

Business proposal

A workplace wellness program for Harborview Logistics: 420 employees, two warehouses, three shifts.

PROPOSAL # TW-P-2026-118
ISSUED Oct 6, 2026
VALID UNTIL Nov 6, 2026

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Executive summary

Your goal

Lower injury-related absence in the warehouses and show staff on every shift that the company invests in their health, without adding work for HR.

Our proposal

A 12-month wellness program built around shift work: an app every employee can use from their phone, health screenings on site, monthly workshops and team challenges.

The investment

$74,380.00 for the year, about $177 an employee, with a named manager and monthly reporting so you can see what it achieves.

What you get

Every shift reached

Sessions at 6 am, 2 pm and 10 pm

Less HR time

We run it; you review a report

Clear results

Participation and absence tracked

The challenge in numbers

From the figures your team shared with us for 2025.

6.1

Days lost per employee

Above the industry's 4.5

38%

Back and strain injuries

Of all reported injuries

3

Shifts to reach

Day, swing and night

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Our solution

Four parts that work together across the year.

An app on every phone

Steps, sleep and coaching content, with no work computer needed, in English and Spanish.

Screenings on site

Twice a year at both warehouses, on all three shifts, with private results.

Monthly workshops

Short, practical sessions on the topics that matter in a warehouse, recorded for those who miss them.

Team challenges

Quarterly step and hydration challenges between shifts, with prizes we supply.

Three ways to start

Annual price for 420 employees. This proposal is priced on Recommended.

ESSENTIALS

App and workshops

$52,180

a year

The app for everyone and 12 workshops.

- app for 420 employees
- 12 workshops
- quarterly reports

RECOMMENDED

Full program

$74,380

a year

Everything in Essentials plus screenings and challenges.

- 2 on-site screenings
- 4 team challenges
- monthly reports

COMPLETE

With coaching

$96,980

a year

The full program plus one-to-one health coaching.

- up to 60 coached employees
- dietitian sessions
- monthly reports

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Price

The Recommended program for 12 months. Massachusetts does not tax these services.

#	ITEM	QTY	PRICE	DISC.	TAX	TOTAL
	Launch					
1	**Program setup and launch** Code: LA-SET Program design with your HR team, the launch campaign, and kickoff sessions at both warehouses.	1 one-time	$4,500.00	–	0%	$4,500.00
				Subtotal: Launch		**$4,500.00**
	Program, 12 months					
2	**Wellness app, one seat per employee** Code: PG-APP Activity tracking, coaching content and challenges in English and Spanish. 	420 employees	$54.00	–	0%	$22,680.00
3	**On-site health screenings** Code: PG-SCR Blood pressure, glucose and cholesterol at both sites, on all three shifts.	2 events	$6,800.00	–	0%	$13,600.00
4	**Monthly workshops, live and recorded** Code: PG-WKS Back care for warehouse staff, sleep for night shifts, stress, nutrition and more.	12 workshops	$1,250.00	–	0%	$15,000.00
5	**Quarterly team challenges** Code: PG-CHL	4 challenges	$1,800.00	–	0%	$7,200.00
6	**Program management and reporting** Code: PG-MGT A named manager, monthly participation reports and a year-end review.	12 months	$950.00	–	0%	$11,400.00
				Subtotal: Program, 12 months		**$69,880.00**

Subtotal	$74,380.00
Sales tax (wellness services not taxed in Massachusetts)	$0.00
Total	**$74,380.00**

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How we launch

From signature to the first workshop in five weeks.

WEEK 1

Kickoff

Goals and calendar with HR.

WEEK 2

Campaign

Posters, emails, shift huddles.

WEEK 3

App live

Sign-up at both sites.

WEEK 4

Screenings

First on-site event.

WEEK 5

Workshops

Monthly series begins.

About Thrive

We have run wellness programs for New England employers since 2017, most of them in logistics, manufacturing and healthcare, where people work in shifts and away from a desk. Our clinicians are licensed in Massachusetts and our app meets HIPAA requirements; individual health data is never shared with the employer.

What clients say

The night shift finally felt included. Participation there beat the day shift by the third month.

HR manager, Distribution center, 600 staff

Back-injury claims fell by a third in the first year, and HR spent less time on the program than on the one it replaced.

VP of operations, Food manufacturer, 350 staff

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Terms

1. **Term**
1.1 12 months from the launch date, renewing for another year unless either side gives 60 days' notice.

2. **Billing**
2.1 Setup on signing; the program in four quarterly invoices, payable in 30 days.

3. **Headcount**
3.1 Priced for 420 employees. Seats are adjusted each quarter if headcount changes by more than 5%.

4. **Privacy**
4.1 Health results go only to the employee. You receive totals for groups of 20 or more, never individual data.

5. **Cancellation**
5.1 Either side may end the program with 60 days' notice; fees for work already delivered remain due.

6. **Validity**
6.1 This proposal is valid until Nov 6, 2026.

Agreed

Signed for Harborview Logistics and Thrive Workplace Wellness.

FOR HARBORVIEW

_____
SIGNATURE

Harborview Logistics, Inc.
Name: _____

Date: ____ / ____ / _____

FOR THRIVE

_____
SIGNATURE

Thrive Workplace Wellness
Name: _____

Date: ____ / ____ / _____

Next steps

1. **Choose a package.** Recommended is priced here.
2. **Sign the proposal.** We book the kickoff within a week.
3. **Launch in five weeks.** First workshop by early December.

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