

**O2X Human Performance
Integrated Specialist Program
Proposal**

10/03/2024

Delivered To:

Huntington Beach Police Department





O2X Human Performance
1 Mill Wharf Plaza Unit S12
Scituate, MA 02066

Company Information

O2X Human Performance LLC
1 Mill Wharf Plaza
Unit S12
Scituate, MA 02066

O2X Human Performance LLC (prev. CGLM LLC) was incorporated on December 16, 2013 in Delaware.

Cage code: 7ZUM8

UEI: G6CGLEPPSC85

O2X Human Performance provides customized human performance programs to include On-Site Specialists (OSS), training, education, and resources to Service Members, tactical units, firefighters, law enforcement officers, city employees, federal agents (collectively labeled "Tactical Athletes"), and private sector companies that increases mental resilience, job performance, support healthy lifestyles, and have been proven to reduce healthcare costs associated with injuries and illnesses.

Proposal Terms

The pricing and services outlined in this proposal will be honored for 90 days from the date listed on this document. This document is to be considered a proposal only and does not constitute a full agreement between O2X Human Performance and the Huntington Beach Police Department. Upon acceptance of this agreement, binding terms will be agreed upon in the form of a final contract. The contents of this proposal are to be considered confidential, to be shared only between O2X Human Performance and the Huntington Beach Police Department. Program and product descriptions outlined in the attached pages are proprietary information and intended only for the recipient of this proposal. Fee structures, costs, and terms are also to be considered confidential.



O2X Human Performance
1 Mill Wharf Plaza Unit S12
Scituate, MA 02066

Pricing

COA 1: Period of Performance November 1, 2024 - June 30, 2025

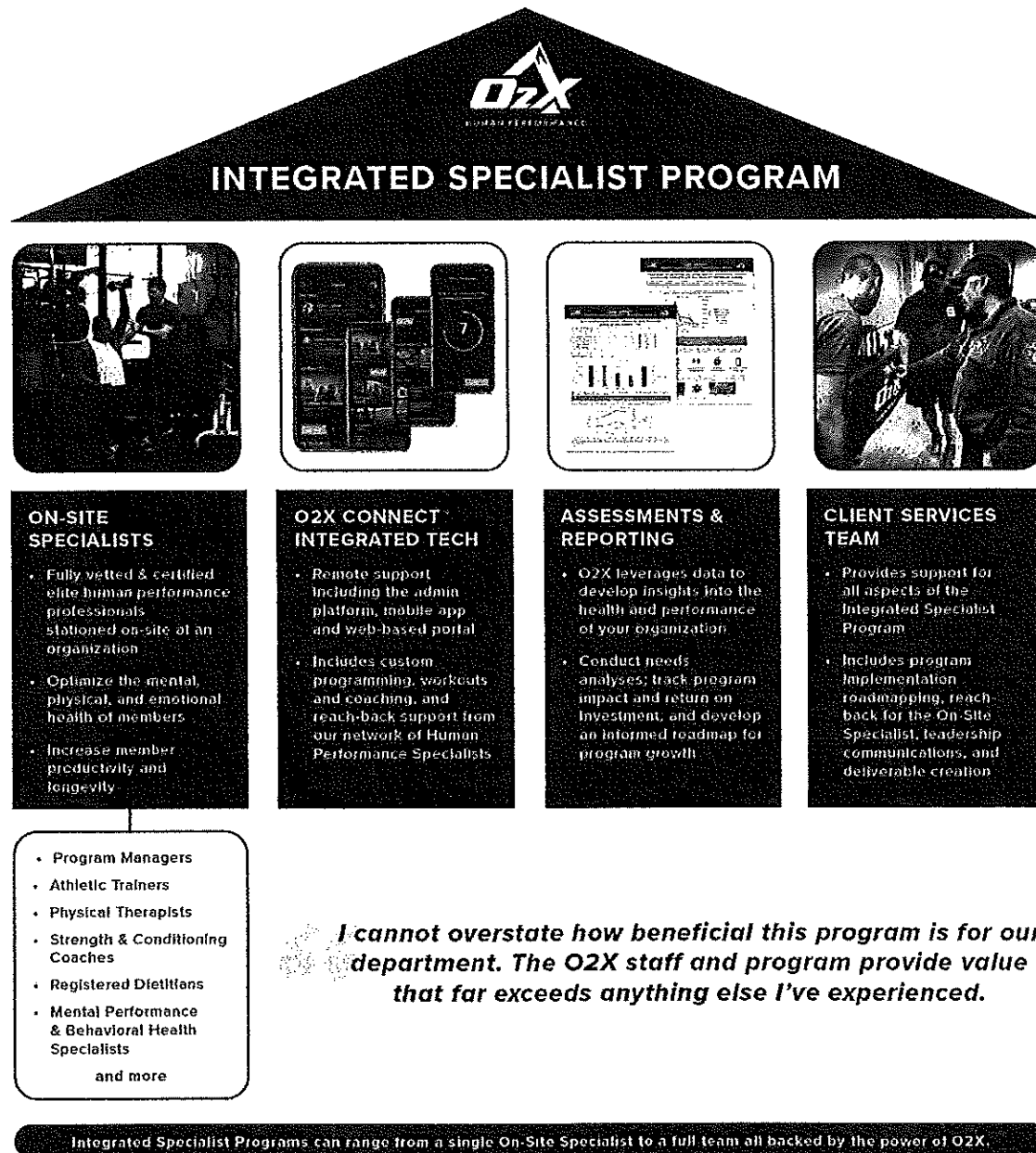
Item (See Attached for Descriptions)	Unit Cost	Full Cost (8-Months)	Huntington Beach (8-Months)
Integrated Specialist Program <ul style="list-style-type: none"> • (1) Full-Time On-Site Human Performance Specialist(s) (OSS) - Athletic Trainer (AT) • O2X Connect™ & Integrated Tech Resources • Assessments & reporting - Data collection and analysis through the proprietary, holistic O2X Readiness Assessment™ - Monthly activity reports - Quarterly & Annual results reporting presented to client leadership - ROI tracking and continual program adjustments • Client Services team 	\$68,334	\$139,167	\$70,834
Other Direct Costs (ODC) <ul style="list-style-type: none"> • Additional program costs including OSS travel, equipment, shipping, facilities as requested by client and/or required by contract 	\$2,500		
Cost Covered by Building Homes for Heroes <ul style="list-style-type: none"> • For the initial period of performance, this will be partially funded by a grant from Building Homes for Heroes 	(\$68,334)		

Itemized Cost Breakdown (12-Month Period of Performance)	Unit Cost
Integrated Specialist Program w/ Full-Time AT On-Site Human Performance Specialist; 1920 Hours	\$205,000
Other Direct Costs (ODC)	\$5,000

Respectfully,
Nick Westendorf
Municipal Account Executive
O2X Human Performance LLC

ATTACHMENT 1: SERVICE DESCRIPTIONS

ITEM 1: INTEGRATED SPECIALIST PROGRAM



O2X Integrated Specialist Programs reflect our relentless dedication to embedding successful resources within organizations. O2X delivers a full-service human performance platform that supports our on-site personnel with access to company leadership, a dedicated client manager, a network of hundreds of human performance specialists, as well as administrative support.



Program Objectives

- Drive impact of the human performance initiatives through seamless integration
- Increase readiness, resilience, retention, and recruitment of the force
- Engage workforce in improving mental and physical health
- Facilitate in-person trainings, virtual resources, assessments, and analysis
- Provide plans for achieving performance goals individualized to members' specific health needs
- Implement personalized engagement and incentives for program adoption
- Expand upon successful methods to increase outcomes organizational wide
- Assist members restricted to light duty with focused improvement plans to return to duty
- Optimize the mental and physical health and increase productivity
- Expand the longevity of members at work and at home
- Reduce occurrences of preventable on-duty injuries
- Provide O2X resources and access to the nationwide network of O2X specialists
- Cost savings associated with fewer injuries and wellness related leave
- Assist in fostering a culture of excellence and continuous improvement
- Report tangible results and metrics tracking effectiveness of health and wellness initiatives

Together, the O2X team in the field and headquarters staff work to guarantee each Integrated Specialist Program delivers positive impact through:

- a. **On-Site Specialists**
- b. **O2X Connect™: Integrated Tech Resources**
- c. **Assessments and reporting**
- d. **Client Service Team**

a. ON-SITE SPECIALIST

The O2X On-Site Specialists will serve as subject matter experts and utilize their education, experience, and entire O2X specialist network to design and implement programs that prepare tactical athletes for the rigors of their professions. These experts incorporate elements of nutrition, fatigue management and sleep science, stress mitigation, sports psychology, and resilience (the O2X EAT SWEAT THRIVE® model) into training members.

Each specialist selected will be sourced, hired, trained, and employed by O2X and will operate with the backing of the entire O2X network of subject matter experts and support staff. Utilizing an expansive existing network of human performance specialists, O2X will recruit top tier talent for the On-Site Specialist role located at a client location. This selection effort will target On-Site Specialists that possess the key blend of relevant experience, education, and credentials, as well as the interpersonal skills required to have a substantial impact on the future of the organization. On-site team members are expected to carry themselves with the highest levels of professionalism while serving as leaders and role models in the organizations where they are placed. Further, any personnel in this role will have undergone additional O2X internal training in preparation for working with tactical athletes and the specific organization with which they will be placed.

Based on the type(s) of On-Site Specialist selected, O2X will provide a full-time specialist (1920 hours annually) dedicated to improving readiness of the organization. The specialist(s) will possess requisite education and certification for specialty and role:

- o Injury Risk Reduction and Recovery Specialist: Athletic Trainer (AT)
- o Mental Performance Specialist

Injury Risk Reduction and Recovery Specialist (AT)

- Provide a full-time trained and certified Athletic Trainer specializing in Injury risk reduction, management, and recovery
- Possess requisite education and certification for specialty and role such as:
 - o Injury prevention and recovery specialist: minimum of a Masters degree in relevant field and Athletic Trainer Certification (ATC)
- Develop physical recovery and injury prevention specific training programs and disseminate to personnel
- Lead group and individual physical training and recovery sessions
- Work with leadership to facilitate readiness across all members to increase job performance, retention, and recruitment
- Drop-in performance and assessment opportunities to provide program overviews, educational briefings, training sessions, and access to resources to Individual members as requested

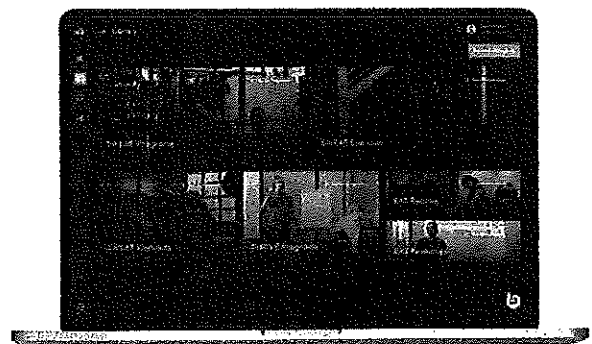
b. O2X Connect™: Integrated Tech Resources (Included under Integrated Specialist Program)

Access to the entire suite of virtual resources for organizational members is a key component of the O2X Human Performance Program. O2X Human Performance utilizes O2X Connect™, an integrated tech platform, to provide clients with access to resources that support the program in any location. O2X Connect™ allows the On-Site Specialist to communicate with members in any location and provide customized programs and resources. Together with the mobile app and web portal, O2X On-Site Specialists are able to provide a robust amount of human performance content from all areas of the EAT SWEAT THRIVE® curriculum and continued access to our subject matter experts.

Highlighted below are a few of the many features in the O2X virtual membership:

O2X Connect™ Admin Platform: Provides On-Site Specialists the ability to efficiently coach and communicate with members. Using an online portal controlled by the On-Site Specialists, content is shared and assigned organization-wide or directly to individual members. This allows On-Site Specialists to track individuals' progress and remotely guide their training. Other features include:

- Interactive calendar that displays the On-Site Specialist schedules
- Messaging center where members can communicate directly with their On-Site Specialist



- Access to a dashboard feed where the On-Site Specialists will share links, articles, videos, etc.

**Additional administrative accounts can be added for members of the department based on size and need - the typical recommendation is 1 administrative account per 100 members of the organization.*

O2X Mobile & Web Application Features for Users:



Recipes: The app provides healthy recipes for fueling physical health and cognitive performance. When members select a recipe, they are presented with a full Ingredient list, as well as directions on how to complete the recipe. Many recipes also include instructional videos.

SWEAT Plans: SWEAT Plans are periodized workout programs, designed to build strength, reduce injury risk, and improve conditioning specific for your job. Explore hundreds of plans or view recommended ones based on the results of a brief survey.

Workout Generator: The workout generator provides members the ability to quickly and efficiently find an individual workout that matches their Interests, equipment, and goals. Members can then begin the workout, save it, or scroll hundreds of workouts until they find one they like.

THRIVE Exercises: Guided Sleep, Breathe, and Meditate tools, as well as yoga classes led by our expert O2X Yoga Specialists.

THRIVE Plans: THRIVE Plans are long term programs, meant to help members enhance recovery, build resilience, manage stress, and optimize mental health.

Assessments: The Assessments section provides members with physical and performance assessments, to include physical training tests complete with current standards from various tactical athlete professions. Test yourself against benchmarks from all over the tactical community.

Reporting / Tracking: Upon completion of the O2X Readiness Assessment™ and assessments / surveys in the App, members receive individualized reports with O2X Specialists' suggested goals for improvements.

By selecting "View Results in Portal", members can see their current scores compared to their past attempts, as well as how they stack up against the standards.

Ask an Expert: “Ask an Expert” provides members with an outlet to communicate directly with a variety of O2X specialists by choosing the category of their question (EAT SWEAT THRIVE®, or General) and typing their question into the text box. Answers to these personalized questions are typically answered within 24-48 hours.

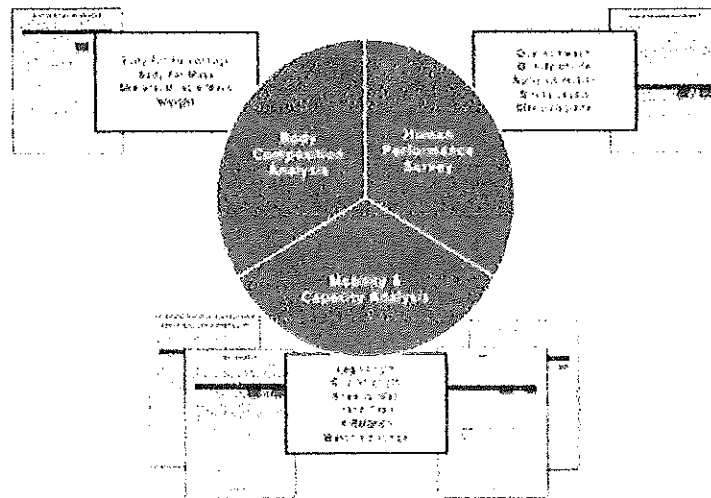
All features described above can also be accessed through the web-based O2X Portal, in addition to other EAT SWEAT THRIVE® resources. The Portal also hosts most of our physical training SWEAT Programs in PDF version, available for download.

c. ASSESSMENTS & REPORTING (Included under Integrated Specialist Program)

O2X Readiness Assessment™

The O2X Readiness Assessment™ was designed for tactical athletes and aims to provide a holistic look at each individual member. It will help provide self-awareness and identify predispositions for injury and illness. The Readiness Assessment offers recommendations so that the On-Site Specialist can create custom programs to target those areas which need improvement. The Readiness Assessment will provide leadership with insight into the health of the organization and specific areas to focus. Our research-based assessment was built using the best available evidence to assess health-related quality of life and physical capacity. More specifically, the Readiness Assessment:

- Leverages validated mental and physical survey questions, paired with practical movement assessments for mobility, stability, and capacity. This process identifies asymmetries or weaknesses as compared to normative standards and identifies opportunities to lower the risk of illness or injury. This screening is not meant to diagnose or treat any injury or illness, but rather identify areas of focus for members to help them perform to their highest, healthiest capabilities.
- Readiness Assessment data is collected via the O2X mobile application and provides members with their results, reporting, and recommendations immediately upon submission. The mobile app will track historical data and trends progress over time for users. Members can also view their results via the web-based portal. The Readiness Assessments will offer both micro and macro perspectives of the operational readiness of the force. All members that take part in the Readiness Assessment will receive individual reports, as well as aggregate team reports for organizational leadership.
- Collecting the data and analyzing it over time is imperative to proving the success of the program. Each member's individualized report contains specific recommendations to improve readiness, health-related quality of life, and physical function. Organization team reports identify trends across groups and teams, with capacity to sort data by age, gender, job function, and more.



Reporting

Development of individual and organizational reporting is essential to tracking program growth and return on investment. The O2X Client Services and Education teams work closely to conduct needs analysis, administer assessments, analyze data, and provide customized reporting and recommendations based on organization goals. O2X can develop reporting and ROI tracking specifically for your goals. Different types of reporting include:

- **Individual reporting:** Available upon completion of Assessments located in the O2X App
- **Monthly storyboards:** All On-Site Specialists will collect data, measurable results, and reporting each month to provide a snapshot of the program highlighting tangible effects and initiatives delivered to the organization. The reports will be emailed, delivered, and briefed to key organizational leaders.
- **Quarterly reporting:** Each quarter O2X will combine all quantitative and qualitative feedback and provide a comprehensive customized report delivered and briefed to organization leadership by their dedicated client manager
- **Annual program summary:** Each year, O2X will deliver a summary of results, highlighting cost savings and organizational improvements through human performance initiatives

d. CLIENT SERVICES TEAM

- **In-person Client Management:** A dedicated client manager will be assigned to each organization. The client manager will conduct frequent travel to client locations for program support, quality assurance, and leadership meetings to help ensure program performance and satisfaction.
- **On-Boarding:** The Client Services Team will conduct a multi-day onboarding process on site at the client's requested location. The process will include meet and greets as well as education for leaders on implementation of the O2X Integrated Specialist Program to ensure maximum effectiveness.
- **Preparation:** The OSS is provided with materials to ensure they are well prepared for their position on-site at the organization. OSS receive a computer, Readiness Assessment kit, *Human*

Performance for Tactical Athletes textbook, full online OSS Portal tutorial, OSS company handbook and expectations, and access to volumes of O2X specialist training videos as well as pre-written templates, programs and content libraries.

- **Daily Check-ins:** Each On-Site Specialist will have direct access to their organization's client manager to maintain a fluid line of communication and synchronization of all aspects of the program.
- **Weekly Collaboration:** All On-Site Specialists maintain weekly communication across the vast network of embedded specialists. This allows a robust cross pollination of knowledge and experience, as well as a dynamic connectivity that leverages best practices to consistently improve the program.
- **Reporting:** The Client Services Team works closely with the O2X Education Team to develop monthly storyboards, quarterly reports, and annual summaries based on the qualitative and quantitative feedback gathered throughout the fiscal year. An O2X Data Analyst compiles all data for organizations and provides helpful insights into the status of the force and action items for future success.

ITEM 2: OTHER DIRECT COSTS (ODC)

During the performance of this contract, O2X staff will be required to travel CONUS to support training events, field operations, and other regional member engagement. O2X is requesting funding for reimbursement of approved and required travel expenses to include flights, hotels, parking, rental car, gas, tolls, baggage fees, and taxis/Ubers, as required within the contract and as requested by the client. Additionally, O2X may be required to ship training aids to these locations in support of the work and order equipment to support operations. At times, as directed by the client, O2X may be required to rent suitable training locations as well as audio/visual equipment. This will include shipping expenses associated with training activities and visits to client facilities.