

SAMARA WILLIS BUSINESS PROPOSAL

HAPPY PEOPLE

Solutions





September 8, 2024

John Harris
Hummingbird Productions
304 RoadStreet,
Los Angeles, California, 91210

Dear John,

I am pleased to contact you again after our conversation at the Wellness Festival. As the CEO of ***Happy People Solutions***, and in response to your request for a proposal, I would like to share ours with you.

At ***Happy People Solutions***, we aim to help businesses create an enduring organizational culture. We envision a world in which yogic practices are integrated into the business environment, holistically caring for the employees and the business. By fostering an individual's well-being, companies can cultivate happier, more loyal, and more productive employees, leading to business success and sustainability.

Our core values guide our approach and interactions. Honesty is a priority, so we act ethically and transparently in all our interactions. Accountability is critical for our business, as we take responsibility for the outcomes we deliver. Persistence is the motor of our challenge-overcoming attitude. Our pioneer spirit helps us seek new ways to integrate a yogic culture with a continuous improvement business; this combination is the foundation of our holistic approach, caring for the individual's well-being with a robust business culture.

Thank you for reviewing our proposal. Please reach out to me with any questions you may have. I will follow up with you next week to discuss your questions and further concerns.

Kind regards,

Samara Willis, CEO

Happy People Solutions.
8313 W. Elm St., Harrisburg, IL 62910
(213) 950-4456

Organization Expertise

At *Happy People Solutions*, we are specialists in integrating yogic practices with modern business practices. Our approach is unique, as we combine the benefits of yoga with tailored business strategies designed specifically for each of our customers. We provide lessons from our experienced yoga teachers, mindfulness workshops, an on-site professional offering personalized attention to your employees, and an in-depth business analysis. The tie between teaching techniques that address the wellness needs of your employees and methods that can help take your company to the next level creates a robust environment that allows for the adaptation to a new organizational culture to excel.

Our strength lies in understanding the business and employees' needs for success. With our team of specialists, we incorporate a tailored holistic approach to your business, ensuring the well-being of your employees with pranayama (breathing techniques), asanas (yoga postures), and meditation, as well as applying LSS methodologies into your business philosophy, ensuring long-term operational efficiency and success.

Organizational Structure

As the CEO and founder of the company, I am an expert in applying Lean Six Sigma (LSS) methodologies for business success, and I've experienced the benefits of practicing the limbs of yoga for 20 years. I hold a Bachelor of Science in Industrial and Systems Engineering from The Ohio State University and years of experience helping businesses grow and improve.



Our team consists of Lean Six Sigma experts, holistic healers, yoga teachers, and business strategists who work together to analyze and improve each of our clients' businesses and fulfill their employees' wellness needs. Your account will be managed by the co-founder and Head of Wellness Programs, Patricia González, an experienced business analyst who learned yoga in the Himalayas and has practiced it for over 15 years.

Happy People Solutions is structured as a Limited Liability Company (LLC), reflecting our commitment to flexibility and professionalism. Our headquarters is in Harrisburg, where we coordinate our operations. The LLC structure allows us to adapt to our client's needs and deliver high-quality services.

The team consists of highly skilled professionals who bring diverse expertise to the company.

Here is an overview of our key members:

Patricia González – Head of Wellness Programs

Patricia brings more than a decade of experience in corporate wellness and Lean Six Sigma practices. With a 500-hour yoga teacher training (YTT) and a Black Belt certification, she brings comprehensive expertise to the team in our field of focus. She is passionate about integrating holistic wellness with business strategy to drive employee well-being and operational efficiency.



Marcela Sesma – Lead Yoga Instructor

With 25 years of experience in yoga and mindfulness, a 500-hour YTT, among many specialties acquired during her substantial experience. Marcela's domain is designing and delivering yoga programs tailored to the specific needs of corporate environments. She focuses on creating accessible and impactful practices that improve physical and mental well-being.



Cassandra Luan – Lead Lean Six Sigma Expert

Cassandra is a certified Lean Six Sigma Master Black Belt with extensive experience in process improvement and organizational efficiency. She works closely with Patricia to ensure that our wellness programs benefit employees and align with our client's company's operational goals.



Andre Lorens – Wellness Coach and Nutritionist

Andre is a certified nutritionist and wellness coach. He has certified his degree with the National Board for Health and Wellness Coaching (NBHWC) and the Accreditation Council for Continuing Medical Education (ACCME). He has been successfully helping patients for over eight years and understands how personalized diet plans can complement physical and mental wellness practices in a work environment.

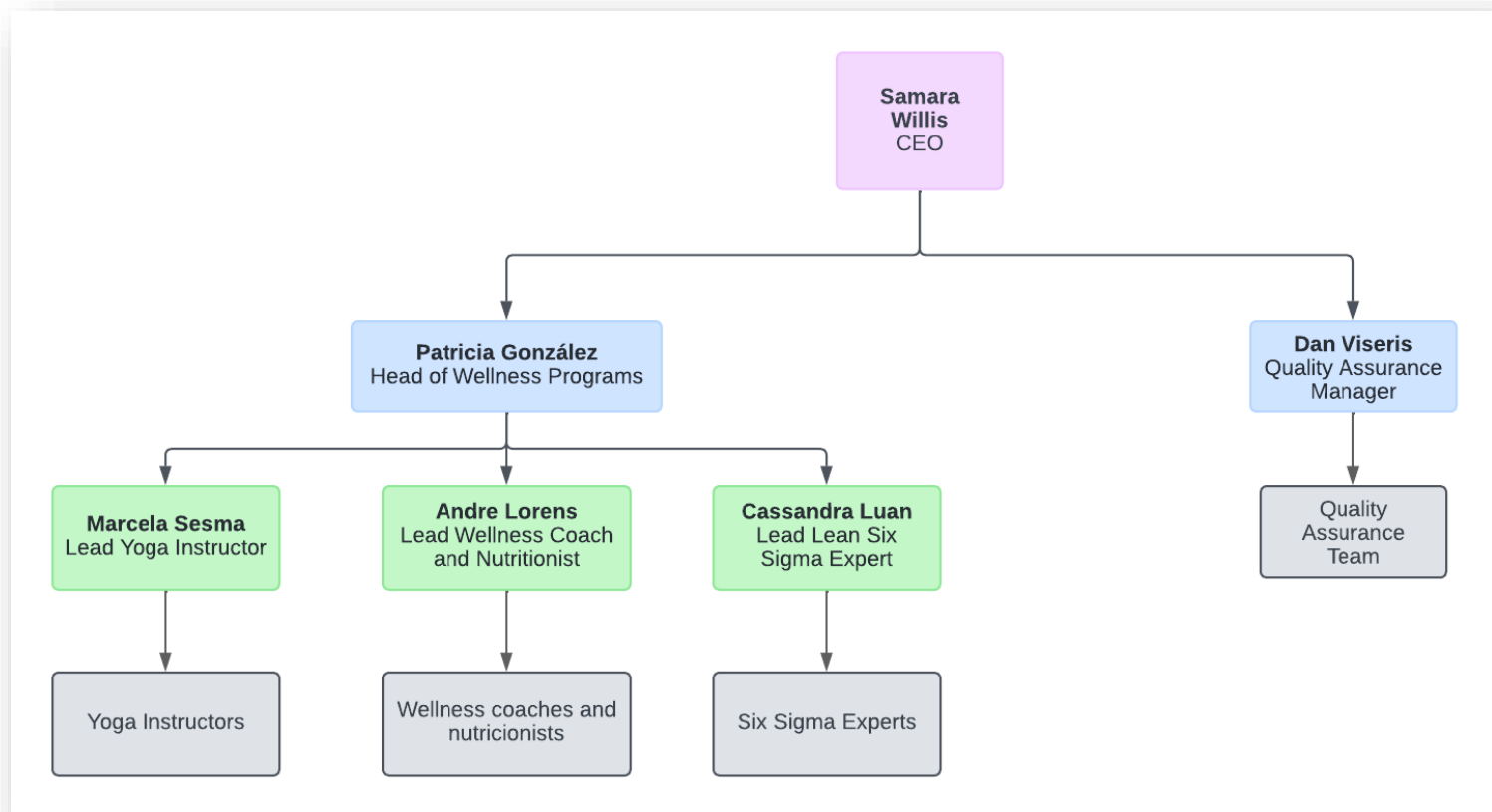


Dan Viseris – Quality Assurance Manager

Dan holds a bachelor's degree in computer science from Berkeley, a master's degree in quality assurance, and over 10 years of experience in his field. He is dedicated to maintaining strong relationships with our clients, ensuring we meet their needs at every partnership stage. His role includes organizing and analyzing feedback and safeguarding our clients' expectations.



Organizational Chart



Why Should You Hire Us?

We offer more than wellness programs; we transform your business, aligning with your company's mission by creating a happy, thriving, engaged workforce and a continuous improvement culture. With this holistic approach, business operational efficiency will improve, integrating it with yoga benefits, which address the physical, mental, and overall well-being of your organization's employees.

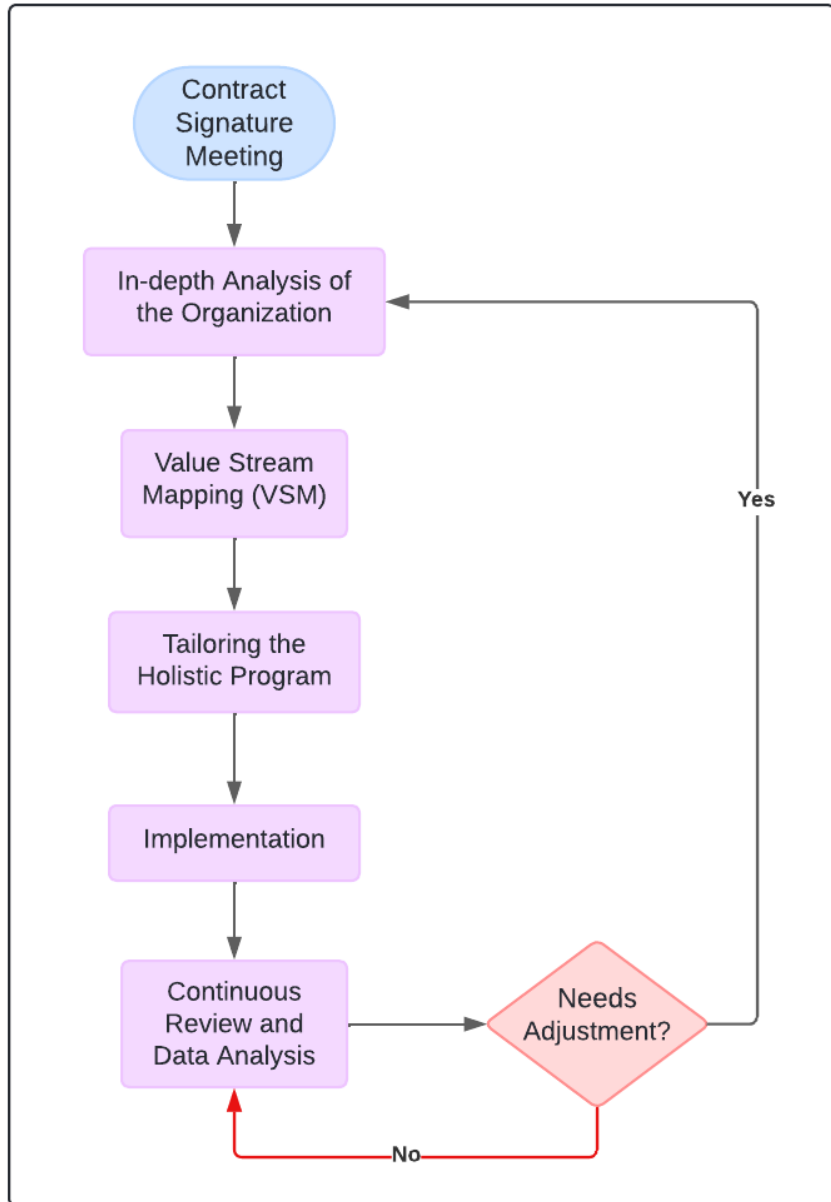
What sets us apart from the competition is that we believe in a customized solution. We take the time to understand your organization's culture, goals, and challenges. Then, we tailor the best solution to apply using tools such as Value Stream Mapping, which is a visual tool that will help us identify waste and bottlenecks in the flow of your business processes, and we integrate it with tools like Kaizen, which consists in making small changes aiming to enhance the processes, and encourages employees to participate in the identification of areas of improvement. Finally, we integrate the LSS methodologies with yoga lessons and meditation workshops for employees during their work hours. This holistic process will show employees how valuable they are to your organization. With personal improvement and new techniques learned in yoga, the employees will quickly adapt to the business changes.

How Will We Implement the Solution?

After signing the contract, we will begin by conducting an in-depth analysis of your organization: the culture, employee needs, and business goals. Your account manager, Patricia González, will execute and oversee the entire process from start to finish, working closely with multiple multidisciplinary teams to ensure an understanding of your unique challenges and opportunities. Our team will use Value Stream Mapping to identify areas of opportunity. Then, we will tailor your personalized holistic program, which will be continuously reviewed to ensure it aligns with your organization's goals and evolving needs.

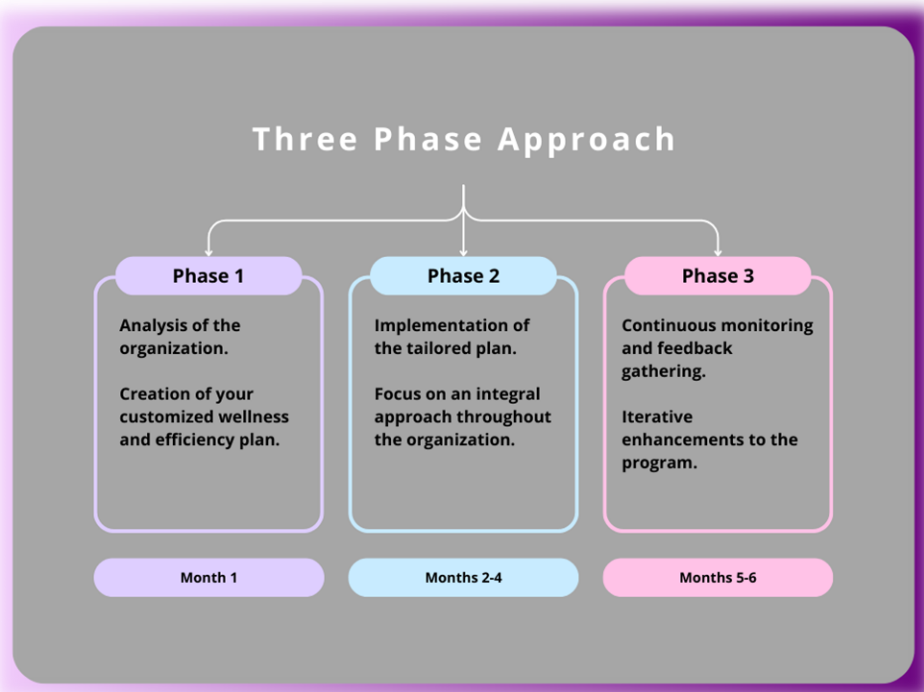
Your account manager will oversee the implementation of the wellness center and process improvement, as well as ensure straightforward communication between you and our team. We will conduct regular Gemba walks, a powerful Lean management practice, where we will walk through the processes and talk to employees, gaining first-hand insight about how they perform work; we will also conduct feedback sessions to ensure the implemented solutions are effective. We are committed to your business sustainability and will provide long-term solutions to maintain your business efficiency and employees' well-being.

Process Map of Implementation of the Solution



Milestones and Timeline

Our three-phase approach to successfully deliver our services consists of **Phase 1** (Month 1), the analysis and creation of your customized wellness and efficiency plan; **Phase 2** (Months 2-4) is the implementation phase, focusing on the integral approach; **Phase 3** (Months 5-6) is the continuous monitoring and feedback gathering, as well as iterative enhancements to the program. This methodology will ensure a quick shift in the business with a constant improvement mindset in the organizational culture.



Cost of Our Services

Our pricing is tailored to match the scope and deliverables of your project. The investment for the six-month period is the following:

Milestone	Duration	Cost
Phase 1	1 month	\$6,900
Phase 2	3 months	\$49,000
Phase 3	2 months	\$7,500
Total	6 months	\$ 63,400

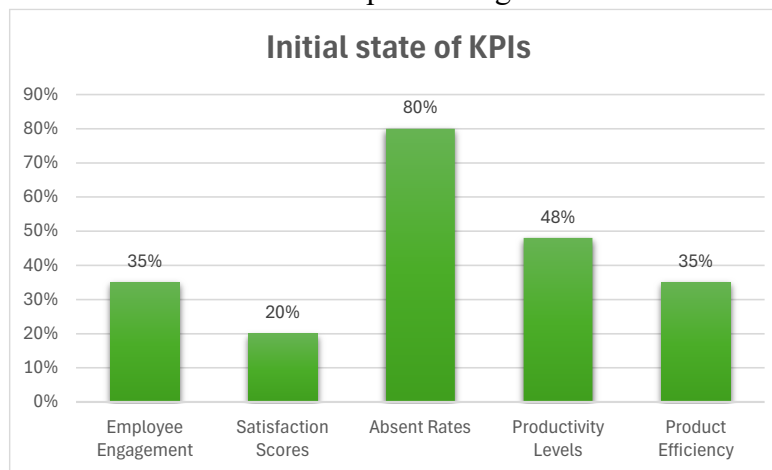
A comprehensive breakdown of these costs will be included in the final proposal. We ensure complete transparency and accountability.

KPIs for Success

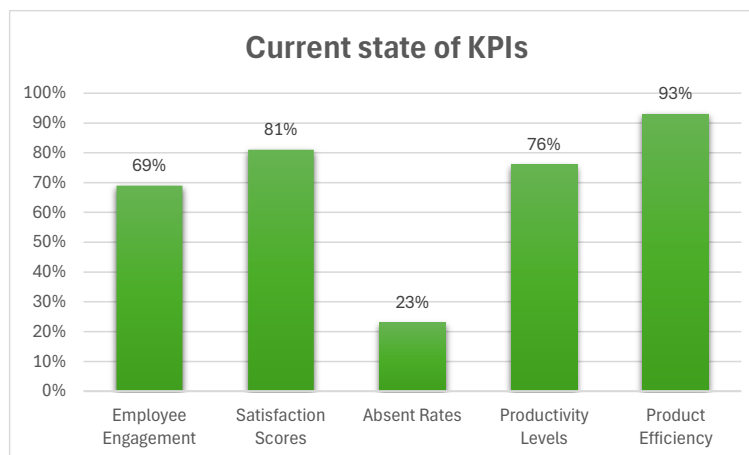
We use key performance indicators (KPIs) to track the development of each project, such as employee engagement, satisfaction scores, absent rates, productivity levels, and product efficiency, among others. We will define the KPIs using the DMAIC methodology (Define, Measure, Analyze, Improve, Control) methodology to assess and improve project outcomes. We will do the Define and Measure stages during Phase 1, the Analyze and Improve stages during Phase 2, and finally the Control stage in Phase 3.

If the project doesn't achieve the expected results, we will examine the initial assessments to identify gaps, make the necessary adjustments, and increase the frequency of the feedback collection. If necessary, we will conduct a root cause analysis to identify any issues that could hamper success. Then we will implement corrective action. You can be confident that our commitment to continuous improvement will ensure an adaptive strategy to achieve the best possible outcome for your organization.

Example of one of our client's KPIs before implementing a solution:



This is the same client, and these KPIs are for the first trimester after the six months of the program:



We've successfully implemented this approach in various organizations. With KPIs clearly defined through the DMAIC methodology, we ensure measurable outcomes that drive both employee satisfaction and business growth.