



Transforming people from absent and idle to present and productive

RTW PlaceRiteSM

Alternative Return-to-Work



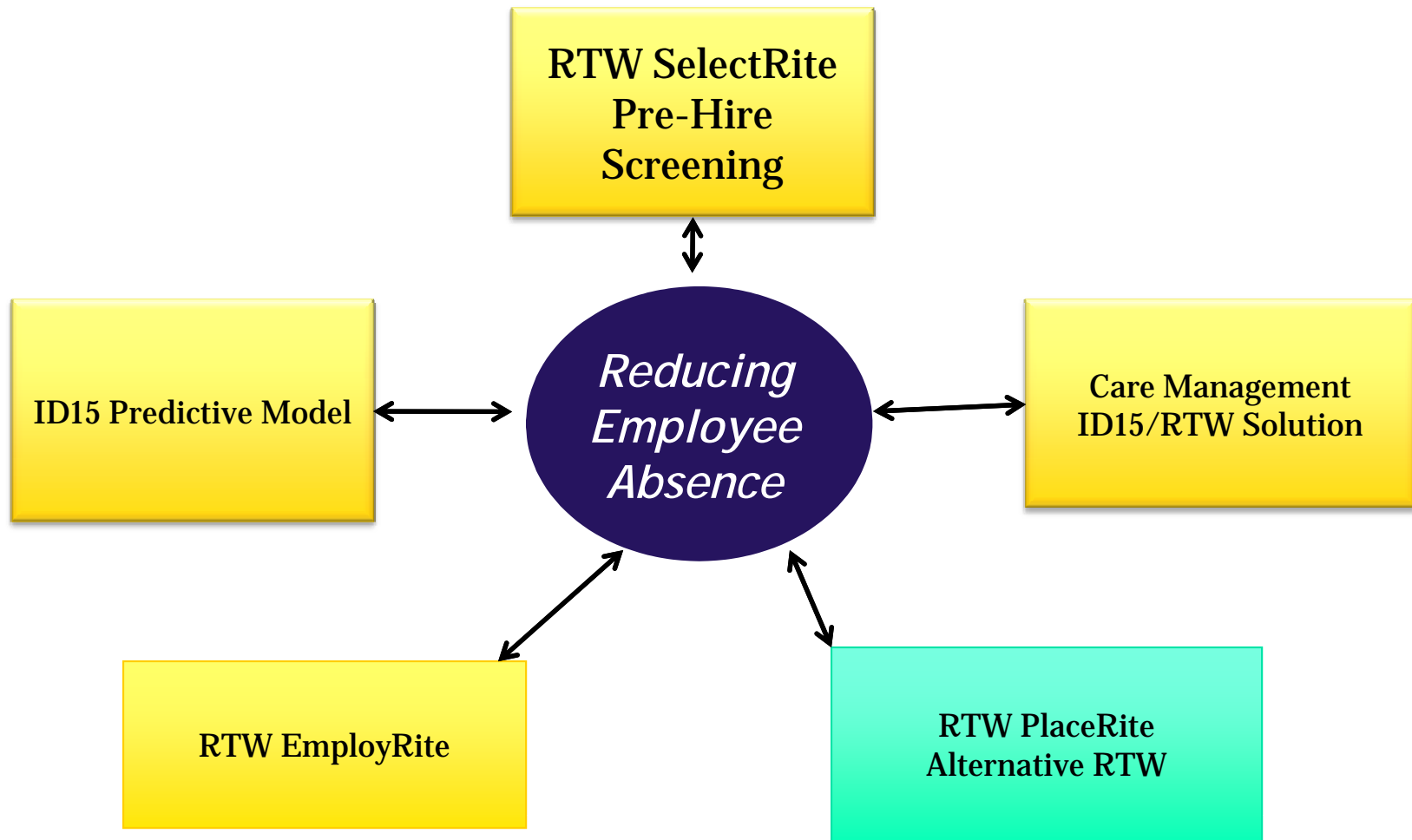


History

- ✓ **Founded in 1983**
- ✓ **Headquartered in Bloomington, MN**
- ✓ **Service capabilities throughout the United States**
- ✓ **Multiple solutions to reduce employee absence**



Consulting Services





RTW Network Overview

- ✓ Over 2000 network locations
- ✓ Customizable- additional locations can be added
- ✓ Experienced in Union issues and with a broad variety of types of employment
 - Trucking Companies
 - Grocery Store Chains
 - Hotel and Restaurant chains
 - Production lines and Repetitive Motion
 - Injuries/restrictions
 - Temp Labor
- ✓ Consistent valued work is identified for injured employees on a full or part time basis dependent on their written work restrictions



The Process

1 Intake Case

- ✓ Receive “Return to Work Referral Form”
- ✓ Identify job opportunities at Non Profit Organization



The Process - Continued

2 Coordinate Case

- ✓ Match employee's abilities to job
- ✓ Coordinate placement and start date
- ✓ Send sample offer letter to Employer and copy to TPA (if required)
- ✓ Employer sends offer letter to injured worker via regular and certified mail
- ✓ Conduct attendance call on first day
- ✓ Conduct follow-up calls every 2 weeks thereafter
- ✓ Injured worker provides signed time sheet to Employer for payroll processing



The Process - Continued

3 Close Case

- ✓ Program ends at 180 days or when injured worker is released by Doctor to full-duty

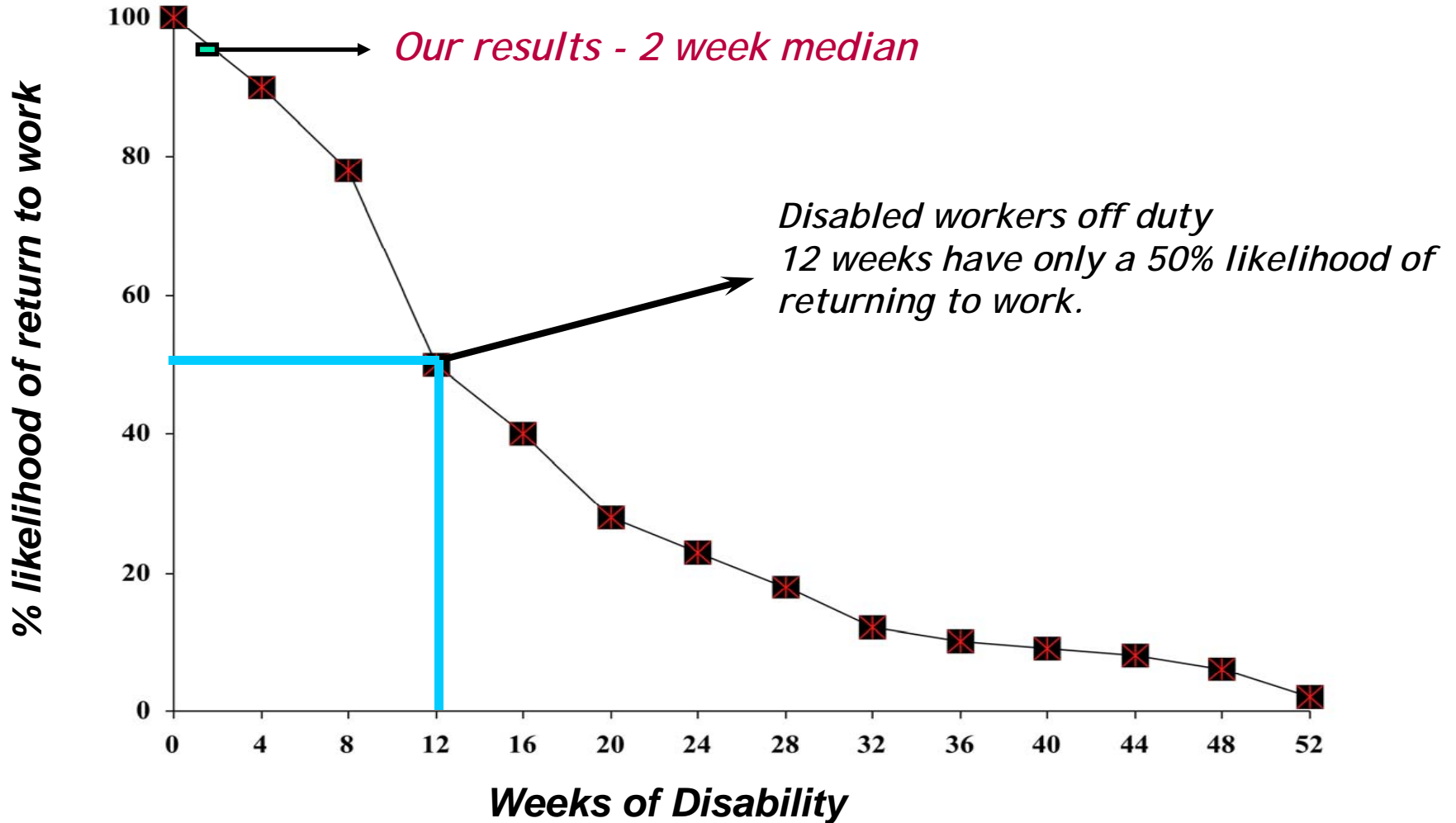


Results

- ✓ 92% of injured workers' benefits were ended within one week of referral
 - ✓ 25% participated in Return to Work program
 - ✓ 16% refused work, benefits terminated
 - ✓ 51% returned to full duty work, benefits terminated
- ✓ Average lost time per claim reduced by 28 days
- ✓ Re-injury rate less than 1/2%



Importance of Alternative RTW





Alternative RTW Philosophy

- ✓ ADA approved work environment
- ✓ Shifts focus from pain to recovery
- ✓ Allows recovery to take priority over production expectations
- ✓ Regain confidence
- ✓ Improve morale
- ✓ Provides real work for continued pay (by Employer)
- ✓ Keeps injured worker engaged in work and life
- ✓ Keeps employees from becoming dependent on work comp system



Benefits Alternative RTW Program

- ✓ Supplement or Substitute for in-house return to work program
- ✓ Positive Public Relations for company within the community (some states offer community tax credits)
- ✓ Can Reduce TTD exposure on claims, accelerating closure and reducing claim cost
- ✓ Aids in proving employability, averts Perm Total designations (injured employee can build resume, develop improved self esteem)



Employee Responsibilities

- ✓ Job offer at non profit organization's site carries same weight and responsibility as position at regular work environment
- ✓ Standards of timeliness, behavior and appropriate attire must be maintained at transitional duty job site
- ✓ If employee no shows, or refuses light duty assignment it could render them ineligible for TTD benefits

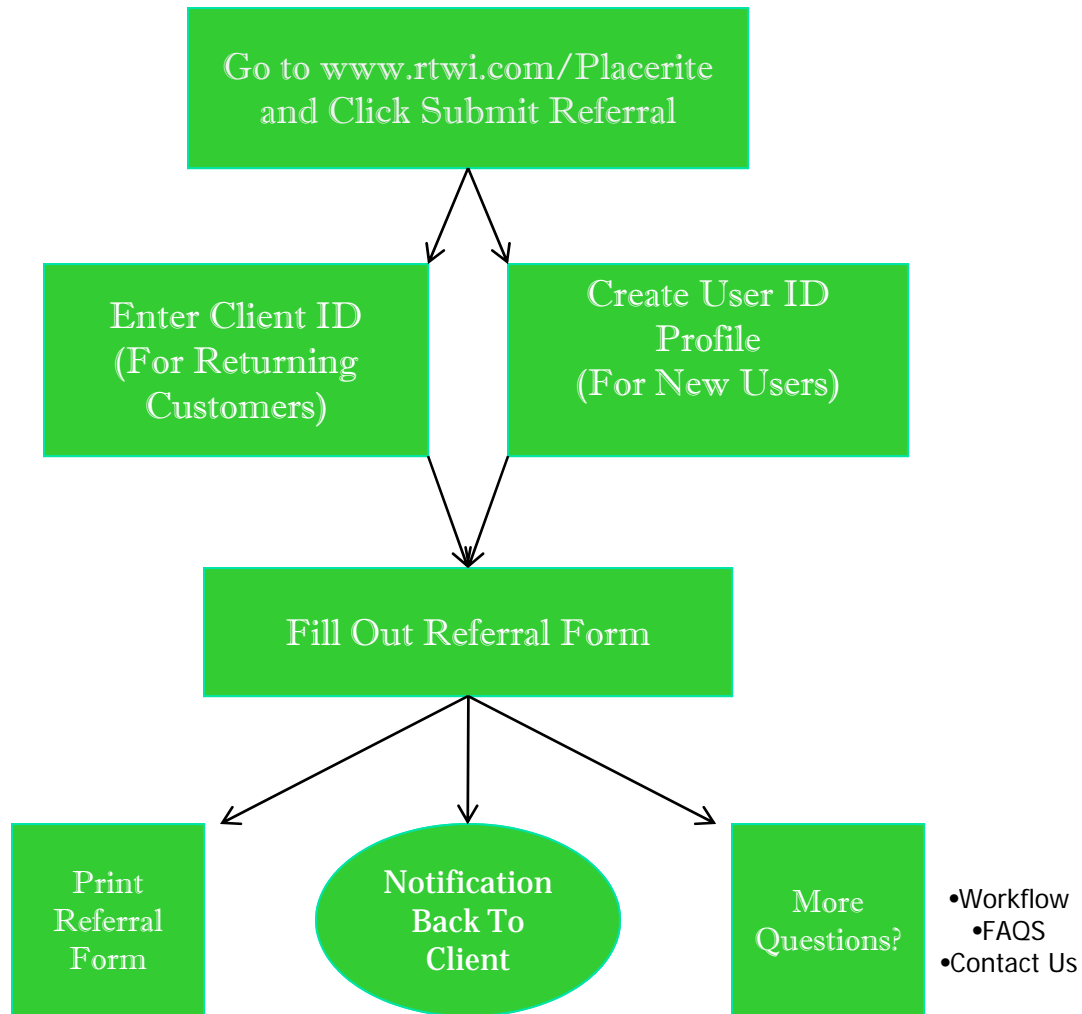


Getting Started

- ✓ Go to www.rtwi.com/placerite
- ✓ Create a User Profile
- ✓ Fill Out Referral Form and Click Submit
- ✓ RTW Will Develop Non-Profit Organization network, as needed
- ✓ RTW Will Work with your Claims Administrator
- ✓ RTW Will Comply to State Laws
 - If transitional duty refused, can benefits be terminated?
 - Can injured employee work alternative hours/shifts?
 - What is maximum travel distance allowed from home to job?
 - Is state mandated wording required in offer letter?



RTW PlaceRite Workflow





RTW Inc.

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