

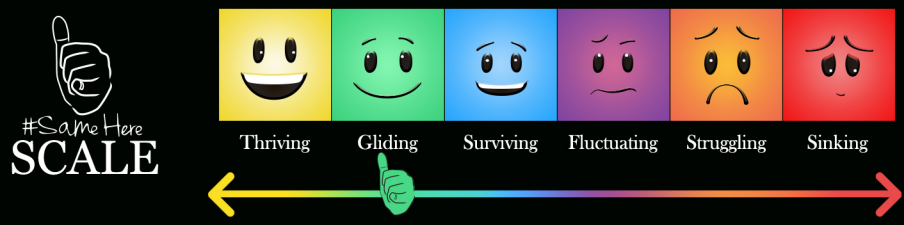


SAMEHERE SCALE APP

What does the SameHere Scale App solve for and why is it effective?

In all forms of health other than mental health, we measure how we are doing - in a range: our weight (on a scale), blood pressure (through a cuff), blood sugar/enzyme levels/hormone levels/inflammation levels, etc. (by blood tests). These measurements and ranges give us a common language to discuss our health with our family and our care providers. Based on where our measurements are at in those ranges, we then make adjustments - to our lifestyle, diet, exercise, etc.

Where is that range for mental health? It exists in how our nervous system goes from a place of regulation (sympathetic/parasympathetic balance and flexibility) to dysregulation (sympathetic dominance and inflexibility, and even shutdown) at different points in our lives. The science that explains this nervous system fluctuation is called "Polyvagal" and it has been studied going back the mid-1990s by a Dr. Stephen Porges, and countless other researchers, since.



*Check out the last page of this document for a more detailed version of the SameHere Scale, with thoughts, feelings, and behaviors as qualifiers under each of the six spots

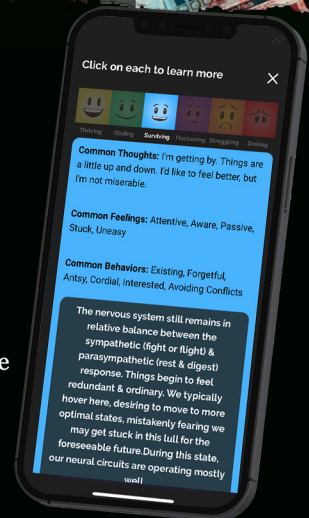
This SameHere Scale app simplifies that science, and allows companies to answer two of the most important questions we have every single day, that are often the hardest ones to get answered: 1) How are our employees feeling? 2) How can we help employees feel their best, so that they can perform their best?

When we ask those questions, receiving the answers of "Fine, Meh, Eh, or Okay"...and "We're not sure"... do not help us keep a finger on the pulse of how our employees - all employees - are doing, nor how their wellness is impacting productivity. EAPs can be a tremendous tool, but they do not encourage employees - all employees - to have easy access to simple but effective tools and exercises to be proactive about tracking and managing their mental health. This is what the SameHere Scale App solves for:

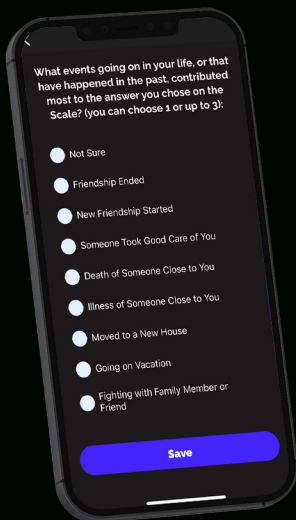
- 1) Normalization: Of employees checking-in with their own Nervous System States (NSS's) proactively - with the option of having Managers (and/or Human Resource leaders) ask for those NSS's. When we show NSS's on a simple Scale (mental health's version of a range) - we normalize the realization that everyone's NSS's change over time, and that we are not locked-in to any one position on that Scale. This ensures that mental wellness is not looked at as a binary topic of - the diagnosed employees vs the "healthy employees," but instead one we all must work to manage to feel and perform our best.

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2) Common Language: NSS's can get complicated, especially when there are so many feelings and emotions to consider. This type of non-diagnostic Scale is more like an Nervous System meter that allows employees, managers, HR staffers and company leaders, to see the same emojis, the same language and same qualifiers (thoughts/feelings/behaviors), when checking-in with themselves, and (when appropriate) each other. There is the option to set-up general (and anonymous) aggregate summaries of other employees' daily responses in public chart format. Unlike other manual capture tools - everyone can view their own responses and trends in real-time charts and graphs, and compare their own responses to a group or department distribution and average.



3) Linear Movements: The Scale goes left to right, with movements to the left representing healthier and more flexible NSS's, and to the right representing less healthy/flexible NSS's. This Scale does not assign numerics as many other scales do, to an employee's feeling and emotions, but it still gives them the chance to track the movement of their mental health - directionally. The placements on the Scale were designed to mirror the neurobiological changes that happen as both the celebratory/joyous/comforting and the stressful/difficult/traumatic personal and professional life events inevitably make their way into our lives. There is also no "middle" answer that would mirror "fine;" as a middle answer would give us little to no direction as to how our employees are actually doing.

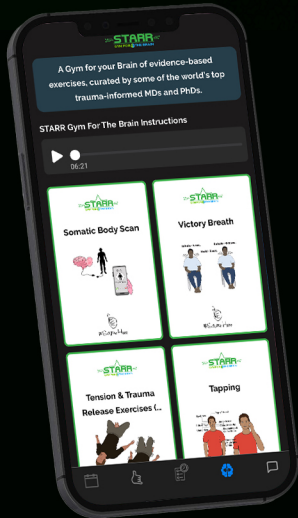


4) Life Events: The questions prompted by the app, after each employee selects their placement on the Scale, encourages them to tie their Scale selections to various life (personal and professional) events and factors that may be contributing to their Scale emoji choice. This teaches employees not to think of their mental health as "fixed conditions," but more as something that can fluctuate over time, as we learn skills to work on ourselves.

5) Resiliency: The movements on the Scale open employees and even their Managers up to the question: How can I/we move more to the left/or stay on the left, and ultimately be more productive - to get to and stay in a "zone"? What exercises can I/we partake in? Think of it as the "why" behind the self-care (specifically mind-body) exercises, something that's called STARR (Stress & Trauma Active Release & Rewiring) or a "Gym for the Brain."



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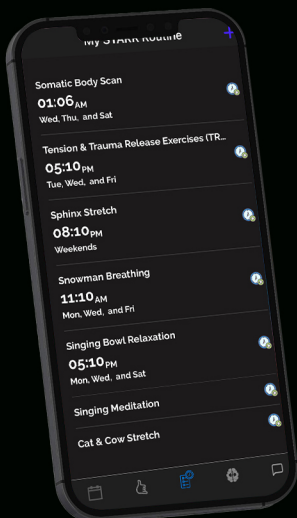


6) Evidence Based Practices: That STARR Gym is in the SameHere Scale App with audio & video tutorials as to how to do each exercise, and to learn what affected areas of the brain/body each exercise works on. Each of the explanations for the exercises was created by MDs or PhD's who were either the inventors of those modalities or are the exercise's lead researchers.

7) Accountability: Exercises can either be self-assigned, or assigned by "Managers/Group Leaders." Those assignments are then tied to the native calendars of mobile devices, so that employees/users get automated reminders. This allows for individual Gym for the Brain work, or work that can be done together in departments/groups. Multiple Managers/Group Leaders can manage each department/group, and Employees/Group Members can be members of different groups, simultaneously.



8) Privacy: One of the biggest reasons we so often get the answers of "fine" when we ask employees how they are doing, is that they don't want to share anything vulnerable in front of their peers. This then requires individual meetings with employees when we see certain dispositions or behaviors, to attempt to get them to open-up. This app allows employees to see daily aggregate trends of other employees' responses (without the specifics of who selected what), while sharing their own Scale responses. The app is private and secure so that no other employees (other than Managers if you choose to set up that way) can see each other's answers.



9) Flexibility In Usage: For all employees, the app can be used on personal mobile devices, desktops/laptops, Chromebooks, and iPads. There is no personal information for each Manager and/or Employee that is entered other than First and Last Name, Department Name, and Gender.

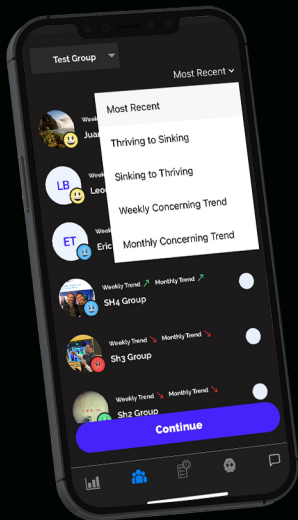
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- 10) **Crisis Intervention Tool:** Built-in the SameHere Scale App is the “L I. F. E. Saver” plan and video. This is a “Stop, Drop, and Roll” of first-person suicide prevention. It contains a positive plan of action if one is to feel in crisis, a video that guides them through the plan, and the “L” in the L. I. F. E. Saver is clickable and takes users directly to call or text the local 988 crisis line. This way, employees always have a place to turn, outside of office hours.



- 11) **Connectivity:** Family members of employees can create their own SameHere Scale accounts and communicate with their family working at your company, through the same app ecosystem. Their interactions will be separate from company interactions, but this allows a family to do check-ins using the same common Scale language that the employees are getting accustomed to, in the company app.



- 12) **Front and Back End Reporting:** In addition to tracking trends on the app itself via a simple sort feature for individual employees, or each department or group, you will soon also be able to download reports to look at those trends with your own web portal we provide for your self-assigned App Administrators. Open API allows you to track Scale info along with other company performance metrics to see how changes in mental health impact KPIs.

#SameHere
THE GLOBAL MENTAL HEALTH MOVEMENT

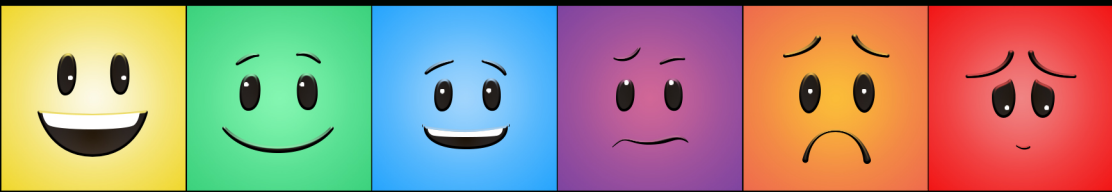


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SAMEHERE SCALE APP



Thriving Gliding Surviving Fluctuating Struggling Sinking



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Thoughts:

<p>Things are going great! I have no complaints. I would love to always be like this.</p>	<p>I'm very much enjoying myself. I've experienced small bumps in the road. Overall, though, I'm really good.</p>	<p>I'm getting by. Things are a little up and down. I'd like to be better, but I'm not miserable.</p>	<p>I've experienced a lot of challenges recently. I'm out of sync. I really want to improve.</p>	<p>I'm not doing well at all. I'm overwhelmed. I'm frustrated, on edge, and emotional.</p>	<p>I was so stressed out for a while, that now I'm burnt out. I have zero energy. Every task feels impossible and pointless.</p>
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Feelings:

<p>Enthusiastic, Highly-Energetic, Participatory, Engaged, Present</p>	<p>Curious, Attuned, Prepared, Ready, Cautious</p>	<p>Attentive, Aware, Passive, Stuck, Uneasy</p>	<p>Disinterested, Fidgety, Confused, Unsure, Withdrawn</p>	<p>Angry, Defensive, Irritated, Restless, Oppositional</p>	<p>Indifferent, Exhausted, Melancholic, Numb, Disoriented</p>
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Behaviors:

<ul style="list-style-type: none"> • Excited • Focused • Fully-Involved • Empathetic • Determined • Lock-In 	<ul style="list-style-type: none"> • Calm • Immersed • Going with the Flow • Friendly • Inquisitive • Agreeable 	<ul style="list-style-type: none"> • Existing • Forgetful • Antsy • Cordial • Interested • Avoiding Conflict 	<ul style="list-style-type: none"> • Difficulty Paying Attention • Tense • Unable to Fully-Focus • Procrastinating & Ignoring • Distracting Yourself • Not Fully-Engaging 	<ul style="list-style-type: none"> • Screaming & Crying • Using Nasty Words • Hitting, Kicking, Biting, Punching, Spitting, Throwing • Blaming Others • Demanding & Controlling • Defiant & non-compliant 	<ul style="list-style-type: none"> • Sullen, Lost, & Aimless • Looking to Isolate • Delayed Reactions • Can't Complete Any Tasks • Zoned-Out • Frozen, Hopeless & Desperate
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