



ORGANIZATIONAL SOLUTIONS INC.
SOLUTIONS ORGANISATIONNELLES INC.

right care | right time | right outcome



we believe

That our clients drive our success.

**That our solutions will save your
organization time and money.**

In ability, not disability management.

our mission is

***“The RIGHT care, at the RIGHT time,
for the RIGHT outcome®.”***

who we are

Organizational Solutions Inc. was founded in 2003 and in a short time has expanded to a major national corporation providing Disability Management services to a wide and ever-growing client base.

As a 100% Canadian owned company, we work with a variety of unions, government, associations, and corporate employers - both public and privately funded - and fully understand the complexities of diverse workplaces.

The company was founded by Dr. Liz Scott, who has been in the field of Disability Management for over 20 years, working in multiple senior industry roles with national and international corporate experience. Her PhD studies focused on Disability Management Strategies in the Workplace. She co-authored a book called Comprehensive Disability Management and currently teaches at McGill University and Ryerson University as a recognized Thought Leader on this subject. As a finalist in the Ernst and Young Entrepreneur of the Year Award for multiple years, Dr. Scott continues to be recognized for her outstanding contribution to the field.

Today, Organizational Solutions Inc. has expanded to include a highly-trained team of Disability Management specialists, Workers' Compensation specialists, Paralegals, Kinesiologists, Registered and Occupational Health Nurses, Registered Ergonomists and Physicians. We bring technical expertise and enthusiasm to every case and our client results are consistently outstanding.

Our services are guided by our philosophy of *"the RIGHT care, at the RIGHT time, for the RIGHT outcome®."* This yields optimal results for all our clients and their employees.



our clients inspire our success



RESPECT
RESULTS
ADAPT STRENGTH
COMMITMENT
PASSION
SAVINGS
ON YOUR SIDE
RESPECT
RESULTS
ADAPT STRENGTH
COMMITMENT
PASSION
SAVINGS
ON YOUR SIDE

Our clients know that we deliver results.

Our process consistently reduces costs.

Organizational Solutions Inc. believes that a client-centric model focuses on putting our clients first. Our programs are fully adaptable and customizable to suit the unique needs of your organization.

We work closely with you to build a program that achieves your business objectives.

“From concept to implementation to results.”

“Organizational Solutions Inc. has an understanding of our workplace needs and a sincere desire to do something about the concerns we have for our members.”

- CAW Union

“As a result of the process we have been able to reduce our claim costs and durations, and more effectively manage our workplace absences. Over the past several months our claims duration has decreased by over 50%”

- Employer / Client

our focus

WORKERS' COMPENSATION

DISABILITY MANAGEMENT

WORKERS' COMPENSATION

There is a significant financial opportunity for firms to reduce their Workers' Compensation costs.

The major benefit in allowing Organizational Solutions Inc. to administer your Workers' Compensation claims is the reduction of the human and financial cost of claims.

Our process relieves the administrative burden from the employer, giving you more time to focus on your core business.

Additionally, it enhances communication between all parties, facilitates rate refunds and lowers premiums. Our Workers' Compensation team includes qualified Paralegals to assist in the appeals process. We also have substantial success in rate group reclassification projects.

SICK LEAVE ADJUDICATION & DISABILITY MANAGEMENT

The entire company benefits when an employee returns to work safely and quickly. Our non-insured process succeeds in two vital ways:

- We minimize the cost of absence by decreasing durations.
- We facilitate the recovery of legitimately injured/ill employees, reflecting your company's concern for their wellbeing and enhancing workplace morale.

Our qualified, regulated healthcare professionals use early intervention techniques and help resolve disabilities promptly. Our preferred network of providers enables your employees to quickly access appropriate treatment and care. From the first day of absence, our objective is the employee's early and safe return to work. Our philosophy is based on ability, not disability.

This goal-directed approach is flexible, customizable and effective in all organizational models.

seeing the whole picture



physical demands analysis

On-site assessments of job requirements. Easy-to-read task-specific reports. Assists early and safe return to work.

ergonomic evaluations

Detailed assessment of posture, work station, equipment and work practices. Develops recommendations for safe employment.

cognitive demands analysis

Detailed measure of memory, aptitudes and higher-level problem solving. Facilitates job matching and return to work.

attendance management

Effective Attendance Management and Support Programs to improve morale and workplace health. Controls casual absenteeism. Reduces costs.

WORKERS' COMPENSATION

DISABILITY MANAGEMENT

audits and assessments

Revolutionary CADMAT[®] audit tool. This performs a complete Disability Management program review.

return to work coordination

Management of the return to work process. Reduces absence and productivity costs.

independant medical assessments / functional ability evaluations

Third party "second opinions". Facilitates return to work. Ensures appropriate treatment and care.

letter from the principal



You hold in your hands the key to make a real impact on your bottom line.

I founded Organizational Solutions Inc. on the belief that I could bring a new and unique approach to the field of Disability Management. From a small grassroots company the organization has grown into a thriving and successful business with recognition nationwide. Today we have offices from coast to coast and continue to expand our staff with dedicated and passionate professionals. I am extremely proud of each and every member of our team and the positive impact we are making to the success of our clients.

You hold my personal invitation to meet with us and begin to explore ways we might partner together to achieve real and measureable results for your company. I am confident that you will find a solution that works best for your organization, saving you money and improving the lives of your employees.

Our clients trust us and know that their Disability Management is in the safest of hands. I hope that you will give us the opportunity to demonstrate that to you.

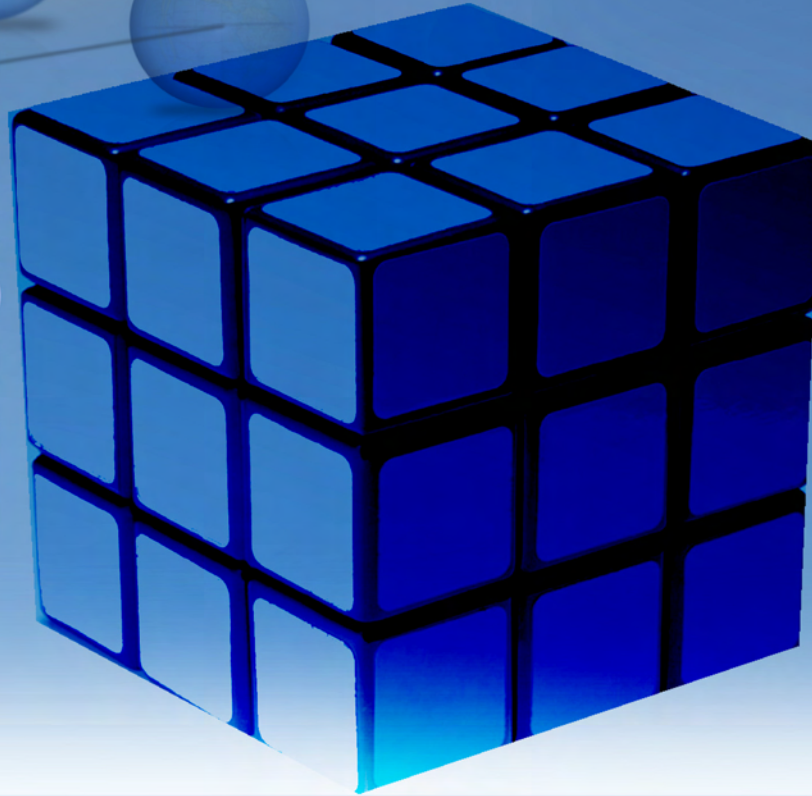
Yours sincerely,

A handwritten signature in black ink, appearing to read 'Liz Scott', written in a cursive style.

Dr. Liz Scott



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FOR YOUR
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