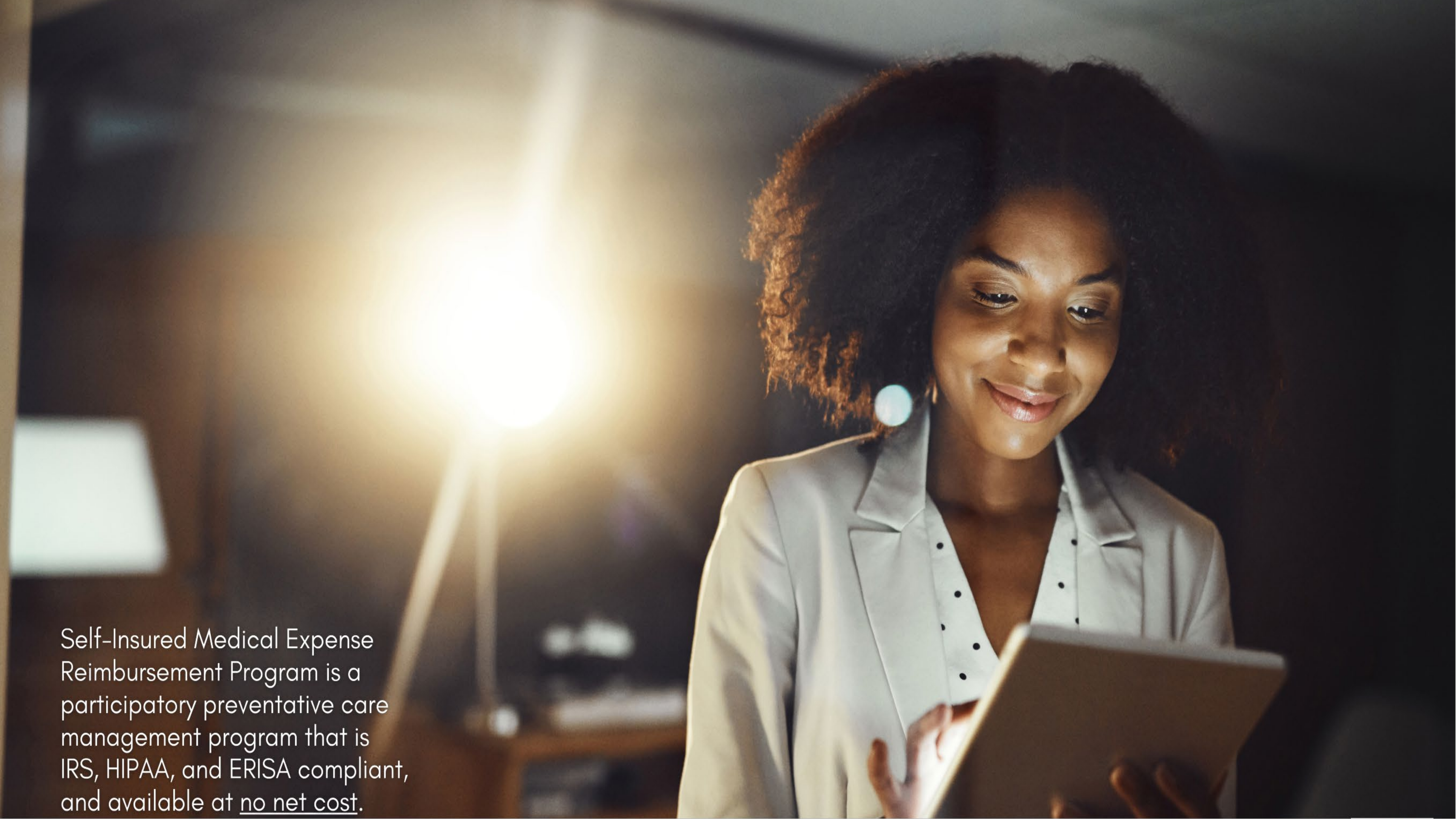
New Benefit Offerings

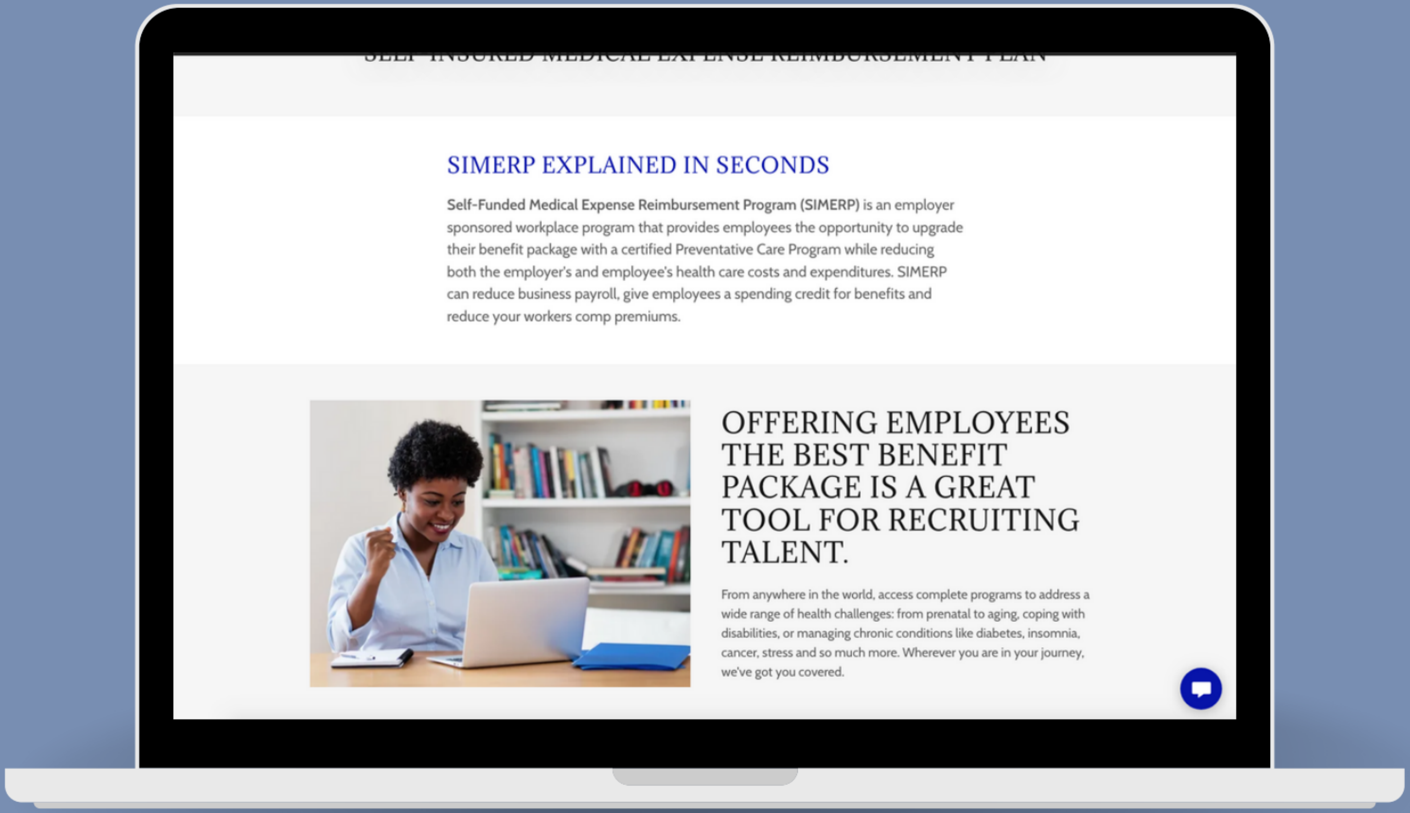
Preventative Care Program



Self-Insured Medical Expense Reimbursement Program is a participatory preventative care management program that is IRS, HIPAA, and ERISA compliant, and available at no net cost.

Why **SIMERP**

An employer sponsored workplace program that provides employees the opportunity to upgrade their benefit package with a certified wellness program while reducing both the employer's and employee's health care costs and expenditures.



EMPLOYER FEATURES

- Reduce Worker's Comp by up to 30% while keeping your broker and policy in place.
- Mitigate Monday morning Work Comp claims (70% of Work Comp claims happen on Monday morning).
- Reduce payroll taxes on average of $630 annually per employee.

EMPLOYEE FEATURES

- Each employee has access to a participatory preventative care management dashboard.
- Employees will receive guaranteed issue accident, disability, critical illness with cancer, and whole life insurance (no health questions to qualify).
- They have access, coverage, and resources with no effect on their take-home pay.

HR FEATURES

- Works with every payroll company seamlessly.
- Technology allows maximum efficiency, minimal lifting for HR, payroll, and team.
- White glove concierge service with a dedicated client service manager.

MEDICAL SERVICES ARE A KEY COMPONENT

The wellness is always paired with an ACA approved medical plan to make an integrated 105 plan.

DEDUCTION OF THE PLAN IS PRE-TAX ELIGIBLE

The deduction of plan cost from an employee's gross wages is addressed by IRC Codes 106 (a). The Office of Chief Counsel Internal Revenue Service Memorandum (Number: 201703013, Dated: 1/20/2017) states: "The value of coverage by an employer provided wellness program that provides medical care (as defined under §213(d)) is generally excluded from an employee's gross income under §106(a). The pre-taxing of this deduction made possible under a Self-Insured Medical Reimbursement Plan and a Cafeteria Plan (§ 125) creates the reduction of taxable income, generating a savings for the employee and the employer.

WELLNESS PLAN DESIGNED FOR COMPLIANCE

The wellness powered by Amaze Health is a Self-Insured Medical Reimbursement Plan (SIMERP) and was purposely created, fully researched, and found compliant with IRC 213(d), 106(a), 105(b), 1.105-11(i) and 104(a) (3) codes, and all applicable IRS memos, ERISA regulations, HIPAA, and the ADA.

POST-TAX PROGRAM REIMBURSEMENTS

Any reimbursements or payments for medical care (as defined under §213(d)) provided by the program is excluded from the employee's gross income under §105(b)." Also, Code 1.105-11(i) and 104(a)(3). Reimbursement guidelines are spelled out in the SIMERP plan documents provided to the client..

REIMBURSEMENT ALLOWANCES

Allowable pre-taxing and reimbursement amount based on Dept. of Health and Human Services report (July, 2016) and national average cost total for monthly value of benefits. Amounts allowed are also based upon fair market value of benefits provided through the Wellness Program for preventative services that are 213(d) compliant. All regulations and guidelines of Wellness Self- Insured Medical Expense Reimbursement Plan (SIMERP) are used for benefits and are paired with a Section 125 Cafeteria Plan. SIMERP must be paired with medical insurance for an integrated 105 plan.

WELLNESS

IRC §106(a) - ERISA
IRC §213(d) - ADA
IRC §105(b)
HIPAA
IRC §125
IRC§105.11
IRC§104(a)(3)

MEDICAL

IRC § 213(d) ACA

PRE-TAX

IRC § 213(d)
IRC § 106(a)
IRC § 125

POST-TAX

IRC § 213(d)
IRC § 105(b)
1.105.11(i)
104(a)(3)
1.105.11(k)(1)
1.105.11(k)(2)

100 EMPLOYEES EXAMPLE

- 100 employees X average $14,500 reduced gross pay = $1,450,000 in gross payroll reduction. The work comp is based on that number so that would go away (it would be safe to assume that based on a few states that this wouldn't apply to that 75% of this number is a conservative estimate).
- 100 employees X $630 per employee in potential payroll tax relief = $63,000 per year potential payroll tax relief.
- 100 employees X $1,200 on average a year in benefits = $120,000 in extra benefits with no health questions at no net cost to the employer.

1,000 EMPLOYEES EXAMPLE

- 1,000 employees X average $14,500 reduced gross pay = $14,500,000 in gross payroll reduction. The work comp is based on that number so that would go away (it would be safe to assume that based on a few states that this wouldn't apply to that 75% of this number is a conservative estimate).
- 1,000 employees X $630 per employee in potential payroll tax relief = $630,000 per year potential payroll tax relief.
- 1,000 employees X $1,200 on average a year in benefits = $1,200,000 in extra benefits with no health questions at no net cost to the employer.

Program **Eligibility**

Must be W2

Must have qualified health insurance

Should be full time (30 hours/week)
or Financial qualify

Funded with Tax Savings

Employer Tax Savings

Example:
Employer saves average
$630 /ee/annually
x 100 ee's = $63,000 payroll
tax savings annually

Additional Benefits

Example:
100 ee's x $1,200 (PTA) =
$180,000.00
In additional benefits annually

Immediate Impact

Each Payroll

High Opt-In

80% - 100% compared to
10-30% from traditional
Cafeteria 125 plans

Refined Healthcare Strategy

Average Employer
savings of **8-15% on
Total Healthcare Spend**

Example:
100 ee's with $1,200,000
Annual Healthcare Spend
x 8% Reduction in
Healthcare Cost =
$96,000.00

Three Approaches to Managing Cost & Care

Your Trusted, Independent Health and Medical Partner

1 Preventing Illness & Injury

- Healthcare Education
- Self Assessment
- Chronic Care Management

2 When Illness and Injury Strike

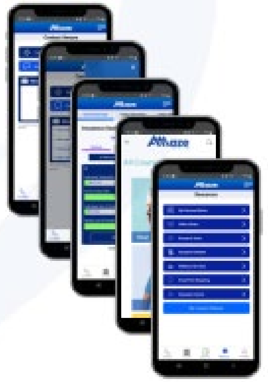
Our first priority is to keep people out of "the system."

- Virtual Urgent Care
- Virtual Specialist Guidance (ortho, cardiology, dermatology)
- Virtual Mental Health
- Virtual Wellness
- Virtual Dental Consultations
- Virtual Workplace Injury Triage
- Virtual PT Support

3 When Traditional (Local) Medical Care is Required

When we cannot keep someone out of the system, we send them in with a partner.

- Sourcing (quality, price)
- Guidance & Navigation
- Visit Preparation
- Advocacy (medical, insurance, billing)
- Follow-up Support



"Amaze has become the go-to resource for all our team's health and medical needs. As an HR manager, I could never have imagined that a virtual health and medical service could be a powerful employee retention tool, but that's what we hear from our employees all the time."

Kristin Courtney, HR Director
W.E. O'Neil Construction, Denver, CO

BENEFIT RESERVE
(the amount you can spend on the voluntary benefits):

$150 per month.

Please keep in mind this is not actually coming out of your pay and that your NET check will remain the same.

Please keep in mind that the below benefits do not change or replace any coverage you currently have. They pay in addition and on top of your current coverage. What that amount could get you in benefits:

Sample Coverage **Outline**

Short Term Disability

State disability only pays you about 55% of your gross income. We can give you a short-term disability policy that would cover the difference to get you closer to 72% which is the maximum allowed. The difference would be about $600 a month in additional disability benefits. This is for any off-the-job injury or any illness.

This additional benefit would cost $26.87 out of the $150 so you would still have $123.13 to spend.

Critical Illness with Cancer

We can get you a $10,000 lump sum critical illness with cancer policy, guaranteed issue so there are no underwriting questions. The way it works is, if you are diagnosed with any internal cancer or have any of the major critical illnesses such as heart attack, stroke, kidney failure, etc. it would pay that $10,000 immediately upon diagnosis.

This policy would only cost $13.78 out of the remaining $123.13 so you would still have $109.35 to spend.

Hospital

We can get you a hospital policy that pays the following benefits:

- $750 hospital admission for over 24 hours
- $100 a day hospital confinement
- $500 inpatient surgery benefit and $250 outpatient surgery benefit

This policy would only cost $30.50 out of the remaining $109.35 so you would still have $78.85 to spend.

Accident

We can get you an accident policy that covers any accident on or off-the-job 24/7. It pays a schedule of benefits based on the treatments and services you would receive as the result of a covered accident. Here are just a couple highlights of the policy:

- $2,000 for your first 24 hour stay in the hospital
- $500 a day up to 365 days
- Both above amounts double if confined in ICU
- There's also lots of additional benefits such as surgery, ER, ambulance, etc.

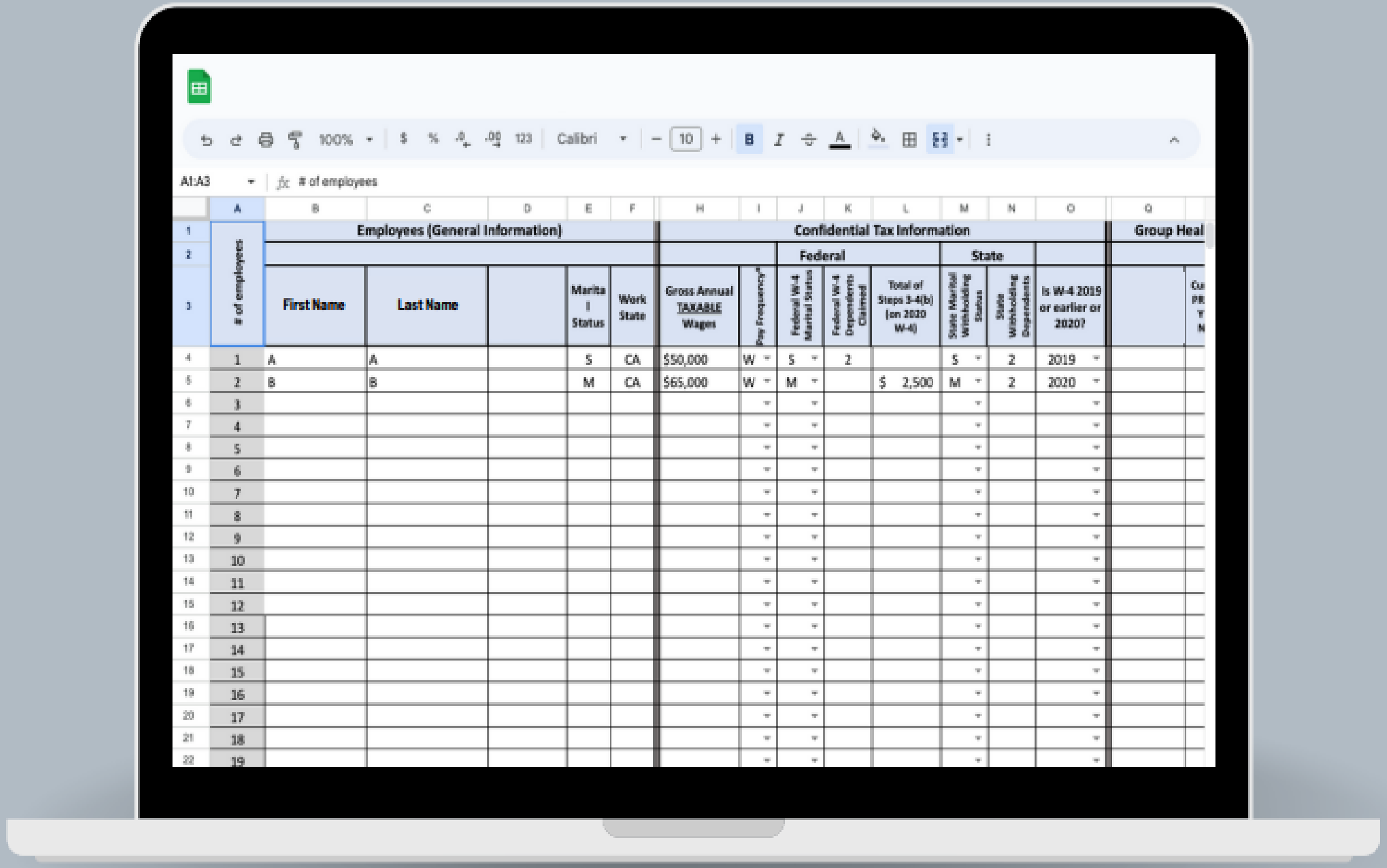
- $2,000 for your first 24 hour stay in the hospital
- $500 a day up to 365 days
- Both above amounts double if confined in ICU

This policy would only cost $18.11 out of the remaining $78.85 so you would still have $60.74 to spend.

Life Insurance

We can get you guaranteed issue life insurance so there are no underwriting questions. Based on your age, the guaranteed issue amount would get you a face value of $71,951. This is a whole life policy to age 95, so if you live to 95, they pay out the full value of the policy. It also builds cash value so you can take a loan against the face value if you wanted or needed.

This policy would only cost $56.34 out of the remaining $60.74 so you would be left with $4.40 in your net pay.



# of employees	Employees (General Information)					Confidential Tax Information								Group Heal
								Federal			State			
	First Name	Last Name		Marital Status	Work State	Gross Annual TAXABLE Wages	Pay Frequency*	Federal W-4 Marital Status	Federal W-4 Dependents Claimed	Total of Steps 3-4(b) (on 2020 W-4)	State Marital Withholding Status	State Withholding Dependents	Is W-4 2019 or earlier or 2020?	
1	A	A		S	CA	$50,000	W	S	2		S	2	2019	
2	B	B		M	CA	$65,000	W	M		$ 2,500	M	2	2020	
3														
4														
5														
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Sample **Census**

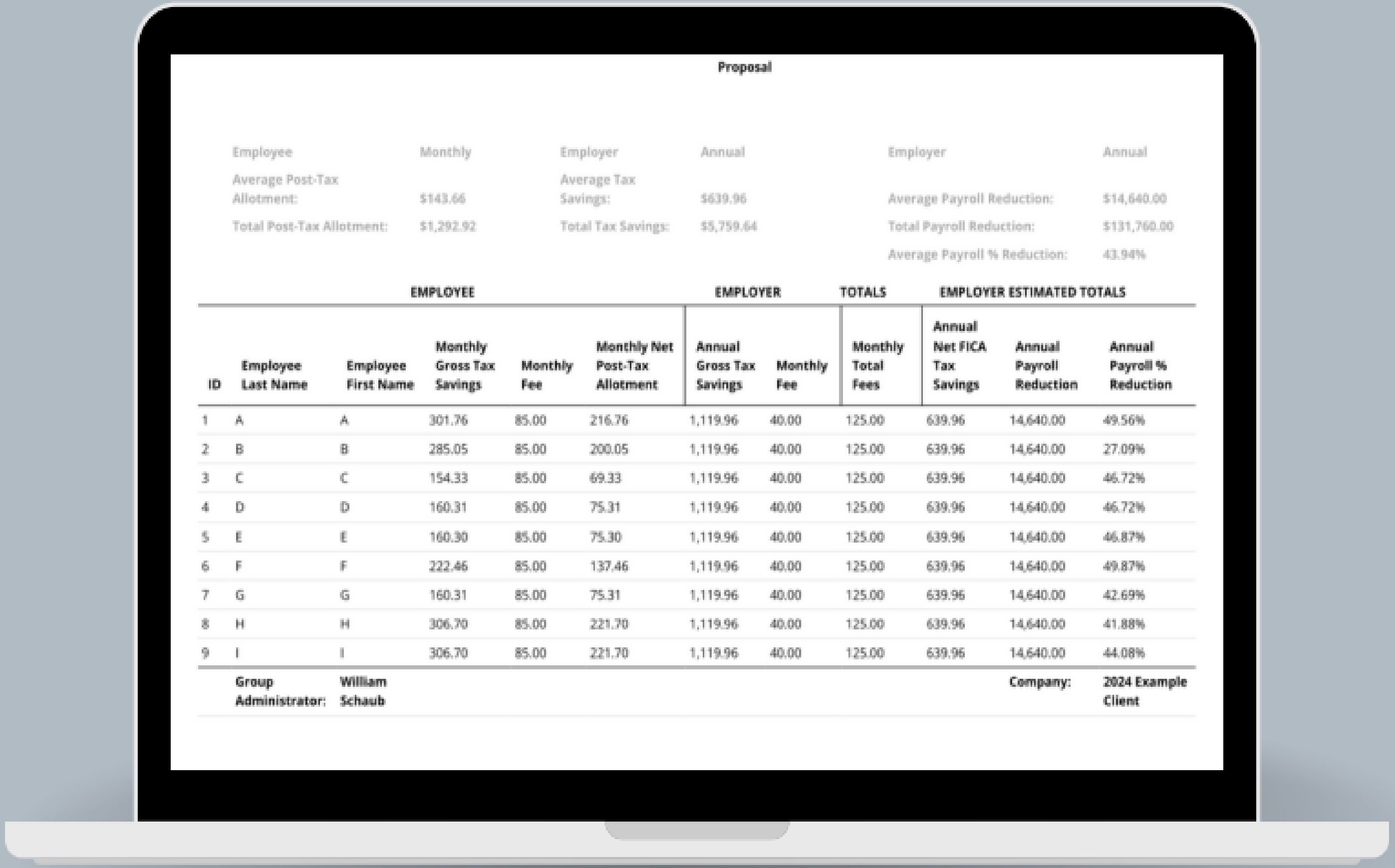
Based on the data provided, a proposal is generated showing each qualified employee allotment, that is based on employment status, and employer tax savings by using SIMERP.

Sample **Proposal**

Based on the data provided, a proposal is generated showing each qualified employee allotment and employer tax savings by using SIMERP.

The sample proposal includes

- Employee allotment
- Employer tax savings



Proposal

Employee	Monthly	Employer	Annual	Employer	Annual
Average Post-Tax Allotment:	$143.66	Average Tax Savings:	$639.96	Average Payroll Reduction:	$14,640.00
Total Post-Tax Allotment:	$1,292.92	Total Tax Savings:	$5,759.64	Total Payroll Reduction:	$131,760.00
				Average Payroll % Reduction:	43.94%

	EMPLOYEE					EMPLOYER		TOTALS	EMPLOYER ESTIMATED TOTALS		
ID	Employee Last Name	Employee First Name	Monthly Gross Tax Savings	Monthly Fee	Monthly Net Post-Tax Allotment	Annual Gross Tax Savings	Monthly Fee	Monthly Total Fees	Annual Net FICA Tax Savings	Annual Payroll Reduction	Annual Payroll % Reduction
1	A	A	301.76	85.00	216.76	1,119.96	40.00	125.00	639.96	14,640.00	49.56%
2	B	B	285.05	85.00	200.05	1,119.96	40.00	125.00	639.96	14,640.00	27.09%
3	C	C	154.33	85.00	69.33	1,119.96	40.00	125.00	639.96	14,640.00	46.72%
4	D	D	160.31	85.00	75.31	1,119.96	40.00	125.00	639.96	14,640.00	46.72%
5	E	E	160.30	85.00	75.30	1,119.96	40.00	125.00	639.96	14,640.00	46.87%
6	F	F	222.46	85.00	137.46	1,119.96	40.00	125.00	639.96	14,640.00	49.87%
7	G	G	160.31	85.00	75.31	1,119.96	40.00	125.00	639.96	14,640.00	42.69%
8	H	H	306.70	85.00	221.70	1,119.96	40.00	125.00	639.96	14,640.00	41.88%
9	I	I	306.70	85.00	221.70	1,119.96	40.00	125.00	639.96	14,640.00	44.08%
	Group Administrator:	William Schaub								Company:	2024 Example Client

Sample **Paycheck**

Here is how SIMERP is a no net cost program

Sample Employee Monthly Paycheck (Before & After the "Wellness Program")

	Current		With Wellness	
	Current			
Gross Monthly Pay (from above)	$	3,458.00	$	3,458.00
Group Health/Health Deductions	$	-	$	-
Current Pre-Tax Deductions	$	-	$	-
Wellness Program	$	-	$	1,220.00
401-K (Deduction)	$	-		
Taxable Income	**$**	**3,458.00**	**$**	**2,238.00**
Federal Withholding	$	259.78	$	168.13
State Withholding	$	51.29	$	33.19
Social Security	$	214.39	$	138.75
Medicare	$	50.14	$	32.45
Total Taxes	**$**	**575.60**	**$**	**372.52**
Wellness After-Tax	$	-	$	203.08
Total Withholding	**$**	**575.60**	**$**	**575.60**
Non-Taxable Reimbursement - (Reimbursed under the SIMERP)			**$**	**1,220.00**
Other	$	-	$	-
Net Take Home Pay		**$2,882.40**	**$**	**2,882.40**

SIMERP ROADMAP

Introducing a program that saves the employer money on FICA taxes, while supporting the employees, and it pays for itself.

Packaged benefits are a combination of first-dollar fixed indemnity and actual expense reimbursement coverage to help employees with out-of-pocket medical deductibles and coinsurance.

A compliant wellness plan that results in the employer's FICA-direct net profit includes three very important elements:

- Wellness Plan Documents
- Section 125 Cafeteria plan
- SIMERP 105-11 documents

Step **ONE** • Census & Contract

- Client submits employee census
- Proposal provides potential tax savings for employer
- Proposal provides individual wellness reserve amounts.
- Employer signs client document

Step **TWO** • Program Set-Up

- Once client documents signed then payroll contacted
- instructions given how to set up program

Step **THREE** • Program Launch

- Employer provides employees sponsorship letter
- Employer provides email video explaining program
- Enrollment dates set
- All employees sign to participate or not participate

Step **FOUR** • Payroll Savings

- Payroll tax savings are realized upon each payroll run
- FICA tax savings for employer

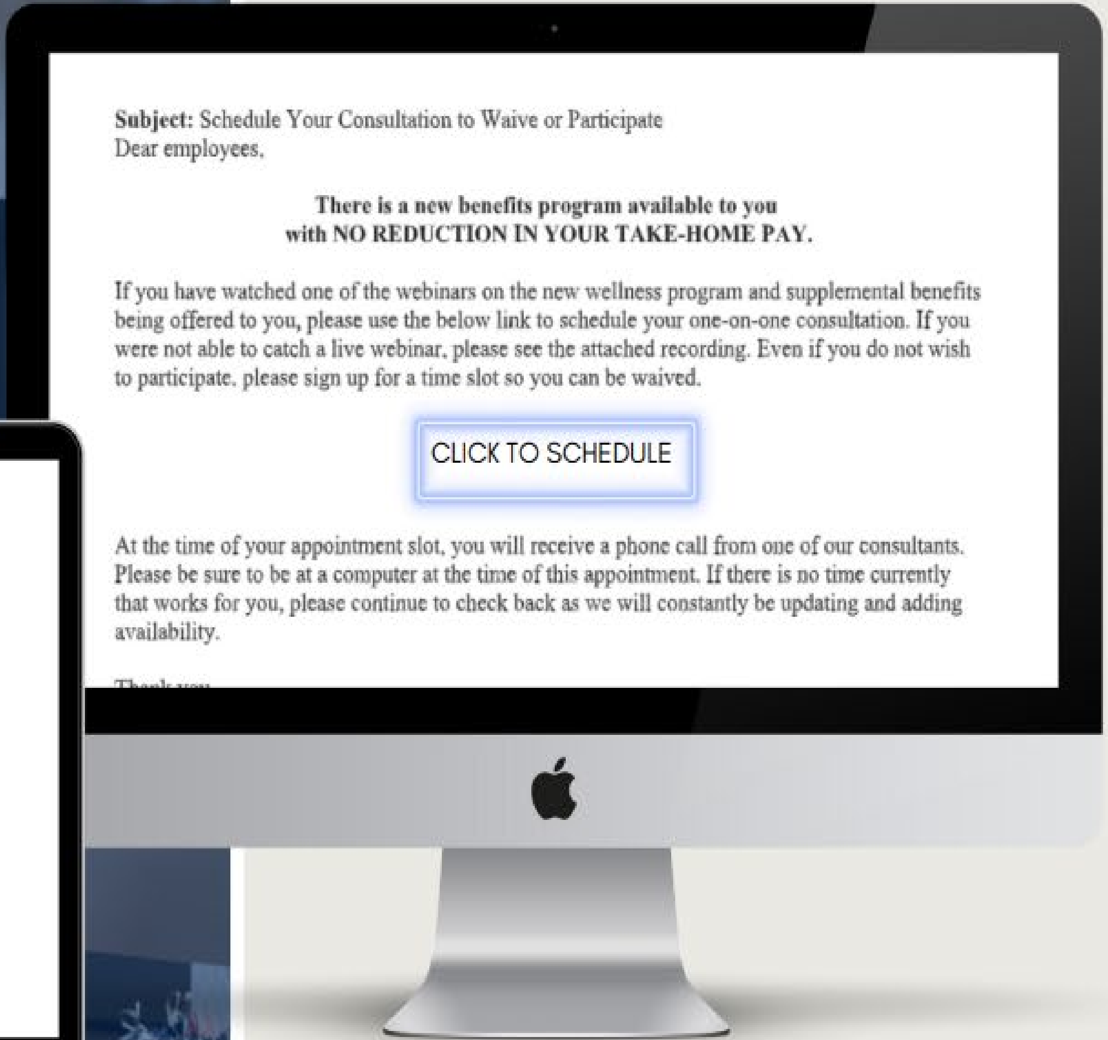
Step **FIVE** • Plan Admin

- Wellness program fee paid monthly billed in arrears
- Supplemental carriers paid end of month as usual
- All fees are paid for with tax savings.

AYGFINANCIAL.COM

Scheduling a Launch

SCHEDULING A ONE-ON-ONE



Subject: Schedule Your Consultation to Waive or Participate
Dear employees,

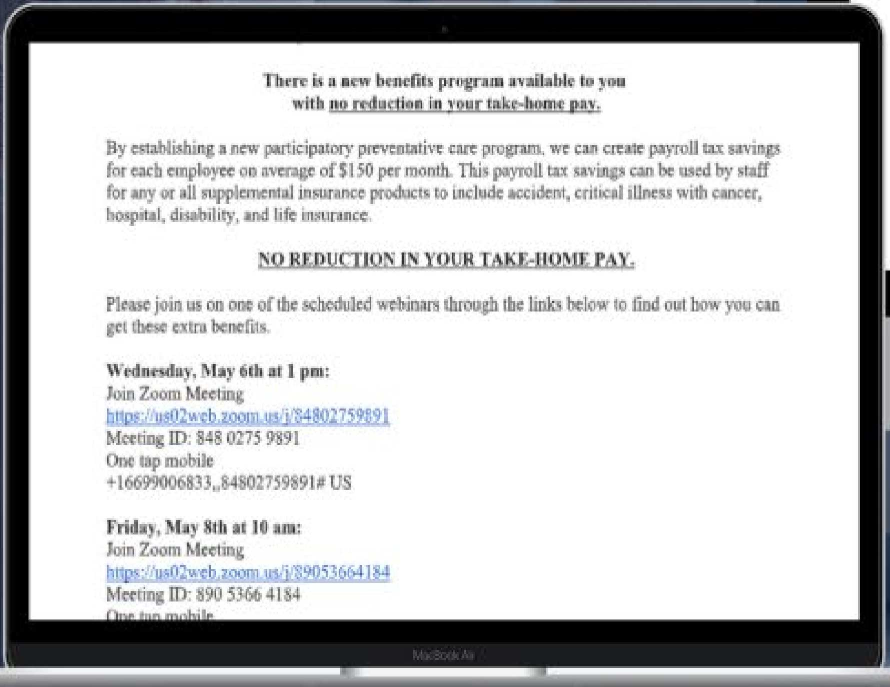
There is a new benefits program available to you
with NO REDUCTION IN YOUR TAKE-HOME PAY.

If you have watched one of the webinars on the new wellness program and supplemental benefits being offered to you, please use the below link to schedule your one-on-one consultation. If you were not able to catch a live webinar, please see the attached recording. Even if you do not wish to participate, please sign up for a time slot so you can be waived.

CLICK TO SCHEDULE

At the time of your appointment slot, you will receive a phone call from one of our consultants. Please be sure to be at a computer at the time of this appointment. If there is no time currently that works for you, please continue to check back as we will constantly be updating and adding availability.

SCHEDULING WEBINAR TO EXPLAIN



There is a new benefits program available to you
with no reduction in your take-home pay.

By establishing a new participatory preventative care program, we can create payroll tax savings for each employee on average of $150 per month. This payroll tax savings can be used by staff for any or all supplemental insurance products to include accident, critical illness with cancer, hospital, disability, and life insurance.

NO REDUCTION IN YOUR TAKE-HOME PAY.

Please join us on one of the scheduled webinars through the links below to find out how you can get these extra benefits.

Wednesday, May 6th at 1 pm:
Join Zoom Meeting
https://us02web.zoom.us/j/84802759891
Meeting ID: 848 0275 9891
One tap mobile
+16699006833,,84802759891# US

Friday, May 8th at 10 am:
Join Zoom Meeting
https://us02web.zoom.us/j/89053664184
Meeting ID: 890 5366 4184

Communications are available in Spanish


QUESTIONS
LET'S REVIEW