


Voluntary benefits plans redesigned to put your employees first

EMPLOYEESfirst



The Employees First *Benefits-Captive-as-a-Service*[™] model gives employers access to excess employee-paid premium dollars previously retained by the insurance industry. Empowered with unprecedented **transparency**, **control** and **choice** in voluntary benefits, employers can finally optimize their employees' Total Rewards.

Supplemental Health Plans

Critical Illness | Accident/Injury | Hospital Indemnity

What's the same as traditional plans?

- » Same choice of top-tier carriers
- » Same plan and policy administration
- » No disruption to consultant relationships
- » ACA compliance as fully insured plans
- » No risk of employer paying claims - ever

What's different from traditional plans?

- » Every dollar returned after claims and expenses
- » Flow of dollars
- » Amount of dollars for reinvestment is higher
- » Program mirrors control of self-funded plans
- » Full transparency – every penny disclosed
- » Reserve calculations are monitored
- » Admin fees capped, even Employees First's



Employee value

- » Middlemen and profit centers removed
- » Program generates **Experience Rated Refunds**, which are plan dollars after capped administrative fees and claims
- » Reinvestment back to employees in a higher value plan or through value-add benefits

Employer confidence

- » Model approved by two Tier 1 ERISA law firms
- » Deep bench of market-leading experts in voluntary benefits and captives
- » Program provides detailed compensation disclosures per new ERISA §408(b)(2)(B) requirements
- » Program includes custom data-backed and actuarial-based plan analytics

Employer choice

- » Diverse panel of carrier options, established and proven in large market space
- » Employer-independent claims experience
- » Use experience-rated refunds to increase plan value or fund permissible benefits
- » Experience-rated refunds can be available in same year of program launch

Employer control & transparency

- » No embedded commissions; employer controls broker compensation
- » Every penny is reported
- » All carrier and program fees are capped
- » Only captive model that accommodates 'tech credits'
- » Includes Employees First's proprietary Supplemental Health Plan benchmarking tool



What are **Experience Rated Refunds?**

Plan dollars that once fed industry profit margins can now be redirected to enhance employee benefit value.

Lower costs | Higher value
Better benefits