

Employees First is Creating a New Way Forward

Employees First is on a mission to transform the supplemental health plan marketplace. We're 'right-sizing' an industry, removing unreasonable compensation and profit margins, and bringing a level of transparency and plan control that large market employers are accustomed to. Our program, through Employees First's Captive-as-a-Service™ (CaaS) creates an ERISA-compliant pathway for plan fiduciaries to redirect dollars towards lower employee premiums, elevated plan value and/or reinvestment back into employees' benefits. By removing the middleman, employers can better meet their fiduciary obligations - providing benefits to employees that are fair, transparent, and responsible.

We leverage our proprietary, actuarial tools to help increase plan value and claim utilization, helping to ensure that employee-paid benefits are truly benefiting employees and their families. Ultimately, we focus on supporting the fiduciary's responsibility and the employers' mission to offer benefits that will help employees avoid financial hardship that can occur during health events.

Our model caps all administrative fees, including ours, and all embedded commissions are removed. Any premium remaining, after plan expenses and claims, are experience-rated refunds that **must be reinvested back into employees' benefits** - and the Plan Sponsor decides how and where. Premiums can be lowered; plan value can be increased; dollars can be used to fund benefit programs or expenses within an ERISA wrap; or they can be used to pay permissible consulting expenses in lieu of commissions. However, compared to commission offsets, experience-rated refunds can fund a much broader menu of Plan expenses.

Employees First is a program administrator, not a broker, and our CaaS fees are fixed and fully transparent. The plans remain fully insured to maintain their "excepted" status, as required by the Affordable Care Act, but the Employees First model gives employers the same transparency and control seen with self-funded plans. Our nationally-recognized team has spent over two years refining our model, and we are proud to say that the **Employees First program is now the only captive approved** by the nation's most preeminent ERISA law firm, as well as many of the industry-leading large market carriers.

We are committed to raising the bar in this industry and welcome the opportunity to explore how our model can help to elevate your voluntary benefits program.