



O2X Human Performance, LLC is headquartered in Scituate MA, with Program Management Offices in located in, Alexandria VA, and San Diego CA. O2X is a sole source provider of comprehensive wellness and human performance programs for government agencies. The program offers a holistic approach that integrates seamlessly with organic programs for the entire range of employee roles and position levels, ultimately enhancing readiness, resilience, retention, and recruitment.

O2X Human Performance is widely recognized as the only provider of customized human performance/wellness programs at a large scale. The unique human performance program provided by O2X is specifically designed for specialized government organizations. It offers an expeditionary, customized, adaptive, and scalable model that caters to various job demands within the organization. O2X utilizes their proprietary and cohesive EAT SWEAT THRIVE® methodology, which covers practical solutions to a range of occupational challenges in the categories of sleep, nutrition, conditioning, resilience, and stress management. Application of the EAT SWEAT THRIVE® methodology is facilitated by over three hundred O2X Human Performance Subject Matter Experts (SMEs) with diverse experience from Professional Sports Teams, US Olympic Teams, NCAA Division 1 Intercollegiate Athletics, US Special Operations Commands, and Law Enforcement and First Responder Populations. These Specialists operate as a component of our Integrated Specialist Program (ISP) to develop and deliver the unique, customized, and highly specialized programs that helps build a resilient employee workforce, able to withstand long physically and mentally demanding careers.

The O2X program is firmly rooted in science and evidence-based practices and recognizes the specific demands of different job roles. More specifically, this program focuses on essential human performance skills that include but are not limited to:

- Fundamental nutrition, stress management, and resiliency-building techniques while working in high-stress occupations
- Peak mental and physical performance while operating in extreme and austere environments for long durations while in various CONUS and OCONUS sites
- Supporting personnel across the entire lifecycle of a long career of federal service, helping members not only reach, but thrive in retirement

The O2X program is uniquely qualified to provide these services based on demonstrated technical capability and technical credentials, knowledge of specific organizational roles, and fully developed and customized programming directly associated with CONUS and OCONUS requirements. The proprietary O2X model comprises several program components:

- O2X Integrated Specialist Program
- O2X Training and Education Workshops
- O2X Reporting and Analysis
- O2X Virtual Resources
- O2X Human Performance for Tactical Athletes Book
- O2X Readiness Assessment™ and Prehabilitation Programs



- O2X Accredited Curriculum

O2X Demonstrated Past Performance

The O2X program has proven itself by providing events and training to tens of thousands of personnel over nearly 10 years. O2X's experience uniquely equips them to handle decentralized organizations, compartmentalized programs, and challenging mission requirements and environments with limited access to critical resources. This experience has built an extraordinary foundation of cultural competence that makes O2X uniquely well-suited for providing these services to the organization.

O2X Human Performance maintains a team of instructors with extensive experience with the job demands faced by government organizations. They have an expansive professional network of over 300 human performance specialists capable of facilitating any human performance needs linked to this requirement. Consequently, O2X Human Performance provides an unmatched service by identifying and employing subject matter experts who can provide custom-task-specific human performance training to the entire organization.

The composition of the O2X team includes many former government workers that have maintained Top Secret and Secret clearances with access to sensitive compartmented information throughout their careers. O2X has over a dozen personnel with internal clearances and the headquarters based in Scituate, Massachusetts is approved for the storage of classified information.

O2X Model Components

O2X Integrated Specialist Program

O2X on-site teams and the broader program services for government agencies include a proprietary methodology, integrated digital support, and an expansive network of specialists that are only available through O2X Human Performance.

The O2X program places full-time On-Site Human Performance Specialists within government organizations nationwide. These specialists, recruited through an extensive network of subject matter experts, possess relevant experience, education, credentials, and interpersonal skills required to have a substantial impact on the organization. They are extensively trained and onboarded to be embedded within organizations and agencies to support the health, wellness, and overall performance of employees utilizing the EAT SWEAT THRIVE® methodology.

These SMEs cover all areas of human performance specialties including:

- Program Managers
- Human Performance Managers
- Strength & Conditioning Specialist (CSCS)
- Doctor of Physical Therapy (DPT)
- Athletic Trainer (AT)
- Registered Dietitian (RD)



- Occupational Therapist (OT)
- Operational and Clinical Psychologist
- Cognitive Enhancement Specialist

The program operates with the complete support of the entire existing O2X On-Site Specialist network, a dedicated Client Manager, monthly activity reports, quarterly and annual reporting presented to client leadership, ROI tracking and program adaptations, data collection and analysis through the proprietary O2X Readiness Assessment™, and industry-leading organizational integration with the proprietary O2X mobile application.

O2X Training and Education Workshops

O2X provides scientifically backed and accredited education and training programs delivered through the O2X EAT SWEAT THRIVE® methodology. This distinct combination of their proprietary educational model delivered by this team of elite specialists is only available from O2X.

These sessions are tailored to the operational demands of government employees, families, spouses, and staff. The program incorporates over 50 years of combined Special Operations, DOD, Law Enforcement, Corporate, Athletic, and First Responder expertise and implements a holistic approach to wellbeing. The program intent is to optimize functional mental and physical performance, decrease injuries, extend the operational career, and improve the holistic health and effectiveness of employees. The curriculum is adaptable to the needs of operational and support staff, trainees, administrative personnel, and senior executives of any agency or department. O2X provides touch points from the start of an employee's career through their retirement, with a constant evolution of education and practical application. This holistic program combines physical preparation, nutrition, sleep, stress awareness and mitigation, and resilience into practical and actionable takeaways that are simple to understand and implement.

The program consists of 300+ subject matter experts from across the country. These human performance specialists deliver engaging and personalized presentations for each program session. These subject matter experts all undergo a rigorous vetting, training, and on-boarding process with the O2X staff to ensure seamless integration into training events and a thorough understanding of each individual program. These experts comprehend the unique operational demands of employees and provide actionable takeaways to improve all aspects of operational readiness. Each course is customized through the O2X staff in concert with our extensive network of human performance experts to provide a customized, science-backed, and all-encompassing delivery with departments and agencies across the spectrum of job roles.

All O2X training and education is supplemented by the extensive library of material within the O2X mobile application and web portal, ensuring continued support at the conclusion of each training event. O2X's expeditionary model provides all logistical requirements for training events across the country, allowing seamless integration into existing facilities, systems, and infrastructure. This customizable, scalable, and expeditionary model provides unique flexibility for time-constrained projects with employees in any location, at any time, and can support the



execution of simultaneous workshops with less than 30 days' notice in geographically decentralized locations.

O2X Reporting and Analysis

O2X leverages deep cultural competence and organizational experience to provide custom reporting that will resonate with key leadership. Through years of working closely with stakeholders at all levels, O2X has developed the ability to efficiently share information, provide insights, and demonstrate program efficacy.

O2X provides reporting and analysis to meet client needs and track program progress. At events and workshops, participant feedback is collected following each training session and used to continually improve the courses for each future iteration. Feedback reports from each event are compiled and delivered to the client within 48 hours following the workshop completion to show how the course was received by participants. Within 7 days following a workshop or specialty training course, O2X can compile a stylized storyboard and distribute it to the client to show key impact and course details. In addition to feedback around the impact of each training session, participants can complete mental performance assessments, sleep and fatigue surveys, and nutrition and injury risk questionnaires directly through the O2X App to receive scores and identify areas for improvement.

Along with the existing surveys and questionnaires currently available, O2X can add customized surveys based on course content and requirements for individual sessions. Reports for Integrated Specialist Program clients are tailored to the requests of the organization's leadership and what they wish to see. Reports are custom created in the formatting that the organization internally uses for ease of data and results communication. In organizations that have an O2X Integrated Specialist Program, leadership receives monthly updates via storyboards by the 7th of the following month. Quarterly reports reviewing and highlighting the successes and impact of the Integrated Specialist Program are delivered to organization leadership in their preferred format. O2X employs a strategic approach that includes the development of impactful cost savings analyses and case studies. These resources provide solid evidence of the benefits of the O2X program. O2X collects data from various organizations, including first responders, government and federal agencies, and the Department of Defense, through assessments, feedback from participants, and the team of Subject Matter Experts to identify potential risks for injuries and illnesses. These insights help organizations take proactive measures to address these risks, improve the health and performance of their employees, and achieve better outcomes.

O2X Virtual Resources

The O2X suite of virtual resources provides access to EAT SWEAT THRIVE® resources and a connection to their expansive team of human performance specialists. This platform harmonizes all parts of the program, provides access to comprehensive content, and is only available from O2X.

The O2X virtual resources include a mobile application and online portal housing an extensive library of EAT SWEAT THRIVE® training plans, videos, and educational materials designed for



maximizing performance in conditioning, nutrition, and mental health. Designed specifically for government workers, the mobile application and web portal enhance the personalized experience between the O2X human performance experts and their personnel. Each member will have 24 / 7 reach-back support through O2X's "Ask an Expert" for the duration of their membership.

O2X Human Performance for Tactical Athletes Book

The O2X Human Performance for Tactical Athletes book is a published comprehensive science based printed resource focused on the O2X EAT, SWEAT, THRIVE® methodology.

The O2X book provides hard copy guide for the O2X methodology. The book provides a framework for making small incremental changes that can lead to major lifestyle improvements. It accompanies US Naval Officers and Security Experts as reference material while underway, or deployed to austere locations.

Book Reviews:

"Strong bodies make strong minds – but more than that, this book illustrates that the two are essential in the creation of high-functioning, operationally-savvy teams."

- General Stanley McChrystal (Ret), retired four-star general, former commander of JSOC and ISAF

"O2X is our secret weapon. Their program is developing elite competitors on and off the ice. This book will make you better – whatever your arena."

- Ted Donato, head coach Harvard Men's Ice Hockey, former Boston Bruin, Olympian

"In a word, outstanding. In two words, life changing. Excellence is written into every page."

- James Kerr, author of the global bestseller Legacy, high performance consultant

O2X Readiness Assessment™ and Prehabilitation Programs

The O2X Readiness Assessment™ is a proprietary virtual and hands-on holistic assessment of individuals designed to build self-awareness and deliver personalized plans for optimizing and sustaining high levels of performance. The process, reporting, and technology integration are proprietary and not available outside of O2X.

The assessment topics include stress, resilience, nutrition, conditioning, and sleep. The assessment also includes a series of standardized mobility and capacity protocols to identify joint imbalances, asymmetries, and variances outside of normative ranges in the individual, for the purpose of recognizing predispositions to injury. Results are paired with an individualized exercise guide designed to mitigate the risk of preventable injuries. These exercises will increase strength, stability, mobility, and balance, resulting in increased neuromuscular control. The full O2X Readiness Assessment™ includes a collection of 72 fields of data to generate a readiness score and personalized recommendations for each participant. In addition to the individual reports provided to each participant, O2X compiles an organizational report for leadership displaying a snapshot of force readiness.



O2X Accredited Curriculum

O2X delivers customized accredited curriculum for private and government sector customers. The curriculum content is customizable for each customer's specific organizational needs and is developed by O2X Specialists

The accredited program curriculum prepares personnel to become more resilient and directly addresses the stress factors specific to various CONUS and OCONUS roles, benefiting both employees and their families. The courses span new hires, first and second-line supervisors, and senior management personnel. With over 300 modules covering EAT SWEAT THRIVE courses of instruction, the program showcases a deep understanding of the organizational requirements. The program curriculum intertwines personal challenges that arise during long careers such as acute and chronic stress, fatigue, leadership challenges, financial well-being, substance abuse, family support, behavioral health and support, cognitive function, proper injury risk reduction practices to maximize performance and durability, and the development of effective habits to enhance wellbeing.