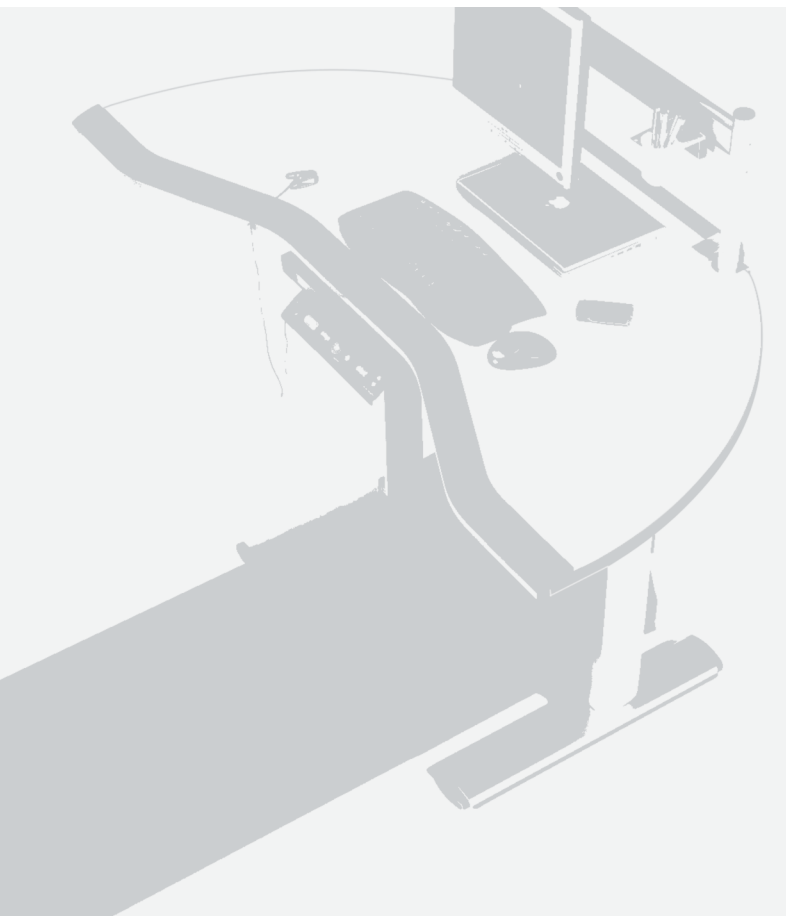


A long-time Walkstation user provides first-hand insight.

The answers to many of the questions that so many are asking.



“We find our employees to be as productive or more productive using the Walkstations. They keep focused and the energy is great. We recorded our largest quarter in the history of our company when we started using the Walkstations.”

Amy Langer
Co-founder
SALO, LLC and its affiliates Oberon, LLC and
NumberWorks, LLC

SALO and its affiliates Oberon and NumberWorks are a leading, privately held provider of highly experienced accounting, finance, and human resource professionals for just-in-time interim projects and direct hire positions.

In 2007, the award-winning Minneapolis company conducted an employee-wide pilot program with the Walkstation from Details.

As such, SALO's insights may help other organizations considering the Walkstation.



What is SALO's workplace strategy?

SALO is a Minneapolis-based company that knows the value of projecting a forward-thinking brand as much as any multi-national management consulting firm. "We're one of the fastest growing staffing companies in the country, and the top performer in the Minneapolis-St. Paul area," says John Folkestad, SALO Co-Founder. "We need a workplace that's effective, attracts the best people, and reflects the SALO image."

The SALO offices are located in a hip, daylight-splashed loft space in a historic section of downtown Minneapolis. The main workplace is wired for technology and designed for collegial work. Conference areas feature comfortable lounge seating and artwork on the walls. A hardwood floor café offers a full kitchen and leads to a game and lounge area with a billiards table, big flat screen monitor and more lounge seating. Overall, SALO's workplace provides a mix of spaces for communication, collaboration, individual and group activity – the spaces knowledge workers need and the amenities they desire.

Why did SALO put Walkstations in its office?

The competition for top-notch recruiting professionals who in turn can search for high-level accounting and finance talent is fierce; attraction and retention is a priority at SALO.

The organization's contract consultants receive a competitive salary and benefits package, but in today's global economy, top professionals want more. SALO uses an enticing workplace as one way to reward its workers. The Walkstation represented a new, innovative way to enhance the workplace and differentiate SALO in the market for talent.

What benefits did SALO believe the Walkstation could add to their workplace?

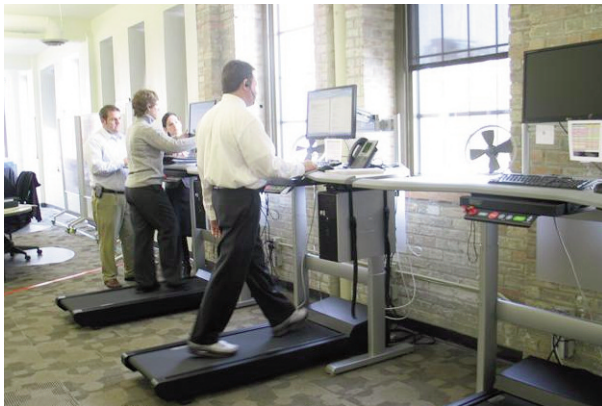
The Walkstation offered several potential benefits:

- it offered workers a way to fit comfortable walking into busy schedules
- it encouraged healthy habits for workers who spend long hours in high stress, sedentary work
- it offered a convenient indoor activity in a northern climate that precludes outdoor physical activity for several months of the year

What about perspiration from using the Walkstation?

SALO was initially concerned about this; after all, office workers who are under stress already perspire. And no one needs to perspire even more from a workplace-based workout. SALO soon realized that the maximum 2 mph pace of the Walkstation does not lead to perspiration. At that speed workers are energized, they burn calories and are able to be productive, but they don't sweat.





Where were the Walkstations located?

SALO installed 8 Walkstations:

- 3 were set up along a wall of outside windows, close to a workstation cluster
- 2 were set up next to the lounge area, and faced an outside window
- 3 were set up in the lounge area, and face the main workplace

Over a period of several weeks, the initial locations of the Walkstations were changed based on worker preferences. SALO now has 16 units in the space, including 4 each in 2 conference rooms. Amy Langer has a real passion for the conference room installations and says, “This is a great way to keep your energy up during meetings. We spend many hours a week in meetings and walking through them is a real benefit.”

What equipment was included with the Walkstations?

Each Walkstation comes standard with:

- commercial grade treadmill (maximum speed 2 mph)
- electric height adjustable worksurface (24¼" – 52")
- SoftSystem® surface and Neoprene shock absorbers
- digital display and touch pad controller
- magnetic safety clip

In addition, SALO included with each Walkstation:

- desktop computer in a vertical CPU cradle under the worksurface
- standard keyboard and mouse
- flat screen monitor (mounted on optional SlatRail)
- small personal fan

Furthermore, SALO’s phone system uses voice over IP technology which enables workers to use the Walkstation while remaining in immediate contact with clients.

Were there any restrictions on Walkstation use?

“Even though the Walkstations were located right next to workstations, they’re quiet enough you can use them while someone is on the telephone or having a meeting just a few feet away,” says Peggy DeMuse, Partner of SALO Project.

Were employees trained on how to use the Walkstation?

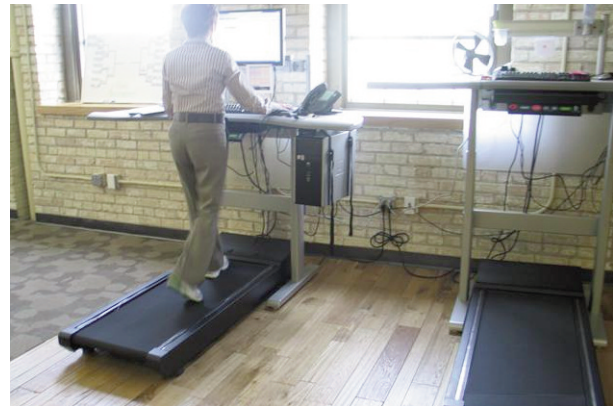
Yes. A Details representative demonstrated how to use the Walkstation, offered tips on proper ergonomic positioning, and reviewed the benefits of regular physical activity in a healthy lifestyle. In addition, a complete User’s Guide manual is provided. And a label right on the worksurface itself outlines proper usage.



How did the Walkstations work for SALO?

“At first, people were a bit skeptical they could work while walking,” says DeMuse. “But once you step on a Walkstation and fire up the computer or make a phone call, it becomes second nature. An hour passes really quickly on a Walkstation.”

“In fact, the Walkstations were so popular we had to limit the time people could use them each day, so everyone would have a chance to use them on a daily basis,” says DeMuse.



Has there been any medical research on the benefits of walking while working?

Details developed the Walkstation in cooperation with James A. Levine M.D., Ph.D., Rochester, MN. According to Dr. Levine, “walking while working will burn calories, potentially alleviate stress, increase productivity, and increase focus while promoting good ergonomics to improve the overall health of employees and the companies for whom they work.”

What’s been the reaction of SALO workers?

“People really took ownership of the Walkstations, moving them around in different configurations, different places in the office. They were in use throughout the day, including before and after our regular business hours,” says Folkstad.

“People like the way the Walkstation displays the time, distance, and calories burned. They like how they can easily step on, start walking, and get in a few miles – all the while they’re making phone

calls, sending emails or otherwise working on a computer. It doesn’t matter if the weather outside is hot and humid, or cold and nasty, you can walk comfortably on the Walkstation. It’s simple, low impact and really convenient.”

How does SALO management measure the benefits of the Walkstations?

SALO Co-Founder Amy Langer says, “the Walkstation is the perfect addition to our workplace. Our people can fit in some low impact walking any time of the day right while they’re working. They can also relieve some stress and get their energy level revved up a little, and they never even have to leave the office.”

“The Walkstations get noticed by new recruits when they come in the office, too. They add another benefit to working here, and help set us apart from the competition. What could be better than that?”

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