



EMPLOYER GUIDE TO WEARABLES:

AN IN-DEPTH LOOK AT DEVICES, DATA AND DECISIONS.

NEED HELP BUYING YOUR DEVICES?

FOR PREFERRED PRICING
CONTACT US: info@springbuk.com

ABOUT THIS STUDY

This study utilized three forms of primary research. Respondents were comprised of employers, benefit consultants and wellness vendors that participate in the "Healthiest Employer" Award Program that encompasses over 6,000 employers nationally. Over 500 employers participated in a second research survey for the features, preferences and integration of wearables. A test group evaluated the devices over a four-month period.

IN PARTNERSHIP WITH:



SPECIAL THANKS TO:

JAWBONE

GARMIN

fitbit

MISFIT

POLAR
LISTEN TO YOUR BODY

SAMSUNG

Withings

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A person is riding a black bicycle on a paved surface. They are wearing dark blue jeans and brown leather boots. A large, black, textured bag is slung over their shoulder. The bicycle has a red rear light and a black fender. The background is blurred, showing a city street with a red car and a white car.

**WHAT DO
EMPLOYERS
WANT IN A
WEARABLE?**

WELCOME

Healthcare costs are estimated to reach \$24,000¹ per family by 2020. This cost pressure is fueling the growth of wellness programming among proactive, savvy employers. While there are countless developments in wellness, one of the most promising is the rise in wearable devices.

Springbuk®, which presents the nationally recognized Healthiest Employer® Award, has a front-row seat to what's happening in worksite health. With research from 6,000 employers that include 70% of the Fortune 100 and represent 63 million employees, one thing is clear: **today's employers want a healthy workforce.**

Each month we publish a proprietary research series on wellness. Covering a variety of topics, these trend studies are constructed from the opinions, practices and challenges facing our employer member forum that is 18,000 strong. This non-biased perspective delivers an objective viewpoint into the changing landscape of population health.

So, why are we providing an in-depth look at wearables? As we considered this emerging topic and engaged our team as pilot users of the devices, we wanted to answer the key question for employers: **how do wearables fit into my worksite wellness program?**

It turns out that the study was more than a fun outlet for our team of technologists; it was also a catalyst for driving personal health changes in our own population. After all, isn't that our end goal as employers?

We hope you enjoy our findings, and as a result, discover ways to drive wellbeing in your organization.

Be well,



ROD REASEN | CHIEF EXECUTIVE OFFICER

HEALTHIESTEMPLOYERS® | SPRINGBUK®

TRENDS

in wearables

Where devices fit into employer programs



WEARABLES HAVE

an increasing role in **strategic planning** of wellness programs.

25%use wearables

69%use biometric screenings

67%use health risk assessments

YET, THERE'S A GAP

in using devices to **assess the health** of an employer population.

22%use wearables

64%use claims data

62%use participation

“

big data is a big problem for employers.

Only

11.7%

track absenteeism
of participants versus
non-participants

13.7%

track changes in
health spending from
wellness programs



WHAT DEVICES ARE BEING USED TO MANAGE HEALTH?

27% Bluetooth,
58% non-Bluetooth, yet
62% use participation



only
7% use
device
data.

**THE FUTURE:
ANALYTIC TOOLS**
*connect the dots between
activity & outcomes.*

springbuk®



WEARABLE AND THE EMPLOYER: MATCH MADE IN HEAVEN?

Remember life before wearables? In the not-too-distant past, our health accountability was limited to rudimentary exercise tracking and watching what we ate. With the wearable movement in full swing, we now have unprecedented tools to monitor our health. It's exciting to see innovation at work, breeding more offerings, advanced features and ultimately more data to us as individuals. But, what does this all mean for employers?

This study was born out of a practical observation. In 2011, our "Healthiest Employer" applicant data revealed the beginnings of an employer shift. Specifically, employers were abandoning inaccurate pedometers of yesteryear for a new breed of step counters called "activity trackers."

This revolution is a direct response to the financial pressure facing employers. Under pressure to reduce medical claims, employers used forward-thinking wellness initiatives as a lever. To effectively drive change and track outcomes, it became necessary to quantify the value of the data "behind the device."

In the early days, counting steps was the easiest metric for wellness participation. Unfortunately, the pedometers were not only inaccurate; they also lacked the quality to endure the length of the wellness program. Enter innovation. Product engineers, manufacturers and application developers built a better (and more accurate) mousetrap. This movement hatched additional ways to use

data: miles, sleep, calories, heart rate, and distance tracking became part of the “big data” conversation in health. Today, devices are smarter and include GPS, Bluetooth, idle alerts and cell phone notifications. Yet, there’s more to come. Smart clothing, contact lenses and chairs are on the horizon.



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Employers have upped the ante, by changing how they approach wellness. Once considered an inexpensive gift to employees, fitness trackers have become consumer and fashion-conscious ... and have the price tag to prove it. *So, in which device should an employer invest? Which one will outlast the dreaded six-month drop-off rate? Which tracker integrates with my wellness vendor applications?* These questions, and others, are at the core of this employer study.

APPLICATION

Data isn’t an enterprise, middle market, or small business issue. It’s an employer matter. Here’s a quick story to illustrate.

In a recent exploratory session, a national employer of 22,000 shared the details of their wellness program with us. We learned that wearables are a key tenet to their strategy. This \$400,000 investment caused us to ask the obvious: “What are you doing with the data?” The excitement dissipated with an unexpected response of, “What data?”

There’s an old saying in business of “garbage in, garbage out.” The idea is that quality outcomes can’t happen without accurate and precise inputs. This decade-old moniker is surprisingly fitting for the employer-sponsored wearable program of today. The dialogue begged for an additional question, “Do you know how many people are wearing the devices?” The blank stares were telling. What started as an exciting discussion on wearables, ended in bewilderment. Despite the six-figure investment, there was no clear path to collect and use the data to improve health.

Sadly, this story is all too common. As employers, it’s easy to adopt the latest and greatest tool with the promise of solving our healthcare problem. Planning and strategy can play second fiddle to hype and consumer trends. In the following pages, you’ll find the results from our internal study and from our national study of nearly 500 employers. From our wellness team to yours, we hope the information provides an actionable guide as you consider wearables in your population.



WHAT DEVICES ARE BEING USED TO MANAGE HEALTH?

EMPLOYER USE

Applicants from the 2015 Healthiest Employer Award confirmed the national device trend. Eighty percent of employers are either “interested” or are in the process of buying wearables for their wellness program. However, most respondents indicated that the devices would be used to track the most basic metric in wellness: participation.

27% Bluetooth,
58% non-Bluetooth, yet
62% use participation

So how can these devices be deployed more effectively? Like any wellness initiative, there are many success factors. Below are five areas to consider when evaluating the right device for your organization. For more details on the scoring criteria, see the Top Ten Employer List on page 12.

① **Price point:** Devices range from \$29 - \$450.

Don't overlook the inexpensive devices, as these deliver strong functionality. Conversely, don't shy away from expensive options. Depending on the size of your order, some manufacturers offer a volume discount from the full retail price.

② **Usability:** The actual interface and app of the device are often viewed as ancillary features; however, these are critical in employee adoption and sustained use. Our internal testers were underwhelmed with the apps, and found only a handful to be intuitive and enjoyable to use. Many of the apps lack alerts, challenges and socialization, so it's important to identify what features are critical to your population. Make sure you try the application first-hand to see if the system supports your overall initiatives. Shiny packaging and a long feature list are less important if the app itself is a hurdle.

③ **Application:** Do you just want to track steps or do you want more information? Knowing what you want from a device will help you pick the right one for your members. Your purchasing decision is much easier if you have an intentional strategy in hand, before evaluating devices. The wearables should be a catalyst to grow your health and wellness program.

④ **Data:** What data is important to you? Steps, sleep, GPS, miles, burned calories, and activity levels present different opportunities for advanced analytics. Keeping your "end in mind" (i.e., knowing how you intend to use the data) will help you understand which bells and whistles are good investments for your device budget.

It's paramount that you move beyond a participatory approach in your device purchase. Tracking both usage and steps only scratches the surface of driving change. For example, imagine tying device data to specific chronic conditions to track improvement. Now, there's real value in making your diabetic population more engaged in personal health. Tracking weight reduction against medical claims completely changes the tenor of that \$400,000 device investment.

⑤ **Community:** In our testing, we found the user community to be very robust. We can't understate the value of the social competition component. Friends and co-workers with similar devices will find each other and engage in challenges. This interaction strengthens the experience and ensures a longer-term adoption.

“

big data is a big problem for employers.

WHAT DO EMPLOYERS WANT?

Employers are the focal point of this study, and were active participants in the research. We enlisted our national network of human resource and

wellness professionals to help quantify the key wearable features. Nearly 500 employers shared their opinions and preferences with us.

TOP REASONS TO PURCHASE

An employer's purchasing decision is quite a bit different from an individual consumer. Our research indicates that the goal of wellness is not entirely cost-centric. There's an altruistic objective of improving employee health, driving behavior change, and engaging at-risk members. For years, we've advocated the value of the employer because they share the goals and rewards of achievements in personal health of employees.

IMPORTANT TO EMPLOYERS:

- Improve employee health
- Drive behavior change
- Engage "at risk" members

LESS IMPORTANT TO EMPLOYERS:

- The "cool" factor
- Competitions
- Socialization

While wearables are in the mainstream, the "cool" factor is not a strong driver to employer purchases. Competitions and socialization also scored as low importance. The social effect of wearables shouldn't be discounted, as it's an opportunity to spur and sustain engagement. In fact, our four-month pilot program showed markedly higher step results across our company. The competitions within the device software empowered us to engage additional friends to join the fun. Ultimately, our testers gravitated toward devices that had these features.

As employers, we need all the help we can get to drive long-term change, beyond short-term success. Overall, the results are encouraging for both employers and device manufacturers alike. It's evident that the goals of each are more aligned than ever.

DESIRED FEATURES

Let's suppose you've decided to move forward with your device strategy and are evaluating features. The question is, "which features are important?"

Not all features are created equal. Respondents rated "app usability", "step counting" and "long battery life" as the top three features. "Alarms", "GPS" and "sleep monitoring" ranked as relatively unimportant.

It's not surprising that the usability of the vendor application is a top priority. If the device and app are burdensome to the employee, adoption will be limited to the tech-savvy and fitness enthusiast. There is tremendous value in ensuring the activity data is usable and actionable.

Internally, we found a hidden benefit in waterproof devices. Because they are suited for swimming or showering, the device was more likely to be worn consistently (and not forgotten on the vanity top or in the gym bag). This secondary feature had a significant effect on the initial engagement and longer-term use.

The idle alert is an unexpected and underrated feature. Often coined as the "move" function, this feature alerts the user to get up and move after a period of inactivity.

Battery life can also impact adoption. A longer life (and quicker charge) allows the user to wear the device uninterrupted. Our pilot group had considerably higher reviews for devices with easier charging requirements.

Throughout the testing process, our team was asked to pick a favorite. Not surprisingly, the top performing devices are the higher-end versions of each manufacturer's product line. The ability to

track heart rate, monitor sleep, and get the occasional jolt are advanced features that are hard to live without.

CONCLUSION

In the end, the pilot was a success. Not only did we have an opportunity to review the top devices on the market; we also encouraged personal health in our workplace.

Our team devised walking meetings, peer challenges and new, creative paths to navigate the office building (to pad their stats).

The positive influence isn't limited to our workforce. After walking literal circles around a group of smokers of a neighboring business, the individuals inquired what we were doing. Who knew a device could so effortlessly raise awareness?

Each employer has a unique set of criteria that is different from our quirky software company. What worked for our population may be less relevant to a different geography or demographic. With an ever-growing industry, no single device is the silver bullet.

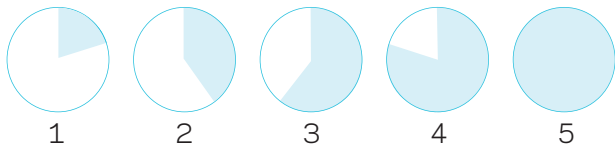
**THE FUTURE:
ANALYTIC TOOLS**
*connect the dots between
activity & outcomes.*

springbuk®

TOP TEN EMPLOYER CHECKLIST

There are many factors in an employer's decision to purchase wearables. For this employer-focused study, ten criteria were used to evaluate the devices.

SCORING KEY:



On the following pages is a detailed overview of how the devices were scored. Each of the ten criteria received a score of 1-5, with a total of 50 possible points.

We've provided the total score for each device that was tested, and then calculated the total score using a rubric 0-100 scale.



1. MEASUREMENT:

Employers should use aggregate data, when available. This provides opportunities to craft wellness programming, measure results and validate effectiveness. Devices should integrate with vendors and health analytics tools, and provide employer-level reporting.



2. HEALTH OUTCOMES:

Tying clinical outcomes and overall health to activity data is the first step toward measurement. Integrating device data with analytic tools like Springbuk® empower you to see beyond participatory measures to know where to invest in the future.



3. USER COMMUNITY:

A robust community enriches the experience and extends the longevity of the device. The community isn't limited to your employees: these groups often grow to include family, friends and peers who can influence behavioral change.



4. LIVABILITY:

A durable, high-quality device should also have broad appeal across user types. A desk jockey, traveling executive and line worker may all wear a device, but have different design and utility preferences.



5. APPLICATION:

The device software and app are critically important. From easy setup to everyday usability, a well-engineered app breeds loyalty. A manufacturer with a strong community, automated reminders, and activity challenges scored higher.



6. USER EXPERIENCE:

It is important to understand your audience. Several of the devices were lost, due to poor clasps. Others were damaged in everyday activities. Our pilot group rated their experience for opening the package, setting up the device, competing in challenges and using the app.



7. CONNECTIVITY:

Android and iOS dominate the mobile market, so it's expected that devices are compatible with these two. However, various versions can be difficult to install and upload data. This category was scored by consistency in synchronization and availability of apps on multiple platforms.



8. ADOPTION:

Similar to user experience, "adoption" quantifies how quickly you see usage by your population. Difficulty in installation and setup will quickly diminish your ability to sustain excitement with users. High scores were given to simple, out-of-the-box setup.



9. ROBUSTNESS:

Device and app features are easy to measure. Our employer research panel cited app usability, step counting and mobile phone synchronization as critical features. Employers also indicated value in a long battery life, distance tracking, display, and heart rate monitor.



10. SUSTAINABILITY:

Employers want a device that can be worn day and night, for twelve or more months. Unfortunately, our pilot users were fatigued with a wearable in as little as two weeks. Other industry measurements show a drop-off period of six months.



TAKING THE NEXT STEP

The following pages provide an overview of twenty-four devices. As you examine your wearables-to-wellness strategy, remember to keep your eyes on the data prize. Analytics solutions like Springbuk® are designed to connect wearable data to tangible health improvement and productivity. Linking this disparate data is a true game-changer for how you engage and what you report/measure.

As employers, you represent over half of the U.S. population. This gives you a powerful lever to improve individual health. Together, we can move the needle and make wellbeing a reality in our workplaces and communities.



fitbit



EMPLOYER CRITERIA



CHARGE

The Fitbit Charge is an instant favorite at a decent price point. From tracking your steps during the day, to tracking your sleep patterns at night, this device covers a lot of ground in activity monitoring. The sleek design and simple LED screen makes it easy to keep track of your progress throughout the day. The mobile app keeps all of your data in one convenient location, so you can check it at any time. If you're looking for a great way to track your daily activity in a simple and easy to use way, then the Fitbit Charge might be your best bet.

WEARABLE FEATURES



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EMPLOYER CRITERIA



CHARGE HR

The Fitbit Charge HR is a top contender for the best overall activity tracker. With all of its fitness tracking, sleep monitoring, and easy to read display, the only thing that can make the Charge better is heart rate monitoring, which is brought to you with this device. Get heart rate data in real-time right from your wrist. Even with all of these features that are available to you, this device has a battery life that lasts up to 5 days. For an activity tracker that does everything you need it to, plus a little extra, grab a Charge HR.

WEARABLE FEATURES





EMPLOYER CRITERIA



FLEX

The Fitbit Flex is a simple device that offers a lot of functionality. Keep track of your daily progress towards your goal with the simple LED progress bar, or check the mobile app for more specific data. The Flex tracks your steps, distance walked, calories burned, and sleep. When you wake up to the silent alarm, you can check the mobile app to see how well you slept. With many different wristband colors to choose from, the flex is never out of style.

WEARABLE FEATURES



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EMPLOYER CRITERIA



fitbit



ONE

Fitbit's "One" is on the lower end of their impressive product line, but that doesn't mean it's a low-end product. The Fitbit One is a small device, but it has a lot of great features including: step counting, floors climbed, distance traveled, calories burned, and total active minutes. The simple LED display makes it easy to check all of your activity throughout the day and stay on top of your fitness tracking. Its compact design makes it easy to clip onto your belt, slip in your pocket, or even wear around your neck.

WEARABLE FEATURES





EMPLOYER CRITERIA



SURGE

The Fitbit Surge is Fitbit's all-star product. Their top-of-the-line activity tracker does nearly everything you'd want it to do in a relatively small package. From basic step counting to GPS tracking and heart rate monitoring, the surge covers all of the features its less expensive counterparts offer, plus a little extra. The rubber-like material of the band makes the Surge fairly comfortable to wear, but the watch itself can be slightly bulky at times. Whether you're a runner, cyclist, or just a fitness enthusiast the Surge really packs a punch in activity tracking.

WEARABLE FEATURES



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EMPLOYER CRITERIA



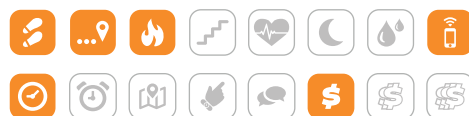
fitbit



ZIP

The Fitbit Zip is the lowest end of Fitbit's product line, but this small device can change how you view fitness in a big way. With the Zip's small footprint and easy to wear clip, you probably won't even notice you're wearing it. Just clip it onto your belt or pocket and you're ready to go. From the moment you put it on the Zip tracks your steps, distance walked, and calories burned while keeping you updated on the easy to read display. With a battery that lasts up to six months, this device is an almost maintenance-free way to track your daily activity.

WEARABLE FEATURES





VÍVOACTIVE®

The Garmin vívoactive GPS smartwatch is a sports enthusiast's best friend. On top of the basic activity tracking² like step counting, this device has built-in apps for running, cycling, golfing, and even swimming. That's right. Its water-resistant³ design means you can take it with you to the pool for your morning laps. Even with its in-depth sports tracking and water-resistant design, the vívoactive still has more to offer with its smart notifications that display your calls, texts, and e-mails right to your wrist. For a device that does it all in a slim profile, look no further than the Garmin vívoactive.

WEARABLE FEATURES



EMPLOYER CRITERIA



GARMIN®



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EMPLOYER CRITERIA



VÍVOFIT®

The vívofit by Garmin is an activity tracker² wrist band that creates custom step goals for you daily. This makes it easy for you to keep growing in your daily activity and push yourself to a healthier life-style. The device sports an easy to read display that shows your steps, calories burned, and distance traveled. One of the features that sets this device apart from the rest is that it knows when you've been inactive and will tell you that you need to move. For the price point, this device offers more than other trackers in its class.

WEARABLE FEATURES





EMPLOYER CRITERIA



VÍVOFIT® 2

The vívofit 2 activity tracker² is another noteworthy device from Garmin. With more than a year of battery life, you hardly ever have to worry about keeping up with it as it keeps up with all of your activity. From your daily steps to your evening rest, this device never quits tracking, and because it's water-resistant³, you can feel free to leave it on in the shower. One of the best features of the Garmin vívofit 2 is the move bar alert, which invites you to get up and move. This device will definitely keep you up and active throughout your day.

WEARABLE FEATURES



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EMPLOYER CRITERIA



GARMIN



vívokí™

The vívokí activity tracker² from Garmin is possibly the least intrusive device on the market. The compact design of the vívokí makes it easy to implement into your daily routine. Just clip it on and forget about it. The device sports a simple 5 light display that shows your current step progress. Even with its simple design, the vívokí tracks your steps, distance, intensity, and calories burned throughout the day. If you're looking for a simple and compact activity tracker with great battery life, then the Garmin vívokí might be just what you need.

WEARABLE FEATURES





VIVOSMART®

The Garmin vívosmart is a great activity tracker² with a lot of useful features. This device has an easy-to-read display that shows your steps, calories burned, and distance traveled with just a swipe. The smart notifications make this activity band a useful tool for anybody with a smartphone. Whether you're going for a run or just want to check your calls, texts, or e-mails without even pulling your phone out of your pocket, the Garmin vívosmart is just a glance away.

WEARABLE FEATURES



EMPLOYER CRITERIA



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EMPLOYER CRITERIA



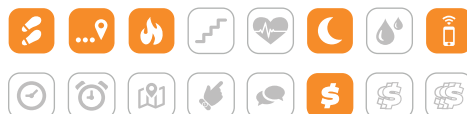
JAWBONE



UP

The Jawbone UP is a small clip-on activity tracker that can go with you almost anywhere. While it tracks your daily steps, exercise, and calorie burn, it creates personalized insights to help you reach your fitness goals. The Jawbone mobile app is the place you go to see all of your data, and even track your meals and calorie count. With the sleep-tracking feature, you can wake up and immediately see how well you slept the night before. The Jawbone UP is a simple device with some great features.

WEARABLE FEATURES





JAWBONE

UP2

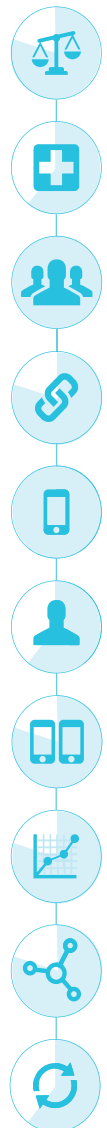
The Jawbone UP2 is the middle ground of Jawbone's line of activity trackers. The slim band has no screen and could easily pass as just another wristband, but this device does more than just look good. The UP2 tracks your daily activity like steps and exercise, but when you go to bed, it doesn't. With this device you can track the total time you were asleep and even the quality of sleep. It also has the ability to log your food and calorie intake. This is a well-rounded device with a lot of great features.

WEARABLE FEATURES



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EMPLOYER CRITERIA



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EMPLOYER CRITERIA



JAWBONE

UP3/UP4

The UP3 is Jawbone's top-of-the-line product. With the ability to track your steps, exercise, calorie burn, heart rate, and even your sleep cycle, this device covers a lot of ground. With automatic syncing, you never have to worry about it before you can look at your stats and the Smart Alarm that is built in is designed to wake you up at the perfect time during your sleep cycle. This activity tracker from Jawbone brings all of these features in a slim and stylish wristband. What's more, the UP4 lets you pay on the go with American Express® payments.

WEARABLE FEATURES





FLASH

The Misfit Flash is a highly functional product at a low price point. This device features a simplistic interface that shows your daily step progress and a basic watch mode. The Flash tracks your running, cycling, swimming, tennis, yoga, dance, and more alongside your steps in the mobile app. It also keeps track of your sleep and lets you set alarms to make sure you're getting the best rest possible. The minimalist design and six-month battery life make this device one of the most hassle-free activity trackers.

WEARABLE FEATURES



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EMPLOYER CRITERIA



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EMPLOYER CRITERIA



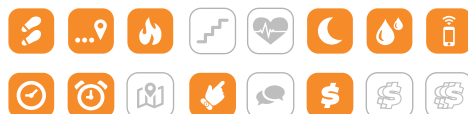
MISFIT



SHINE

The Shine is a stylish, yet functional activity tracker from Misfit. Its minimalist design displays your daily step progress and even sports a simple watch display. The Shine tracks your running, cycling, swimming, and more alongside your steps in the mobile app. It also keeps track of your sleep and lets you set alarms to make sure you're getting the best rest possible. One of the main differences between the Shine and the Flash is that the Shine is slightly more water resistant than its counterpart. If you're looking for a simple, yet stylish activity tracker for your daily routine and your workout sessions, then try the Misfit Shine.

WEARABLE FEATURES





POLAR

A300

The Polar A300 is a fitness watch that tracks your activity at different intensity levels. With this device you have goals and can watch in real-time as you progress towards them. One of the device's best features is that it knows when you've been inactive and alerts you that it's time to move. This keeps you from sitting too long and gets you moving more than you normally would throughout your day. Because it's water resistant up to 30m, you can even track your laps at the pool. The Polar A300 is a fitness enthusiast's friend.

WEARABLE FEATURES



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EMPLOYER CRITERIA



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EMPLOYER CRITERIA



POLAR

LOOP

The Loop is a wristband style activity tracker from Polar that measures your daily activity and has set goals for you to complete every day. With this device you don't even have to take it off when you swim, just leave it on and let it track your laps. If you've been sitting for too long, your Loop will alert you that it's time to move, which keeps you up and active throughout your day. With all of these great features and a 5-day battery life, you can't go wrong with the Polar Loop.

WEARABLE FEATURES





M400

The Polar M400 is more than just an activity tracker. This sleek device is a “training companion” with in-depth activity tracking and GPS. With a plethora of features for training, sports, fitness tests, and heart rate monitoring, you can keep constantly updated on your health and fitness progress. Because this watch is water resistant up to 30m you can practically take it with you anywhere. With more features than you might ever use, features you’ll use every day, and a style that you’ll love, the Polar M400 is a great training tool right on your wrist.

WEARABLE FEATURES



EMPLOYER CRITERIA



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EMPLOYER CRITERIA



SAMSUNG



GEAR S

The Samsung Gear S is in a word, elegant. The curved display makes the watch fit comfortably on your wrist and the high-resolution screen is beautiful to see. The amazing features don't stop there, as the Gear S is packed with functionality. With the ability to make and receive phone calls, texts, and e-mails, this device is taking the next step in wearable technology. With a built in GPS and heart rate monitor, this device tracks more than just your steps. The Gear S from Samsung is a great tool and a stylish device.

WEARABLE FEATURES

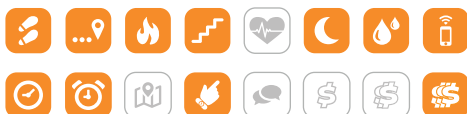




ACTIVITE

The Withings Activite is a great collaboration between style and functionality. Even with its slim profile and comfortable fit, it's a powerful tool in tracking your daily activity. Disguised as a simple and elegant watch, the waterproof Activite tracks your steps, elevation, calories burned, and even your sleep schedule. The third watch hand on the face displays your progress towards your daily step goal, making it easy to keep track of how you're doing. If you're looking for an activity tracker that you will always feel comfortable wearing, then give the Withings Activite a try.

WEARABLE FEATURES



EMPLOYER CRITERIA



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EMPLOYER CRITERIA



 **Withings**



ACTIVITE POP

The Activite Pop from Withings is a simple yet elegant activity tracker disguised as a classic watch. Visually similar to its bigger brother the Activite, the Pop is significantly cheaper and sports all of the same features. The reason for the price difference is only in the materials used and where the device was made. The watch face, along with the hour and minute hands, displays your step goal progress. This makes it easy to keep track of how you're doing throughout the day. If you're looking for a stylish watch that also tracks your daily activity, look no further than the Activite Pop.

WEARABLE FEATURES





PULSE O2

The Withings Pulse o2 is a versatile device that you can wear on your wrist, clip onto your belt, or put in your pocket. It's easy to keep track of your daily activities and sleep schedule with this slim device. If you're a fitness enthusiast there is a more accurate run mode that can track your time on the track and the distance you ran. The device displays all of your daily activity on the display and stores more in-depth information in the mobile app. For an activity tracker that can go anywhere, check out the Pulse o2.

WEARABLE FEATURES



EMPLOYER CRITERIA





		SURGE	CHARGE HR	CHARGE	FLEX	ONE	ZIP	VÍVO- FIT	VÍVO- FIT 2	VÍVO- SMART	VÍVOÍ	VÍVO- ACTIVE
STEPS		•	•	•	•	•	•	•	•	•	•	•
DISTANCE		•	•	•	•	•	•	•	•	•	•	•
CALORIES		•	•	•	•	•	•	•	•	•	•	•
ELEVATION		•	•	•		•			•			•
HEART RATE		•	•						•			•
SLEEP		•	•	•	•	•		•	•	•		•
WATER- RESISTANT*								•	•	•	•	•
WIRELESS SYNC		•	•	•	•	•	•	•	•	•	•	•
CLOCK		•	•	•		•	•	•	•	•		•
SILENT ALARM		•	•	•	•	•			•	•		•
GPS		•							•			•
BATTERY LIFE		7D	5D	7D	5D	10D	6M	>1Y	>1Y	7D	6M	3W
WRIST/CLIP (W/C)		W	W	W	W	C	C	W	W	W	C	W
MOVE ALERTS								•	•	•		•
PRICE		\$\$\$	\$\$	\$\$	\$\$	\$	\$	\$\$	\$\$	\$\$	\$	\$\$\$

JAWBONE

MISFIT

POLAR
LISTEN TO YOUR BODY

SAMSUNG











Withings

		UP	UP 2	UP3/UP4	FLASH	SHINE	A300	M400	LOOP	GEAR S	PULSE O2	ACTIVITE POP	ACTIVITE
STEPS		•	•	•	•	•	•	•	•	•	•	•	•
DISTANCE		•	•	•	•	•	•	•		•	•	•	•
CALORIES		•	•	•	•	•	•	•	•	•	•	•	•
ELEVATION								•		•	•	•	•
HEARTRATE				•						•	•		
SLEEP		•	•	•	•	•	•	•	•	•	•	•	•
WATER- RESISTANT*					•	•	•	•	•			•	•
WIRELESS SYNC		•	•	•	•	•	•	•	•	•	•	•	•
CLOCK					•	•	•	•	•	•	•	•	•
SILENT ALARM			•	•	•	•	•	•	•	•		•	•
GPS								•		•			
BATTERY LIFE		6M	7D	7D	6M	6M	4W	3W	5D	2D	2W	8M	8M
WRIST/CLIP (W/C)		C	W	W	C/W	C/W	W	W	W	W	C/W	W	W
MOVE ALERTS			•	•			•	•	•	•			
PRICE		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$



fitbit

GARMIN

	SURGE	CHARGE HR	CHARGE	FLEX	ONE	ZIP	VÍVO-FIT	VÍVO-FIT 2	VÍVO-SMART	VÍVOKÍ	VÍVO-ACTIVE
MEASUREMENT 	4	4	4	3	3	3	4	4	4	3	4
HEALTH OUTCOMES 	3	3	3	3	3	3	3	3	3	3	3
USER COMMUNITY 	5	5	5	5	5	5	5	5	5	5	5
LIVABILITY 	4	4	4	4	4	4	5	5	5	4	4
APPLICATION 	5	5	5	5	5	5	4	4	4	4	4
USER EXPERIENCE 	4	4	4	3	3	3	4	4	5	3	4
CONNECTIVITY 	4	4	4	4	4	4	4	4	4	4	4
ADOPTION 	5	5	5	5	5	5	5	5	5	4	5
ROBUSTNESS 	5	5	4	3	3	3	4	4	5	3	5
SUSTAINABILITY 	4	4	4	3	3	3	4	4	5	3	4
TOTAL SCORE:	86	86	84	76	76	76	84	84	90	72	84

EMPLOYER CRITERIA











JAWBONE

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SAMSUNG

Withings

	UP	UP 2	UP3/UP4	FLASH	SHINE	A300	M400	LOOP	GEAR S	PULSE O2	ACTIVITE POP	ACTIVITE
MEASUREMENT 	4	4	4	3	3	3	3	3	4	4	4	4
HEALTH OUTCOMES 	3	3	3	3	3	3	3	3	3	3	3	3
USER COMMUNITY 	5	5	5	3	3	5	5	5	4	4	4	4
LIVABILITY 	3	4	3	3	3	4	4	3	4	3	5	5
APPLICATION 	5	5	5	4	4	3	3	3	5	5	5	5
USER EXPERIENCE 	3	3	3	3	3	3	3	3	4	3	4	4
CONNECTIVITY 	4	4	4	4	4	4	4	4	3	4	4	4
ADOPTION 	4	4	4	3	3	2	2	3	5	4	4	4
ROBUSTNESS 	4	4	5	3	3	4	4	3	4	4	4	4
SUSTAINABILITY 	3	3	3	3	3	3	3	3	4	3	5	5
TOTAL SCORE:	76	78	78	64	64	68	68	66	80	74	84	84

A STEP IN THE **RIGHT** **DIRECTION**

DRIVE ENGAGEMENT WITH ACTIVITY, CLAIMS AND
BIOMETRICS IN A SINGLE VIEW.



NEXT STEPS
SPRINGBUK.COM



**PRODUCT
DEMO**



EMAIL

INFO@SPRINGBUK.COM

springbuk 

NEED HELP BUYING YOUR DEVICES?

FOR PREFERRED PRICING
CONTACT US: info@springbuk.com

ABOUT SPRINGBUK


Springbuk is a health analytics solution that offers a complete view of an employer population. The platform connects and simplifies major data sources into a single warehouse for targeted engagement, predictive insights and real-dollar decisions.

For more information, visit Springbuk.com.

WHAT'S NEXT IN WELLNESS?

For additional wellness and health analytics research, visit
Springbuk.com/Insights.





¹Kaiser: HRET Survey of Employer-Sponsor Health Benefits

²**ACTIVITY TRACKING ACCURACY**

Garmin activity trackers are intended to be tools to provide you with information to encourage an active and healthy lifestyle. Garmin activity trackers rely on sensors that track your movement. The data and information provided by these devices is intended to be a close estimation of your activity, but may not be completely accurate, including step, sleep, distance and calorie data. Garmin activity trackers are not medical devices, and the data provided by them is not intended to be utilized for medical purposes and is not intended to diagnose, treat, cure, or prevent any disease. Garmin recommends that you consult your doctor before engaging in any exercise routine.

³**WATER RATING**

We rigorously test our devices for water resistance by subjecting them to various water pressure levels (usually translated to depths) under extremely controlled circumstances. You should note that even if a device is above a depth it's rated for, it might still suffer water ingress if it is subjected to an activity that creates pressure on it that exceeds that depth rating.

For more detailed information about our water ratings visit: [Garmin.com/waterrating](https://www.garmin.com/waterrating)