress they make. You can see right away the benefits of the E-coaching system for reducing stress levels within the human body. It is safe, comfortable and fun way to improve the health state of virtually everybody in the company.

Qline trains how to cope with stress and stressful situations online and interactively. Qline can control this process remotely. Participants may have the chance of training wherever they like, at work or even at home.



The figure above displays an example of the results of the E-coaching session. If you have a better control over for instant relaxation you will end up more in a “green” score.

Professional Advises and Beneficial Plans

Qline provides Professional Advises and Beneficial Plans as additional solutions for Health Improvement and Stress Relief at work. This includes programs aimed to make long-term improvements for your personnel. Our consultancy is based on the results of the corporate stress and health level assessment.

The Professional Advise we offer is widely based on the specific case and needs of your company. This encompasses an extensive range of solutions and we recommend a selection of the most suitable ones for your organization, depending on your requirements, and certain specifics such as infrastructure and budget.

We also offer Beneficial programs for your employees that may additionally leverage your ROI (Return of Investment). These also strongly depend on the results of the stress and health level assessment.