

1 800 contacts[®]



WELLNESS

Innovation is in our DNA



Where we started

- 1-800 CONTACTS was founded in 1995 by two entrepreneurs who sought to address contact lens wearers' basic frustrations.
- Wearing contacts themselves, they understood that contact lenses could be expensive and inconvenient to replace. With that in mind, they set out to offer low prices, convenient ordering and fast delivery to their customers.
- Their plan to accomplish this centered on buying contact lenses in large quantities to get the best prices and housing a large contact lens inventory so customers' prescriptions would be in stock and ready to ship. Superior customer service and easy ordering were also key to their plan, two benefits that distinguished them from the competition.



Where we are today

- Today, 1-800 CONTACTS is the world's largest contact lens store®, selling more contacts every day than any other optical goods retailer.
- 1-800 CONTACTS stocks almost 10 million contact lenses (the world's largest inventory) and delivers over 150,000 every day directly to customers.
- Our company's growth is a testament to the benefits it offers to contact lens wearers seeking a hassle-free, quick and affordable way to replace their contact lenses.

**If we take care of our associates,
they'll take care of our customers**

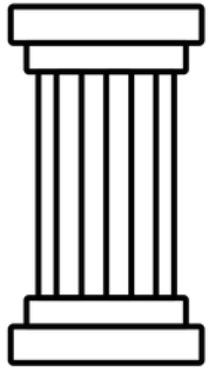


WELLNESS

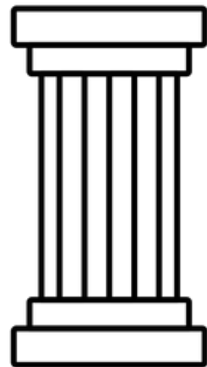
Established 2001

Seemed like a cool idea

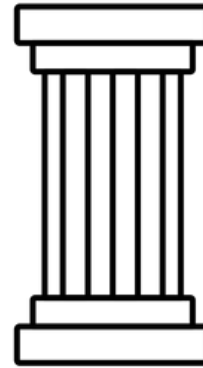
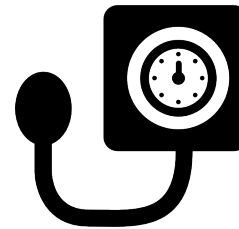
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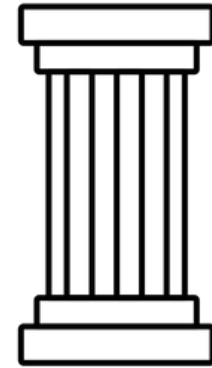
The Wellness
Center



Wellness
Points



Wellness Incentive
Program



Wellness Programs
and Events



The Wellness Center





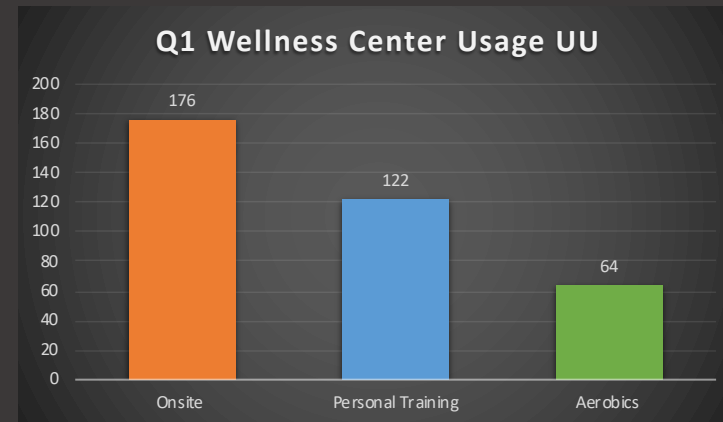
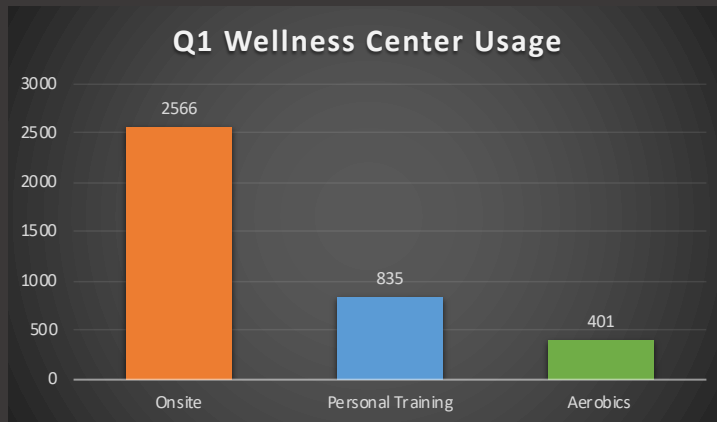


Current Headcount

- Draper Campus (HQ): 764
 - Liingo: 4
- Salt Lake Campus (DC): 47
- North Carolina Campus (DC): 103
- Total: ~ 918 Associates

Q1 Usage

- 23% Onsite exercise
- 16% Personal Training
- 9% Aerobics
- ~48% Wellness Center Usage

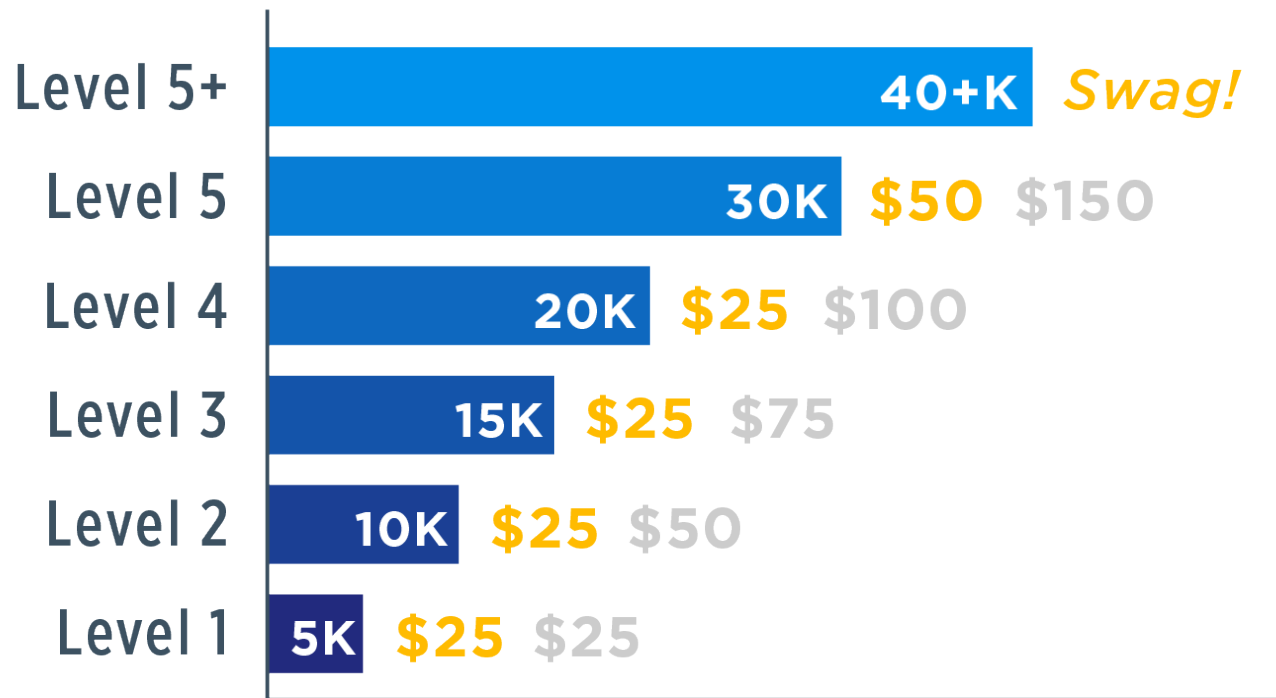


The Wellness Center

- Free personal training
- Free gym membership
- Gym reimbursement
- Free aerobics classes
- Healthy snacks/beverages
- Clean
- Body Fat Scale
- Outdoor area
- Towel service
- Lockers
- Hair tools, blow dryers, hair spray, etc.)
- Stability Ball Program
- Lockers/storage areas
- Private consultation room
- And more!
- Daily music stations

Eliminate Excuses

Wellness Points



Points



Money earned per level



Total sum of potential reward

Average 96% Wellness Point Usage

2015 Gift Card Totals

| | | | |
|---------|-----|---------|-------|
| Level 1 | 465 | \$25.00 | 11625 |
| Level 2 | 305 | \$25.00 | 7625 |
| Level 3 | 197 | \$25.00 | 4925 |
| Level 4 | 136 | \$25.00 | 3400 |
| Level 5 | 69 | \$50.00 | 3450 |

Total: \$31,025.00

2017 Gift Card Totals

| | | | |
|---------|-----|---------|-------|
| Level 1 | 482 | \$25.00 | 12050 |
| Level 2 | 322 | \$25.00 | 8050 |
| Level 3 | 214 | \$25.00 | 5350 |
| Level 4 | 155 | \$25.00 | 3875 |
| Level 5 | 81 | \$50.00 | 4050 |

Total: \$33,375.00

2016 Gift Card Totals

| | | | |
|---------|-----|---------|-------|
| Level 1 | 490 | \$25.00 | 12250 |
| Level 2 | 331 | \$25.00 | 8275 |
| Level 3 | 233 | \$25.00 | 5825 |
| Level 4 | 164 | \$25.00 | 4100 |
| Level 5 | 82 | \$50.00 | 4100 |

Total: \$34,550.00

2018 Gift Card Totals

| | | | |
|---------|-----|---------|-------|
| Level 1 | 448 | \$25.00 | 11200 |
| Level 2 | 318 | \$25.00 | 7950 |
| Level 3 | 241 | \$25.00 | 6025 |
| Level 4 | 177 | \$25.00 | 202 |
| Level 5 | 110 | \$50.00 | 5500 |

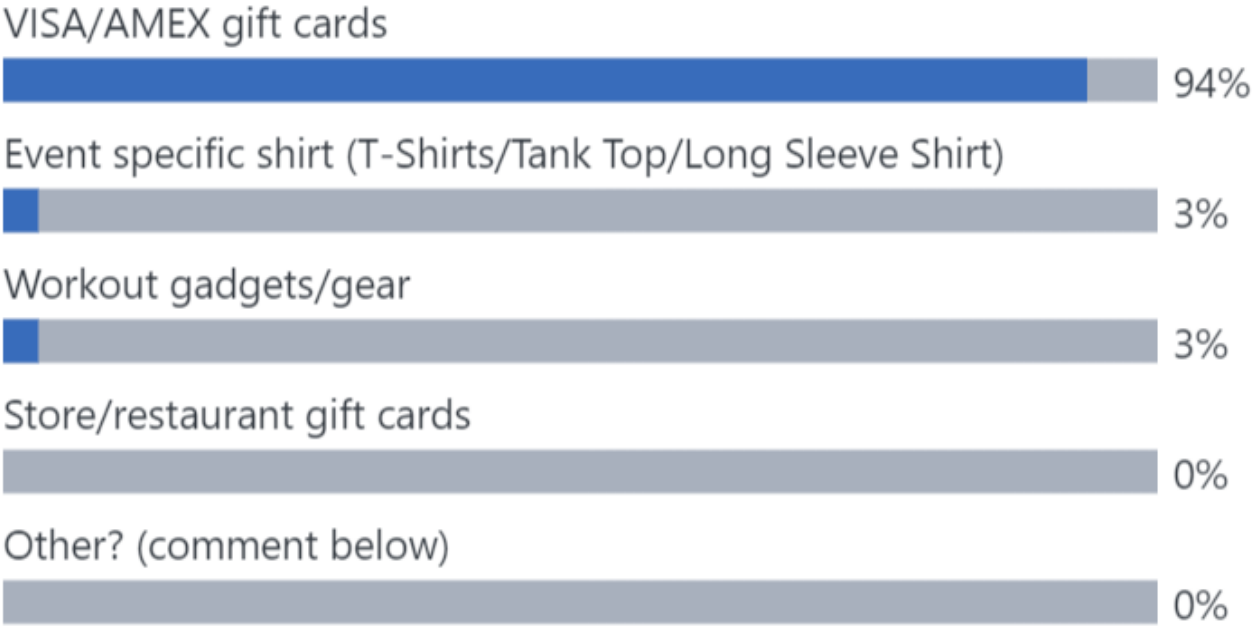
Total: \$32, 877.00



It's what our associates want

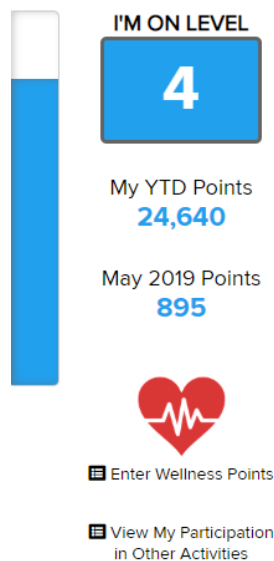
Bekah Coffey – April 18 at 11:54 AM

☰ Which of the following incentives entice you the most? We want to give the people what they want!



Wellness Points

- Personal incentive
- Competitive aspect
- Available to *everyone*
- Covers a variety of activities
- Promotes different dimensions of wellness
- 5 Levels = \$150/year
(\$25-\$50 gift cards)
- Swag is coveted

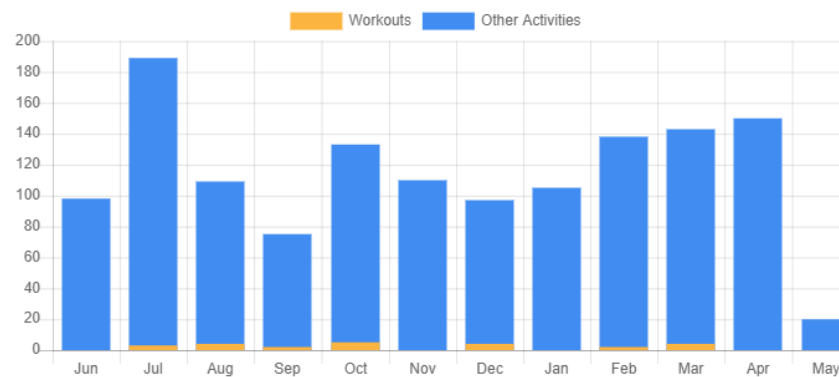


Click to view your stats:

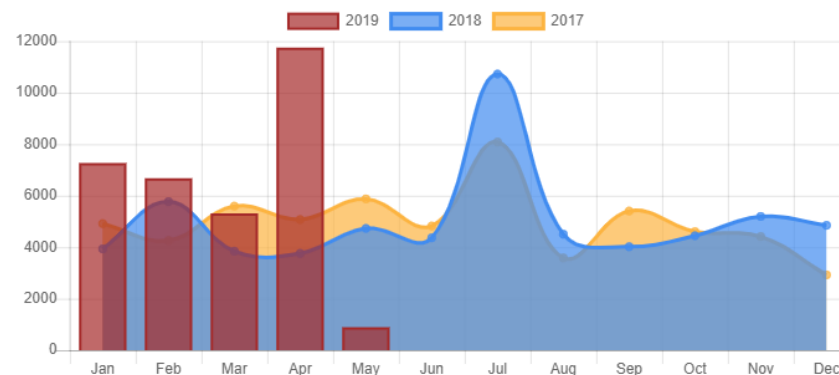
- Total Points
- Workout
- Personal Training
- Healthy Meals
- Taking the Stairs
- Carpooling
- All Activities

Wellness Points Dashboard

My Workouts vs. Other Activities Counts



My Year-to-Year Total Points By Month





WELLNESS

4

MY LEVEL

24,245

MY POINTS

POINTS

AEROBICS

DASHBOARD

WAIVER

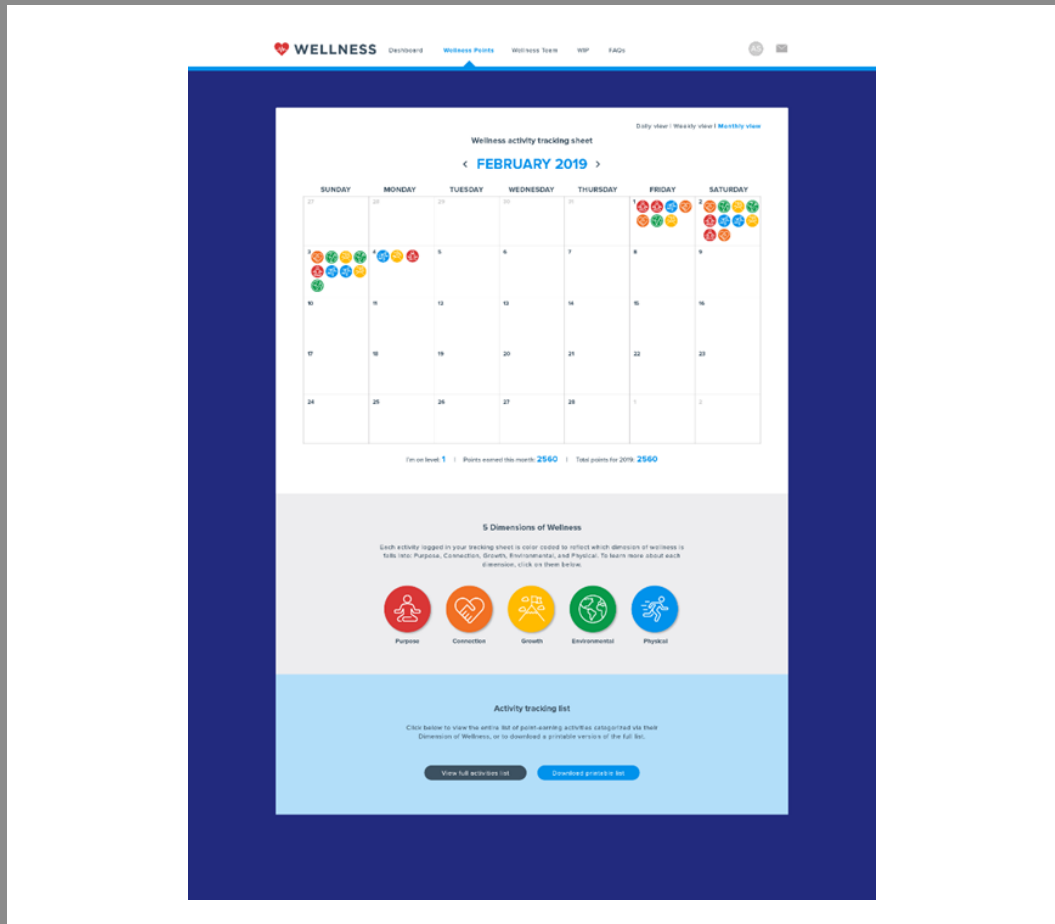
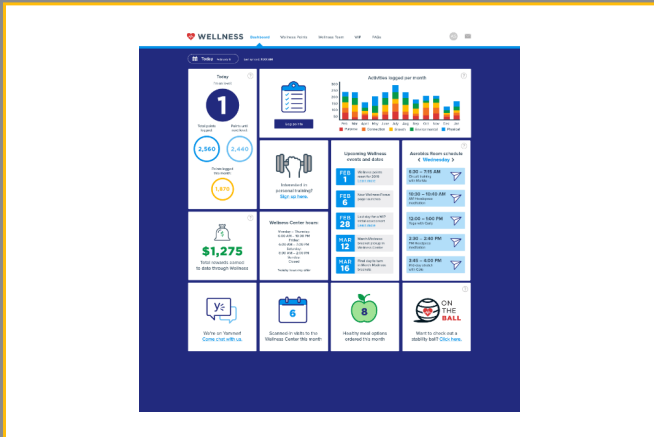
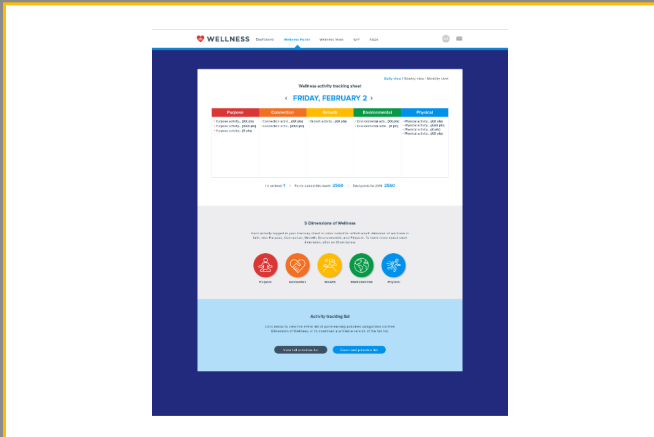
Wellness Activities Tracking Sheet

My Wellness Rewards Level: **4**
My Year-to-Date Total Points: **24,440**
My Current Month Total Points: **695**

< > today

May 2019

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------------------|--|---|--|--|--|----------------------------|
| 28 | 29 | 30 | 1 | 2 | 3 | 4 |
| Not drinking any soda for 2 | 30 minutes or more of exer Not drinking any soda for 2 | 30 minutes or more of exer Not drinking any soda for 2 | 30 minutes or more of exer 30 minutes or more of exer Carpooling to work (up to 1 Not drinking any soda for 2 | 30 minutes or more of exer 30 minutes or more of exer Aerobics Class (at The Wal Carpooling to work (up to 1 Not drinking any soda for 2 | 30 minutes or more of exer Carpooling to work (up to 1 Not drinking any soda for 2 | 30 minutes or more of exer |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Not drinking any soda for 2 | 30 minutes or more of exer Healthy Meal Choices (15) Not drinking any soda for 2 | | | | | |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |



Wellness Incentive Program

Wellness Incentive Program steps



Step 1: Initial assessment

An initial assessment incorporates the following components: a biometric screening, Personal Health Assessment (PHA), and wellness coaching session.



Step 2: Follow-up assessment

The Follow-Up Assessment allows participants to review their goals and personal wellness, followed up by an assigned group coaching session.

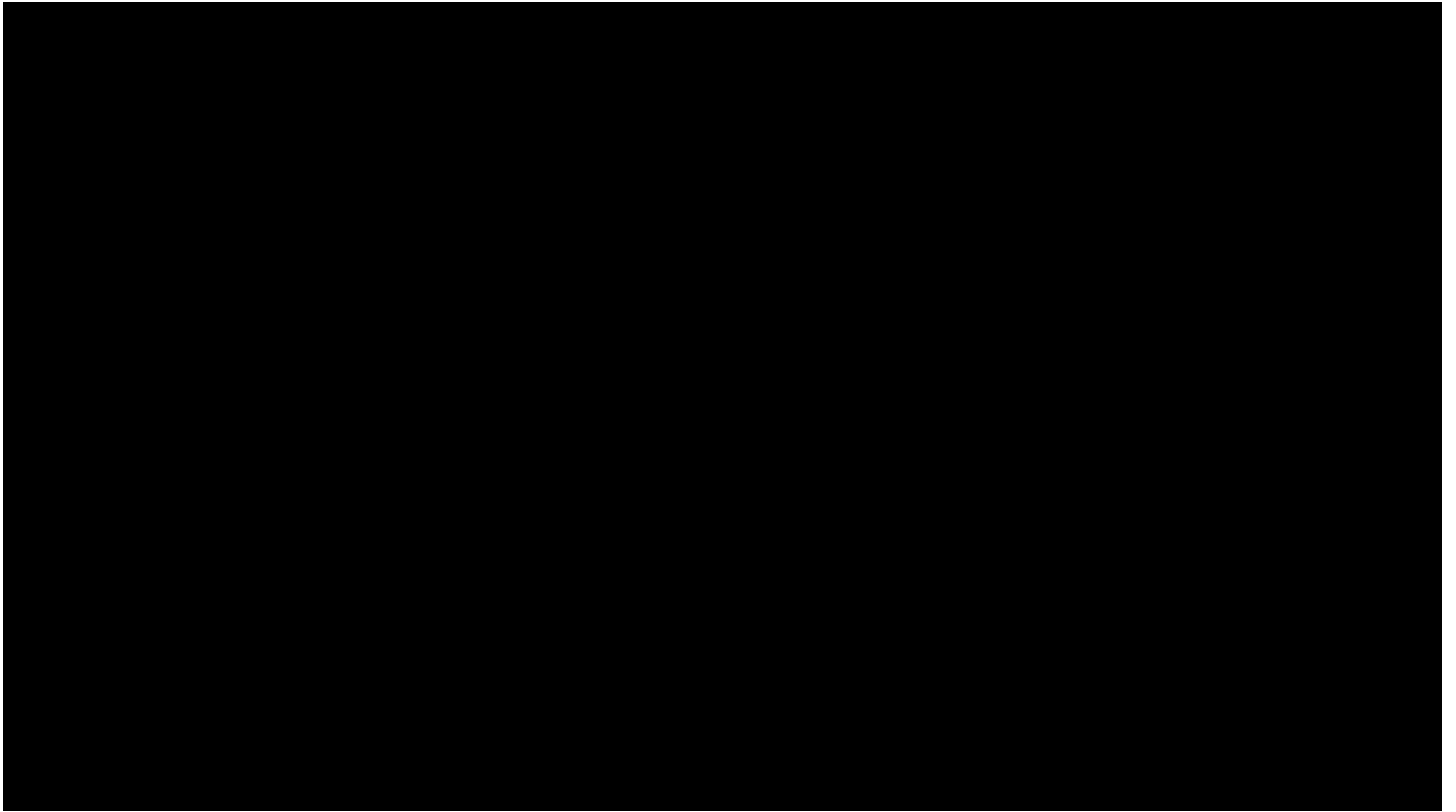


Step 3: Wellness program completion

To earn the last \$50 toward their incentive, associates must successfully complete a Wellness Incentive Approved Program.

UNIVERSITY
CONSTRUCTION

Wellness Programs and Events





Farmers Market



REVEL Big Cottonwood Race



Amenities Tournament



Events

- Farmers Market
- 3 on 3 basketball tournament
- Volleyball tournament
- Pickleball tournament
- Indoor soccer league
- Softball league
- Blood drives
- Flu shot clinic
- Onsite massage
- Golf tournament
- March Madness
- REVEL Big Cottonwood
- Flag Football Tournament
- Lazy Ironman
- Monthly workout challenges
- And more!

Improve. Innovate. Inspire.