ERGOTRON'S WORKPLACE MOVEMENT ASSESSMENT

Executive Summary

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INTRODUCTION

This summary highlights insights from Ergotron's Workplace Movement Assessment, an internal survey of more than 1,000 employees, spanning six divisions of Nortek, Ergotron's former publicly traded parent company, and over 40 locations, to better understand the employee experience with traditional and movement-friendly workstations.

Findings discussed include:

» The impact of sit-stand workstations on mind and body health and wellness.

» The benefits experienced across generations from sit-stand workstations, spanning from health and wellness to job satisfaction and ease of adoption of sit-stand workstyles.

» The pitfalls that can occur when converting employees to sit-stand workstations, and best practices for transitioning the traditional, sedentary work environment to one that's movement-inspired.

Before Reading, Here's Some Background:

The modern workplace has become a major contributor to physical inactivity and related health problems.

- The average person is sitting (aka sedentary) up to 12 hours a day[1]
- Physical inactivity is the 4th leading risk factor for global mortality[2]
- Physical inactivity causes an estimated 3.2 million deaths a year[3]

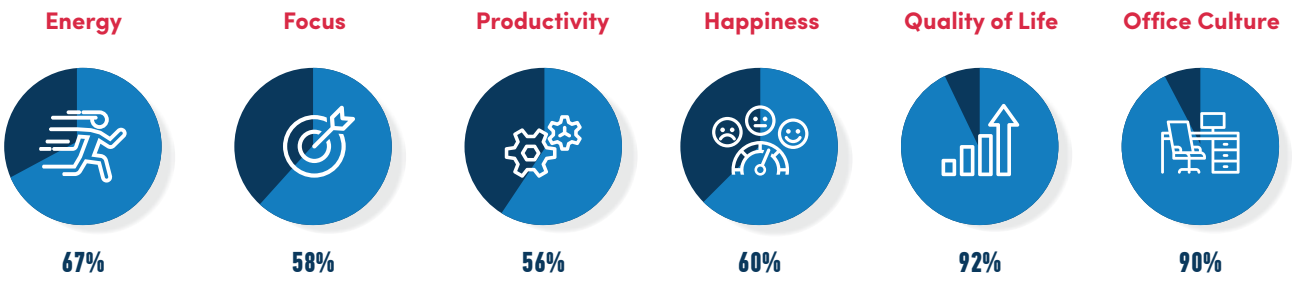
Here's why this matters to your organization:

Adding more frequent low-level activity during the workday – such as intermittent standing – has far-reaching benefits. Beyond health and wellbeing, there's also:

- **Company culture:** Employees aren't happy about sitting. 68% say they must sit all day for their job and 61% dislike or even hate sitting all day[4]
- **Employee productivity:** Employees who alternate between sitting and standing at work have been shown to be almost 50% more productive than employees using traditional seated desks[5]

IMPACT ON MIND & BODY

Mounting evidence shows us that adding more frequent low-intensity physical activity during the workday – such as intermittent standing – has far-reaching benefits associated with employee health and wellness. **According to Ergotron's assessment, 94 percent of sit-stand users agree movement-friendly workstations reduce their health risks.** Additionally, nearly three-quarters of sit-stand users say their workstation has a positive impact on their mood, versus only six percent of those using sit-only workstations. The following icons show the percentage of sit-stand users reporting positive impacts to:



Outside research reinforces the notion that employees engaged in sit-stand workstyles benefit from significant improvements to state of mind and physical comfort.

According to the Workplace Movement Assessment, the same cannot be said for those who sit for the majority of the day (*see chart below*).

The benefits of regular movement go beyond improving mood states. The Workplace Movement Assessment found that those using sit-stand workstations reported positive physical outcomes:

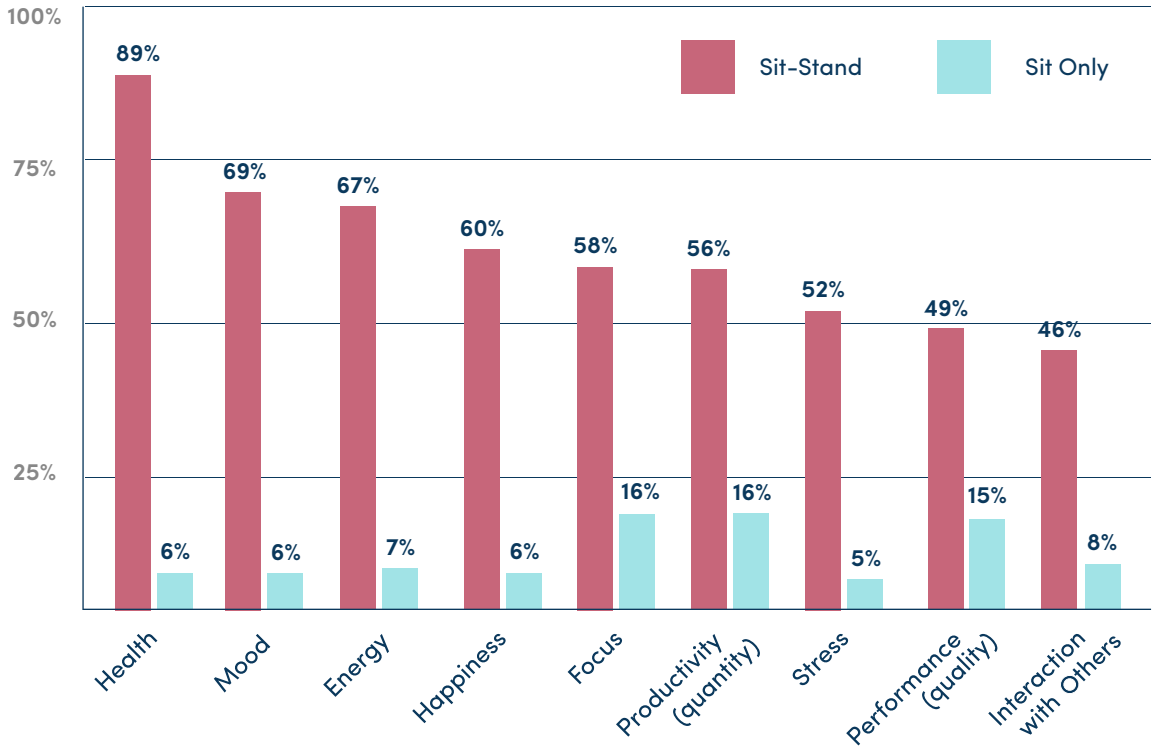
- 63% experienced back pain relief
- 72% experienced improved general comfort
- 73% experienced stiffness relief
- 57% experienced muscle fatigue relief

According to the Take a Stand study[6] by Dr. Niko Pronk, chief medical officer of HealthPartners, 100% of the sit-stand population researched experienced improved mood states.

The study found that just one hour of reduced sitting led to:

- 87% feeling more energized
- 71% feeling more focused
- 66% feeling more productive
- 62% feeling happier

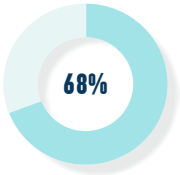
Comparing the Positive Impacts of Sit-Stand vs. Sit-Only Workstations



BENEFITS ACROSS GENERATIONS

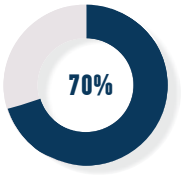
According to the data, all generations can, and do, benefit from sit-stand workstations. Interestingly, the perceived benefits vary based on generation. For young workers especially (those 20-30), implementing movement-friendly workstations positively impacts their **interaction with others**, and increases face-time with coworkers.

According a new global study by Future Workplace and Randstad US[7], Gen Z and Millennials crave collaboration, citing preferences for office space that allows for increased in-person meetings, with "communication" as the number one most desired leadership trait.



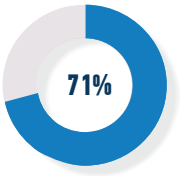
ages 20-30

Improves COLLABORATION



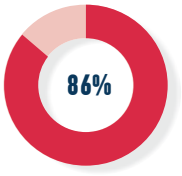
ages 30-40

Improves JOB SATISFACTION



ages 40-50

Improves ABILITY TO REACH PHYSICAL ACTIVITY GOALS



ages 50-60

Manages or Reverses HEALTH PROBLEMS

While some may think those 60+ would be the least likely to welcome change in their work environment, 50 percent of users in this age group considered themselves early adopters of sit-stand.

IMPORTANCE OF EDUCATION & LEADERSHIP SUPPORT

According to the assessment, once provided with access to sit-stand workstations, 31 percent of employees spent more than half of their workday standing, stretching or walking. Only two percent of those without sit-stand achieve the same results. Access to a movement-friendly workstation can effectively reduce sedentary time, but for the best results, the adoption of workstations should be supported through education and leadership.

Consistent with other wellness programs and corporate initiatives, education and leadership support were found to be particularly important when adopting sit-stand workstations. From the assessment data, it's clear that a successful transition to a movement-friendly workplace starts from the top, as 57 percent feel leadership support is very important.

Those who had access to sit-stand workstations found the below to be the most important for adoption:

#1	Education and motivation	58%
#2	Leadership support	57%
#3	Peer support	36%

Of those who did not have movement-friendly workstations, 47 percent cited a lack of company policy as a main barrier. When asked about barriers to transition, 28 percent of sit-stand users noted there was no training or leadership support when it came to starting a sit-stand work routine. It's important not to confuse the product with the program. Make sure your employees know about the many health and wellbeing benefits of moving more during the workday, and how they can take part in the program.

CONCLUSION & WHAT'S NEXT

Today's overwhelmingly sedentary lifestyles have significant health and wellness implications, resulting in rising healthcare costs that place a burden on employees and employers. Computer workers are sitting approximately 12 hours during the day, and spending far too little time engaged in light, moderate and vigorous physical activity that's essential to health and wellbeing. Sit-stand workstations that aid the worker in increasing movement have been shown to improve productivity, enhance company culture, and support physical and mental health and wellbeing.

Ergotron's key takeaways from the Workplace Movement Assessment represent critical insights for companies considering movement-friendly workstations. The findings, which parallel existing research, indicate the success of these programs at reducing sedentary time during the workday in a way that employees find beneficial.

About the survey

Ergotron's Workplace Movement Assessment was administered to more than 1,000 employees of Nortek, Ergotron's former parent company, and its subsidiaries. The employees surveyed varied in their use of and access to sit-stand workstations, providing Ergotron with new insights around how sedentary behavior in the workplace impacts employee health and wellbeing, and best practices for implementation.

The survey spanned six divisions in 40+ locations and nearly three-fourths of the respondents used a computer for at least 75 to 100 percent of their work. Statistics in this report represent that user group. Nearly half of the respondents, which were an even split of males and females, were mid-level managers.

About the company

Ergotron delivers adjustable and innovative technology furniture and mounts that promote healthier, more productive environments for life and work. Scientific research and evidence-based data is the wellspring for Ergotron's product development.

In collaboration with academic and research organizations, Ergotron examines categories of risk: musculoskeletal, psycho-social, cardiovascular and metabolic. Studies using Ergotron's flagship WorkFit™ and LearnFit™ products have collected data to measure the difference that stand-up interventions can make on back pain, heart rate, caloric intake/expenditure, blood sugar, mood states and other health indicators*. In addition, Ergotron has been influential in research published by leading organizations and scientific journals, like the Center of Disease Control & Prevention and the British Journal of Medicine.

Further Reading & Resources

Ergotron JustStand® Index: Getting Productivity Up & Moving e-Book

Individual Workspace Planner at Planner.ergotron.com

Learn more about this field of study at research.juststand.org.
Learn more about Ergotron at www.ergotron.com.

*Ergotron devices are not intended to cure, treat, mitigate or prevent and disease.

References

[1] Ergotron, Inc. (2016) Ergotron JustStand Index: Getting Productivity Up & Moving. Retrieved from Ergotron, Inc. http://www.juststand.org/tabid/1004/language/en-US/default.aspx.

[2] Mathers, C., Stevens, G., & Mascarenhas, M. (2009). Mortality and burden of disease attributable to selected major risks. World Health Organization. Retrieved from http://www.who.int/healthinfo/global_burden_disease/GlobalHealthRisks_report_full.pdf.

[3] Mathers, C., Stevens, G., & Mascarenhas, M. (2009). Mortality and burden of disease attributable to selected major risks. World Health Organization. Retrieved from http://www.who.int/healthinfo/global_burden_disease/GlobalHealthRisks_report_full.pdf.

[4] Ergotron, Inc. (2016) Ergotron JustStand Index: Getting Productivity Up & Moving. Retrieved from Ergotron, Inc. http://www.juststand.org/tabid/1004/language/en-US/default.aspx.

[5] Garrett, G., Benden, M., Mehta, R., Pickens, A., Peres, S. C., & Zhao, H. (2016). Call Center Productivity Over 6 Months Following a Standing Desk Intervention. IIE Transactions on Occupational Ergonomics and Human Factors, 4.2-3, 188-195. Retrieved from http://www.tandfonline.com/doi abs/10.1080/21577323.2016.1183534?tokenDomain=eprints&tokenAccess=km4nB428SqEGEqw7Bwjz&forwardService=showFullText&doi=10.1080%2F21577323.2016.1183534&doi=10.1080%2F21577323.2016.1183534&journalCode=uehf20.

[6] Pronk, N. P., Ph.D, Katz, A.S., Ph.D., Lowry, M., MS & Payfer, J.R. (2012). Reducing Occupational Sitting Time and Improving Worker Health: The Take-a-Stand Project, 2011. Preventing Chronic Disease. Retrieved from https://www.cdc.gov/pcd/issues/2012/pdf/11_0323.pdf.

[7] https://workplacetrends.com/gen-z-millennials-collide-at-work/