

# Industry Leading **Onsite Injury Prevention**

The reputation of EMP Onsite has been built on a clear goal:  
To improve the health, safety and wellbeing of working Australians, increase workplace productivity and reduce Workers' Compensation insurance premiums.



**EMP Onsite provides Injury Prevention and Injury Management Programs to protect people and assist organisations to effectively manage and mitigate OH&S risk.**

The results we consistently deliver are a direct result of our proven approach, the integrated use of EMP Wearable Technology and our staff of experienced qualified health professionals.

National coverage, and experience working across key industry verticals and job functions, means that we work as a trusted partner to our clients and we are proud of the long-term relationships that we have built.

We consistently deliver measureable ROI such as 30% reductions in Workers' Compensation premiums and reductions in LTI's while improving the health, safety, wellbeing and performance of people as we build a positive safety culture within organisations.

**EMP Onsite:** Work Strong, Work Safe

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# Overview

The reputation of EMP Onsite has been built on a clear goal -  
“To improve the health, safety and wellbeing of working Australians, increase workplace productivity and reduce Workers' Compensation insurance premiums.”

This goal directs the scope of our activities and means that we maintain a focus on improving the health and wellbeing of people while effectively managing OH&S risk and improving the performance of organisations.

We have achieved this goal by delivering proven Injury Prevention Programs and Injury Management Programs, and by utilising integrated EMP Technologies such as wearable sensors and scanner tech.

The scope and depth of our services and programs means that the benefits we can provide are equally applicable to process and production workers as they are to the management team and office and administrative staff.

This is equally true of both our Injury Prevention and Injury Management programs that address both the bio-medical and psychological factors, including physical abilities, functional performance and mental health.

EMP Onsite addresses these key factors that contribute to OH&S risk and lead to LTI's and Workers' Compensation claims.

EMP ONSITE

WORK STRONG

WORK SAFE

## Sensor Technology

Integrated EMP Technologies, such as wearable scanner tech, enhance and accelerate the performance of both our Prevention and Management programs, and enable us to track individual and group improvements, to benchmark organisations and demonstrate return on investment.

## HSEQ

HSEQ is central to the activities of EMP Onsite and the programs we deliver. Understanding that our clients and their people rely on EMP Onsite to improve health, safety and wellbeing and reduce OH&S risk, we take our responsibilities seriously.



# Approach

Proven Approach, Proven Results

**Our approach sets us apart in our industry and is based on 7 key principles;**

- A proven client and people focused approach, process and programs
- Rigorous consultation and program design for every engagement
- Program design based on valuable benchmarking data and industry expertise
- The use of only qualified experienced health professionals to deliver our programs
- A focus on improving the wellbeing and performance of people in client organisations
- A focus on OH&S risk management and reducing claims and costs for clients
- The use of proven EMP Sensor and Scanner Technologies and the ability to track and report ROI

**The rigour of our approach and our clinical expertise means that we consistently deliver:**

- A 30% decrease on Workers' Compensation claims and premiums
- Reductions in LTI's, absenteeism and improvements in morale and productivity
- Significant contributions to OH&S risk management and risk mitigation
- Increases in near miss and hazard reporting and proactive behaviour to prevent injuries
- Improvements in fitness and capacity to extend the working life of an ageing workforce
- Improvements in wellbeing, health and safety across the organisation
- Development of a positive and proactive safety culture

**Our approach and commitment to continuous improvement ensures that we stay abreast of technology and market demands as well as continuing to deliver the proven programs and results on which we have built our reputation.**

OUR APPROACH,  
TECHNOLOGY AND  
COMMITMENT SETS  
US APART

## Results & ROI

We deliver measurable results across lead and lag indicators. Our prevention and treatment programs play an integral part in our clients meeting their OH&S obligations and reducing Workers' Compensation claims costs and premiums. Through effective prevention and mitigation of workplace injuries we manage risk for clients while protecting the wellbeing of workers.





# Capability

## Proven Track Record

### EMP Onsite has a proven approach and a proven track record.

An unwavering commitment to quality programs that deliver positive outcomes means that EMP Onsite has a solid reputation in the market.

We are proud to be recognised and judged by the results we deliver to our clients including a typical reduction of 30% in Workers' Compensation claims and premium costs.

Our capability covers the design, development and implementation of injury prevention programs and injury management programs to mitigate and address risks in Australian workplaces across manual handling, administrative and management functions.

The experienced qualified health professionals who deliver our programs and the technical staff that we employ underwrites our commitment to the Australian business and workers that are our clients and customers.

Expertise is an enduring and important part of our business and we invest in research and development to continually refine our approach.

Our clinical and technical capability means that we are able to identify and address key OH&S risks for our client organisations and design our proven programs around each the specific requirements of each client. A qualified team with offices in each state provides national coverage and ensures continuity in service delivery. A rigorous and documented quality assurance program ensures our strict quality standards are met.

We work as a trusted partner and supplier to our clients, fostering long-term relationships and encouraging open dialogue between our clients and our team so we can share our learning and expertise and continue to best meet the needs of our clients and their staff.



### Positive ROI

Through our Injury Prevention and Injury Management Programs we typically deliver a 30% reduction in Workers' Compensation claims and premium costs in addition to improving the workplace culture and the performance of individual workers and teams.

### Commitment

Consistency, reliability, quality and results are central to the commitment we make to our clients and their workforce. This commitment begins with our proven programs and approach and extends across all areas of our business. Our growth and the long-term relationships we have developed reflect the confidence that organisations place in EMP Onsite.

### Trusted Partner

Working as a trusted partner we engage with our clients and their workforce delivering programs that achieve the goals of the organisation and meet the needs of individual workers.





# Markets

## Experience & Expertise

**EMP Onsite has a broad base of experience across key industry verticals.**

Our proven capability and expertise in developing and implementing EMP Injury Prevention and Injury Management Programs to protect people across all job roles and functions, means that we are able to service clients of all sizes across key industries.



TRANSPORT & LOGISTICS



WAREHOUSING & MATERIALS HANDLING



ENGINEERING & CONSTRUCTION



RESOURCES & MINING



CONTRACTING & LABOUR HIRE



FOOD & BEVERAGE MANUFACTURING

## Coverage Across Australia

We have a network of state offices, staffed by qualified clinicians, that spans Australia giving our customers and channel partners continuity of delivery and access to local support.

## Our Specialist Team

We create specialist multi-discipline delivery teams that take specific responsibility for each client and worksite. Our team includes specialist skills and experience in; physiotherapy, exercise physiology, occupational therapy, wearable sensor technology, data analysis, program design & delivery, operations & production processes, people & culture, communications, risk management, OH&S and Workers' Compensation. Plus we only utilise qualified health professionals in the onsite delivery of our programs.



GENERAL MANUFACTURING



HEALTHCARE & AGED CARE



RETAIL & WHOLESALE



HOTELS & HOSPITALITY



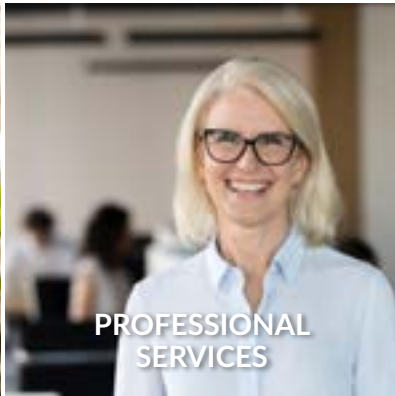
ENERGY GENERATION & DISTRIBUTION



CORRECTIONAL FACILITIES



FARMING & AGRICULTURE



PROFESSIONAL SERVICES



BANKING & FINANCE



SECURITY SERVICES



CLEANING & WASTE MANAGEMENT



LANDSCAPING & MAINTENANCE



TELECOMMUNICATIONS



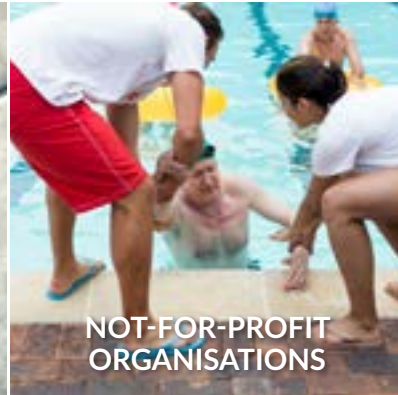
IT & SOFTWARE



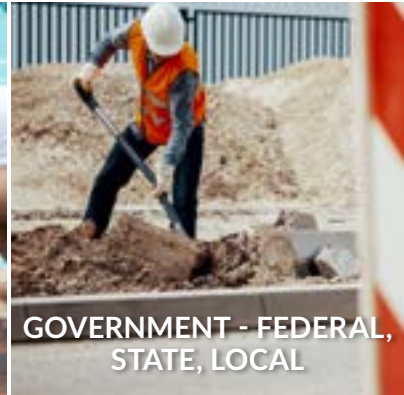
EDUCATION & TRAINING



BUILDING & TRADE SERVICES



NOT-FOR-PROFIT ORGANISATIONS



GOVERNMENT - FEDERAL, STATE, LOCAL



# Return on Investment

Consistency, Reliability,  
Quality, Results

## EMP Onsite Delivers a Measurable Return on Investment

Our Integrated EMP Technologies and our management systems enable us to demonstrate ROI through documented improvements tracked and measured at key program intervals. These can be reviewed at an aggregate or individual level and benchmarked against industry performance as well as against other related sites.

Through our EMP Injury Prevention and Injury Management Programs we typically deliver a 30% reduction in Workers' Compensation claims and premium costs.

We routinely deliver a significant reduction in LTI events, increase instances of near miss and hazard reporting, and report a significant improvement in lead and lag indicators within 3 months of the start of program implementation.

Our approach reinforces a proactive safety culture where management and workers are trained and encouraged to consider and highlight opportunities for safety improvements focusing on both near miss events and instances of actual injury.

In addition to the direct financial ROI our approach and programs deliver benefits including; improving productivity, extending the working life and performance of the team, reducing absenteeism, protecting the health, safety and wellbeing of people and contributing to a positive workplace culture.



## EMP Sensor Technology & ROI

The EMP Technologies we utilise enhance and accelerate the performance of both our EMP Injury Prevention and Injury Management Programs, and enables us to track individual and group improvements, to benchmark organisations and demonstrate return on investment.

Using technologies such wearable sensor technology and 3D movement scanners enable us to build a complete picture of an individuals movements against an industry or workplace specific benchmark for each task. This enables us to identify areas of injury risk and hazard associated with specific job roles as well as highlighting any high-risk individuals.

The rigour of our approach is unique in our industry and provides tangible benefits for our clients and the people that form their workforce.

## Evidence Based Reporting

EMP Onsite provide weekly dashboards as well as monthly, quarterly and annual reports that clearly document and demonstrate the progress of our programs, the activities that have been completed and the improvements that our programs have delivered.

The reports measure and document individual and aggregated sensor data against agreed program milestones and activities to demonstrate the progress of the program and the improved performance of individuals and teams.

When combined with data from our clients OH&S reporting system, EMP Onsite is able to track and report the correlations across related safety KPIs such as injury reduction and direct bottom line savings in Workers' Compensation premiums and claims costs.

All reporting is based on documented evidence collected in the delivery of our programs and provided by our clients and is tracked against history and program KPIs.





PROVEN PROGRAMS

THAT DELIVER RESULTS

## EMP Onsite Programs

Reducing Risk, Improving Safety & Performance

### EMP Injury Prevention & Early Intervention Programs

Our Injury Prevention Programs are proactive measures that we implement in organisations to manage OH&S risk, improve performance and protect the wellbeing and safety of people.

Our comprehensive programs cover the spectrum of; OH&S performance review, data collection and risk analysis, program design, movement analysis and coaching, functional assessments, training & education, supervisor training and evidence based results reporting.

EMP Injury Prevention Programs meet all industry and Workers' Compensation scheme standards. Our programs are administered and delivered under the guidelines and requirements of the Safety, Rehabilitation and Compensation Act 1988, the Occupational Health and Safety Act, the Work Health and Safety Act, and the Work Act (WIRC).

Each of the Health Professionals that work for EMP Onsite uphold the requirements, professional conduct and ethical standards of their respective industry and peak bodies and undertake the required professional development and accreditation activities to maintain their memberships.

Our proven Injury Prevention and Early Intervention programs are the cornerstone of our offer and draw on our extensive experience across all industry verticals and benchmarking data to deliver a positive return on investment measured in both lead and lag indicators.

### Injury Management & Return to Work Programs

Our EMP Injury Management & Return to Work Programs assist organisations to manage the instances where an employee is injured and requires specialist support as part of their return to work program to supplement and improve the effectiveness of the statutory Workers' Compensation process.

EMP Onsite provide this service to our clients as a companion to our prevention programs to enable us to assist clients to; manage legacy issues in their workforce, to address any new instances of injury that may arise and to assist in the return to work process.

We improve the effectiveness of the Workers' Compensation process by utilising our benchmark data, sensor technology and specialist clinical expertise to augment and improve the approach and provide an enhanced return to work program for the individual while reducing the risk of future injury and related claims costs.

In providing treatment & injury management we work for the employer, rather than for the relevant Workers' Compensation scheme, and are able to provide our clients with strategic advice and support to achieve the best outcomes for both the employer and the employee.



# EMP Onsite Process

Proven Approach, Proven Technology

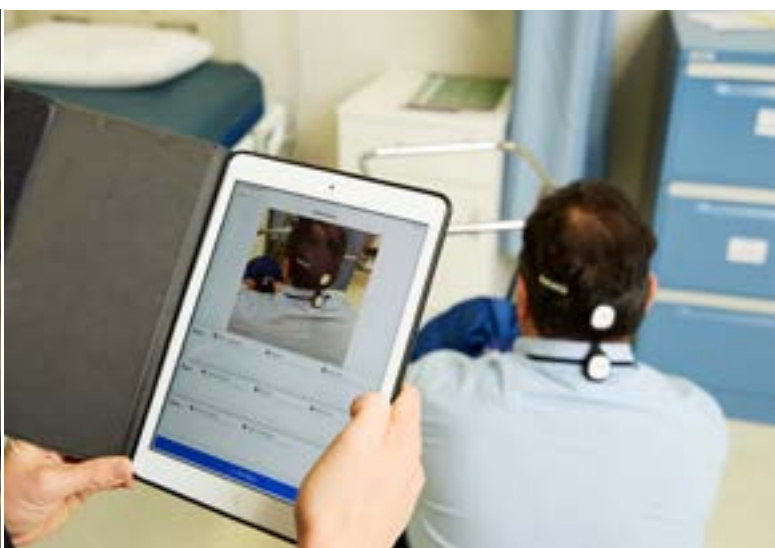
## The clinical rigour of our approach and the sensor technology we utilise sets us apart.

EMP Onsite programs are developed based on our experience, the specific requirements of each client, and the sensor data we collect to benchmark the performance of individual workers and the organisation as a whole.

This means that we utilise an approach and skill set that makes us unique in the market and enables us to deliver enhanced results for our clients and their workforce.

The approach that sets us apart in our industry and is based on 7 key principles;

- A proven client and people focused approach, process and programs
- Rigorous consultation and program design for every engagement
- Program design based on valuable benchmarking data and industry expertise
- The use of only qualified experienced health professionals to deliver our programs
- A focus on improving the wellbeing and performance of people in client organisations
- A focus on OH&S risk management and reducing claims and costs for clients
- The use of proven EMP Technologies and the ability to track and report ROI



## Our process for program design and delivery



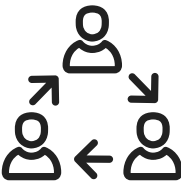
### 1 Scoping

Undertake detailed diagnostic to identify risks and to set the program parameters. Depending on the requirements of the client, this may include; risk review, OH&S data analysis to understand the claims history and typical injury profiles, detailing roles and tasks across organisations, conducting sample testing with sensors on key job roles, and setting program objectives and targets.



### 2 Program Design

Based on the findings of the diagnostic and the parameters set by the client EMP Onsite will then develop specific program for each organisation. This will detail the programs to be delivered, the specific risks to be addressed, the implementation plan, the KPI's for the programs and the expected return on investment.



### 3 Program Implementation

A typical program will include the following elements to be delivered across worksites and job functions based on a risk based priority matrix.

- **Induction Program** – Onboarding new staff into roles
- **Sensor Testing** - Manual handling observations and group/individual coaching
- **Scanner Technology** - Functional movement assessments for individuals
- **Warm Up Training** – Instructing and coaching groups to warm up for work
- **Group Based Training** - Small group or individual exercise sessions by job type
- **Re-Injury Prevention** – Small group or individual interventions for high risk workers
- **Return to Work** – Providing specific injury management support



### 4 Review & Reporting

We provide weekly dashboards as well as monthly, quarterly and annual reports and regular meetings that clearly document and demonstrate the progress of our programs, the activities that have been completed and the improvements that our programs have delivered. We conduct regular program reviews and adjust for groups and individuals based on the results achieved to-date and the opportunities for ongoing improvements.



# Technology

Evidence, Education, Results

## EMP Technologies are a cornerstone of our program and the results we deliver.

The EMP Technologies we utilise enhance and accelerate the performance of both our Prevention and Treatment programs.

We have integrated wearable sensor and scanner technologies into all aspects of our program. The data generated enables us to design, administer and control our services to meet the specific needs of both individuals and organisations.

By applying an evidence-based approach to documentation and reporting, we are able to deliver favourable results and demonstrate return on investment for our clients.

Importantly, the technology enhances program delivery and accelerates results by enabling us to track individual and group improvements, to benchmark groups and individuals, and to make adjustments to the individual and group programs based on real-life data.

As an integral part of our program, EMP Sensor & Scanner Technology has both an immediate impact on workers' task performance, and simultaneously provides data to objectively identify risk trends and measure changes across an organisation.

Our experience and capabilities in clinical, technical and program design disciplines enables us to collect and analyse objective data from multiple technologies, and combine this information to inform our Injury Prevention and Injury Management Programs produce actions and initiatives that reduce injuries.

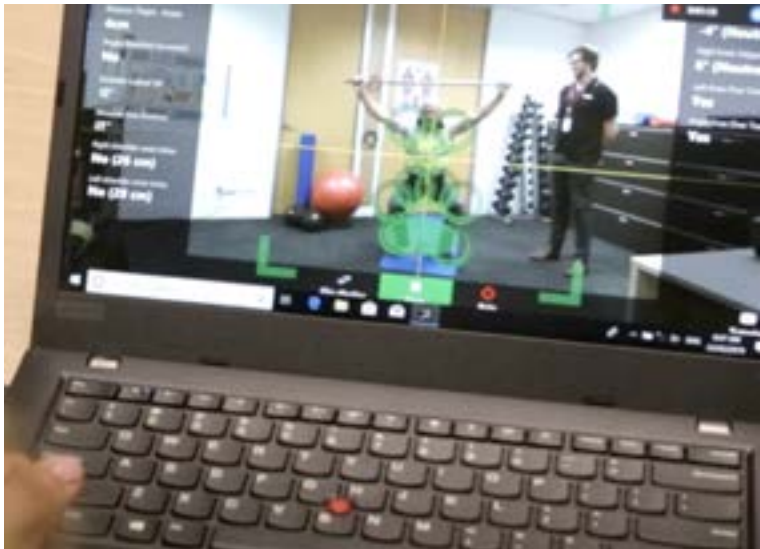
We currently have benchmarking data built from thousands of sensor task observations and scanner assessments that represent key job roles across the spectrum of industry verticals. This body of benchmarking data enables us to create a best practice functional movement profile by which to benchmark individuals and groups and design effective Injury Prevention & Injury Management Program.

EMP Onsite utilises the Sensor and Scanner Technology across every phase of our process. In the scoping and design phases we use the technology in our diagnostic and conduct sample tests across different job roles and worker demographics. This informs the site risk profile which we use to design each program and enables us to build an accurate indicative profile of movement, body stress, performance and injury risk that we can compare to our benchmarking data.

In the implementation phase we utilise sensor technology in the delivery of manual handling observations and coaching and we use scanner technology to complete functional movement assessments. Individuals are monitored and measured using the technology depending on their risk profile and individual requirements. For example a regular worker would receive a quarterly scanner review to track their progress where an injured worker may receive weekly assessments as part of their intensive return to work program.

In the instance of Injury Management and Return to Work Programs, the technology enables EMP Onsite to measure the exact range of movement for an individual and match them to a suitable role or modify their role to enable them to re-join the workforce. In parallel, the technology is used to design a specific injury management program and monitor the progress of the individual through the return to work process.

If the worker is injured following their initial test then the data is available to measure the exact extent of their injury compared to their original movement profile. In addition to providing valuable data in the design of their return to work program, the data is also useful in managing and mitigating Workers Compensation claims.



## Benefits of Wearable Tech

In all cases, the wearable technology we utilise enables accurate measurement and risk analysis and provides the important data for program design, to accelerate results and for reporting and fact based decision-making.

## EMP Onsite Apps

We have developed and implemented our EMP Onsite App into our prevention and treatment programs. Customised for each individual worker, our App provides guide and reminder warm up for work and complete both recommended and prescribed exercises at the required intervals while tracking and logging their participation in the program.





# HSEQ

Risk Managed, Forward Thinking

**HSEQ is central to the activities of EMP Onsite and the programs we deliver.**

To this end, we view HSEQ through both internal and external lenses.

Our EMP Injury Prevention & Injury Management Programs play an integral part in our clients meeting their OH&S obligations. Through effective prevention and mitigation of workplace injuries we manage risk for clients while protecting the wellbeing of workers.

Internally we take a “no excuses” approach to health & safety, environment and quality. Each part of our organisation operates within our HSEQ framework and systems and our programs and practices are independently and regularly assessed.

Given it is an area of expertise for our business, EMP Onsite sets and reinforces a high standard for health & safety through every aspect of our operation. We each promote and share a collective responsibility to protect the right of every member of our team to work in a safe environment that protects their physical and mental wellbeing.

Environmentally, our activities have a very small footprint and we maintain our state-based teams to effectively service our national clients while minimising travel. Through our sustainable procurement policy we make a commitment utilise and support social enterprises.

We champion and maintain a rigorous quality assurance program across our internal activities and the programs we deliver for our clients. This gives EMP Onsite and our clients the confidence and assurance that our programs are delivered consistently, achieve the set objectives and provide the required return on investment.

## Our HESQ Commitment

HSEQ is an integral part of what we do – we take a positive and proactive approach to improve the wellbeing of our clients’ team as well as managing and meeting our own obligations and commitments.



## Health & Safety Empowerment

EMP Onsite places an emphasis on empowering individuals to take ownership of their health, fitness and safety to improve their performance and wellbeing and to reduce their risk of injury. We do this through education, training, intervention and through the use of our App.



# Our Team

## Industry Experience & Clinical Expertise

**EMP Onsite has the depth of experience and the capacity to deliver.**

We understand that the work we perform and the industry we work in requires expertise, integrity, a focus on people and long-term relationships built on trust.

Each and every member of the EMP Onsite team shares a commitment for delivering quality outcomes for both our client organisations and the participants in our programs. This is the foundation of our reputation and a key to our success.

We take genuine pride in the positive impact we have on organisations, people and culture and take our responsibilities seriously, understanding the important role we play in improving the performance of our client organisation and delivering a meaningful return on investment.

We place an emphasis on employing people who share our vision and our team combines clinical and industry experience. The quality of our programs and our approach reflects the depth and broad base of this knowledge and experience.

Our flat operating structure and responsive culture means that clients always have access to the senior leadership team in our organisation who take an active role in the delivery of each program. Across all areas of our business we foster a team-based culture that encourages co-operation

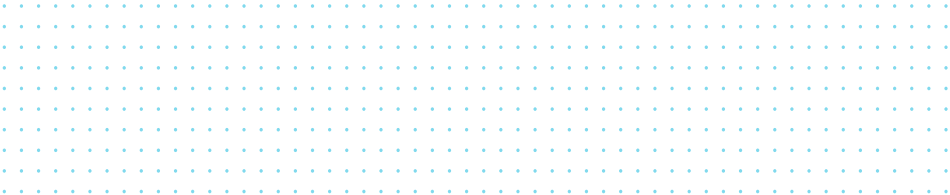
and participation and we share our learning, knowledge and experience both internally and with our customers.

We create specialist multi-discipline delivery teams that take specific responsibility for each client and are assigned to each site for the duration of the engagement. This approach provides the necessary expertise, the depth of experience and the continuity that is essential for quality program outcomes.

Our experienced team is led by our founder and includes specialist skills and experience in key disciplines such as; physiotherapy, exercise physiology, exercise science, occupational therapy, health technology integration, program design & delivery, operations & production processes, people & culture, communications, risk management, OH&S, and Workers' Compensation.

In our industry, we are one of the largest employers of Occupational Health professionals in Australia and work closely with universities to develop specific Occupational Health skills in this professional group. We employ qualified Physiotherapists, Exercise Physiologists, Occupational Therapists and a range of specialists to deliver our programs. We choose to directly employ, not contract, our team to achieve consistency, quality, stability and better outcomes for our clients.

We place an emphasis on developing our people and maintaining a strong and positive organisational culture. We are proud that our approach means that we have many long-term members of our team and that we enjoy stable industrial relations and deliver consistently high service quality through our prevention and treatment programs.



### Teamwork

We foster an inclusive and cohesive team culture working together to a common objective – developing and delivering injury prevention and injury management programs and sensor technologies that deliver tangible results for client organisations and their staff.

### Training & Development

The skills and development of our people are important and we invest in the ongoing training and development of our team ensuring that each person has the specific skills, knowledge and support to perform their role effectively.

### Industry Knowledge

The team at EMP Online has relevant industry knowledge and technical experience to develop and deliver successful programs and our frontline staff are qualified health professionals selected for their clinical and interpersonal skills so your team are in good hands.



# Heritage & Future

## Proactive & Proven

### A proud clinical foundation and a commitment to a bright future.

Since inception, EMP Onsite has championed proactive injury prevention programs for Australians working in frontline, manual and process roles. We have successfully developed and implemented EMP Injury Prevention and Injury Management programs for industries as diverse as; warehousing and logistics, infrastructure, construction, maintenance, local government, retail and manufacturing.

We are proud that the programs we have delivered have added value to client organisations allowing our growth to parallel that of our key clients and support an increased focus in the market on protecting the physical and emotional wellbeing of Australia's workforce.

To meet the requirements and expectations of our clients, over time our offer has extended to include Injury Management Programs as well as an expanded focus to include the whole of an organisations workforce. We now offer programs across frontline, manual and process roles as well as management positions and office and administrative functions.

The development and extension of our offer mirrors the changing mindset in Australian organisations and the need to protect the health and wellbeing of both "white-collar" and "blue-collar" workers in their respective job roles. Our growth ensures that we can provide our clients with a complete suite of services to assist the workforce over the entire lifecycle of employment and across the entire scope of the organisations activities.

Providing EMP Treatment and Prevention programs with an emphasis on utilising EMP Sensor Technology to provide benchmarking, tracking and reporting, we have built a reputation for meaningful innovation that enables us to better perform our role as well as demonstrating the return on investment we deliver.

The significant body of data we have collected and our successful track-record enables us to provide proven programs to our clients however we do not rest on our laurels. EMP Onsite continues to develop and invest in new technologies and research as well as training and professional development programs for our team.

Our commitment to practical innovation and the ongoing refinement of our services means that we maintain our leadership position in the market and continue to provide clients and program participants with the most effective approaches and the best program outcomes.

### Safe Pair of Hands

Our team is experienced, our approach and programs are proven, we use EMP Sensor Technology to track and report progress, we effectively manage OH&S risk for organisations and we deliver and demonstrate tangible improvements to the health and wellbeing of people.

### Meaningful Innovation

When we add a new offer or innovation or utilise a technology in the delivery of our service we make sure that those changes are focused on adding value and improving performance.





# Commitment & Coverage

Results Focused & National Coverage

**EMP Onsite provides national coverage and we pride ourselves on the positive impact we have on people and organisations.**

Our structure is designed to provide national coverage for our clients and a consistently high standard of service and program delivery across all client sites.

In our national office in Melbourne we house our support staff, technical and data experts and our senior management team including our CEO, COO, Technical Director, Program Director, QA Officer, Sales Manager, Marketing Manager and Administration staff.

To support our clients and deliver our programs, we have state offices in major cities across Australia each with a Senior Clinician & Program Manager, as well as our team of qualified health professionals who deliver our programs supported by our team of locally based administrative staff.

Across our organisation each and every member of the EMP Onsite team shares an unwavering commitment for developing and delivering quality programs and outcomes for both our client organisations and program participants.

Through our integrated technology and reporting methodologies we track and report tangible measures for our programs to demonstrate the value we add and the improvements we make to the wellbeing of the people that make up the organisations workforce.

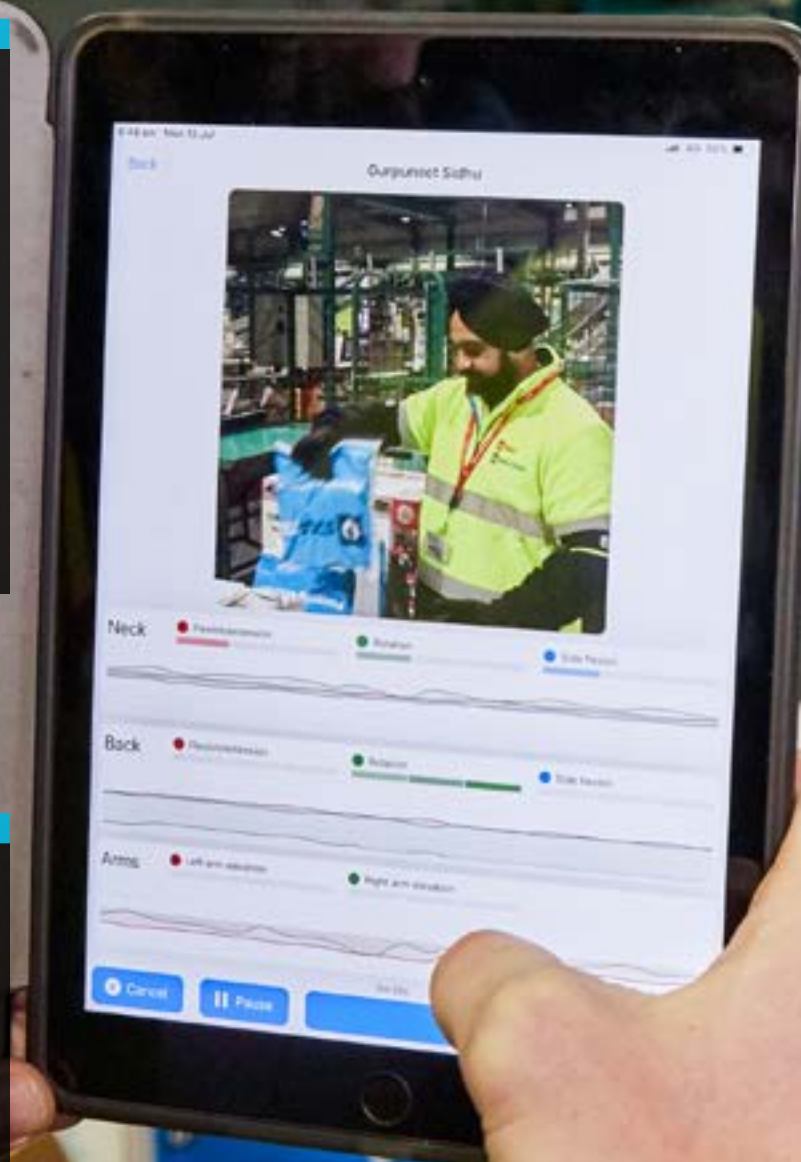
We have fostered and are proud of the relationships we enjoy with our clients and the participants in our programs. Our growth has mirrored that of our clients, and the long-term partnerships, re-engagement rate and retention of our services within client organisations is testament to the nature of our approach and the benefits we provide.

## We've Grown to Meet Client Needs

Over time we've expanded the scope of our offer and the geographic coverage we provide to meet the growing and changing needs of our clients and the expectations of the market.

## Trusted Partner

Our programs are utilised by Australia's largest organisations as well as government entities and many small to medium sized business - our role in every instance is clear – to effectively manage OH&S risk for organisations, improve performance and protect the health, safety and wellbeing of people.





**OUR APPROACH AND  
COMMITMENT TO CONTINUOUS  
IMPROVEMENT ENSURES THAT  
WE STAY ABREAST OF  
TECHNOLOGY AND MARKET  
DEMANDS AS WELL AS  
CONTINUING TO DELIVER THE  
PROVEN PROGRAMS AND  
RESULTS ON WHICH WE HAVE  
BUILT OUR REPUTATION.**



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