

**Employee  
caregiver burnout  
is real, and costly**

homethrive



# Do You Know Her?

How do I find the **right home care** for my mom?

Therapist for my **special needs** son?

Day care is closed today, **how can I work?**

How do I take the **keys away?**

I'm feeling burned out, **what can I do?**

MA, Medicare part A, B, D...**help!**

My dad **can't get to the doctor** today!

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# A Growing Employee Caregiver Burden

Spending **20+ hours/week** on balancing work/life

## Physical Wellbeing

**50% higher** rate of obesity and substance abuse

## Mental Health

**60% chance** to suffer from chronic stress, depression, anxiety

## Financial Strain

Spend **26%** of take-home pay

## Career

**33% more** likely to resign and...

# The Annual Cost of Employee Caregiving

7% voluntary turnover:  
100-150% annual salary per  
termed employee

Higher healthcare spend:  
\$360,000 for every  
1,000 employees

Lost productivity:  
~\$500,000 for every  
1,000 employees

Adversely impacts women/minorities  
Negative trend on DEI & ESG strategy

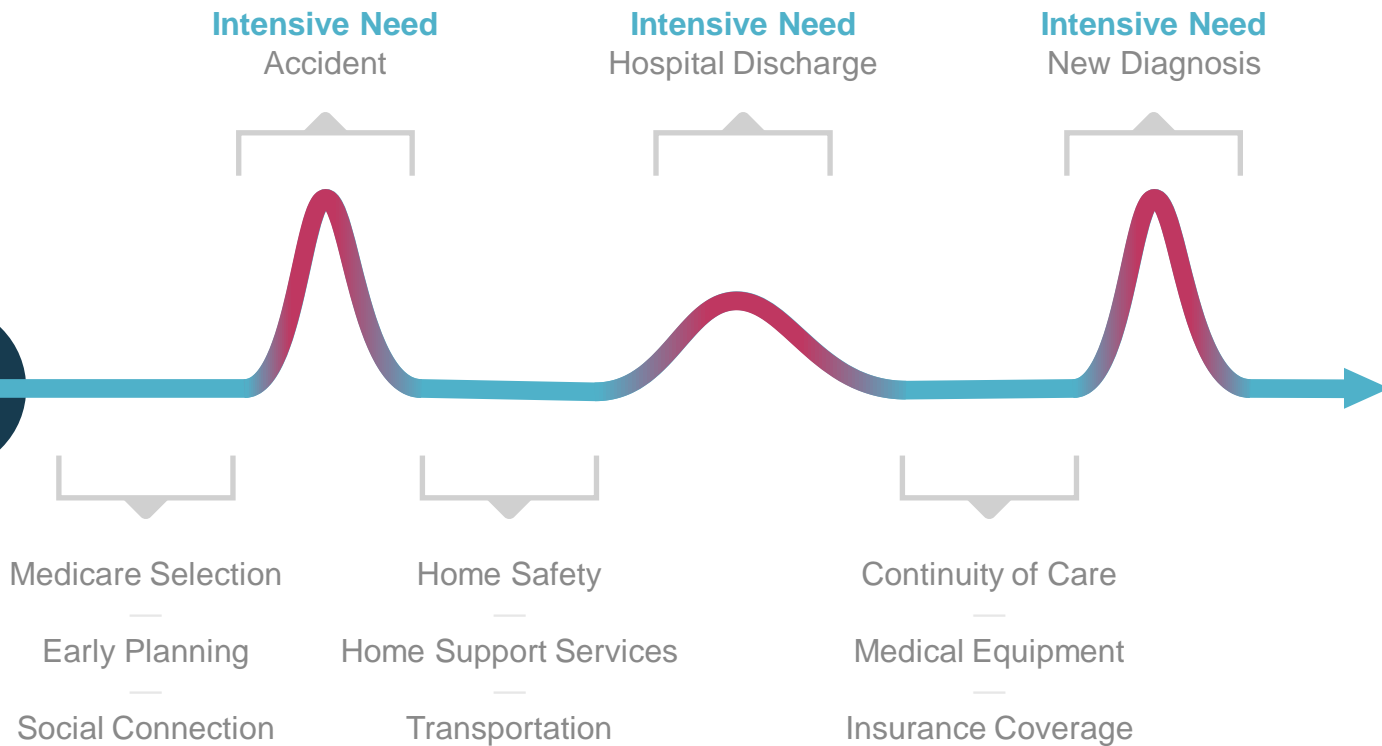


# Caregiving is a Long, Complex Journey; Requiring Right-Sized Support

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## Family Caregiver's Journey

Lasts 4+ years



# Traditional Solutions: Don't Scale or Too Dependent on Technology to be Effective



**Very High Touch**

**Don't Scale**

**Serves Limited Audience**

**Expensive**

**Requires High User Involvement**



**Very High Tech**

**Very Low Adoption**

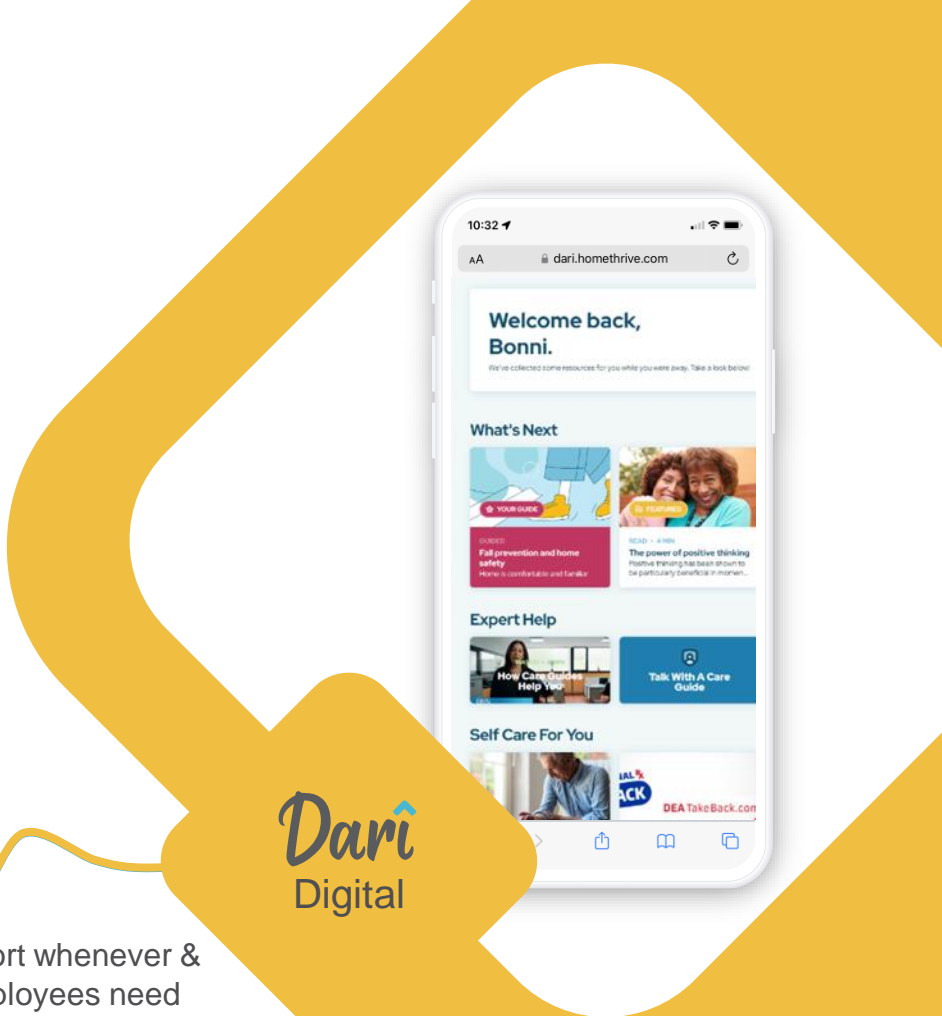
**Usage Not Sustained**

**Often Just a Resource Directory**

**Low Cost**



**Dari**  
Dedicated



**Dari**  
Digital

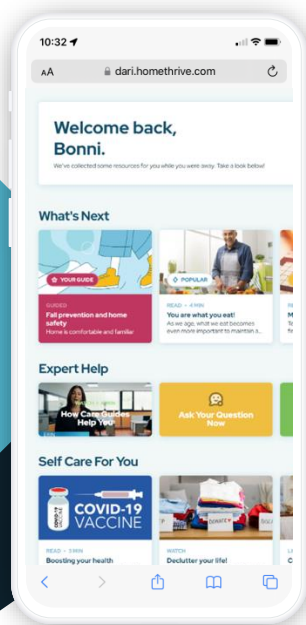
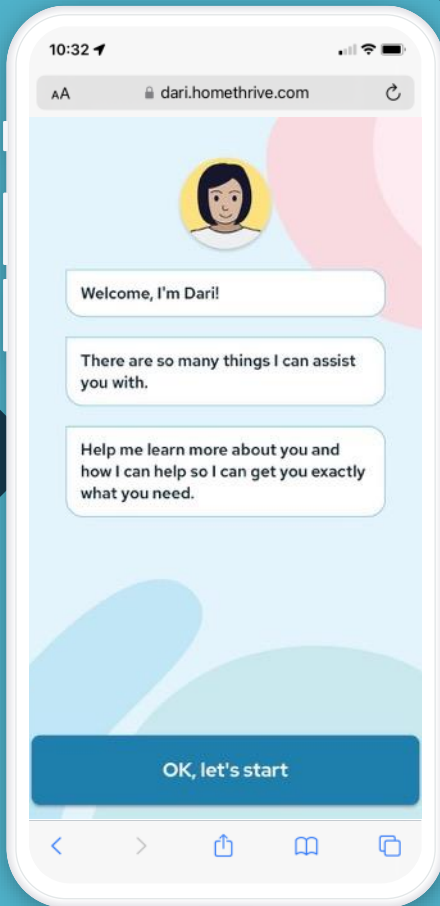
Personalized support whenever & however your employees need

# Dari Digital

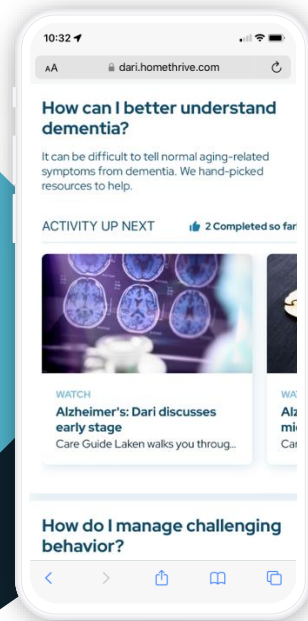
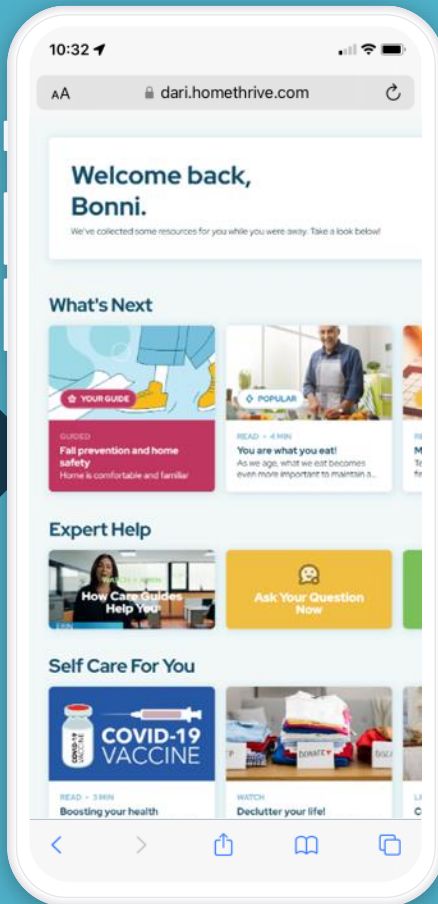
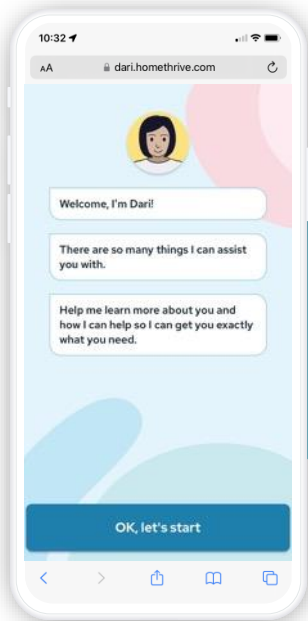
24/7 Platform That Helps Employees  
Navigate the Struggle of Caregiving



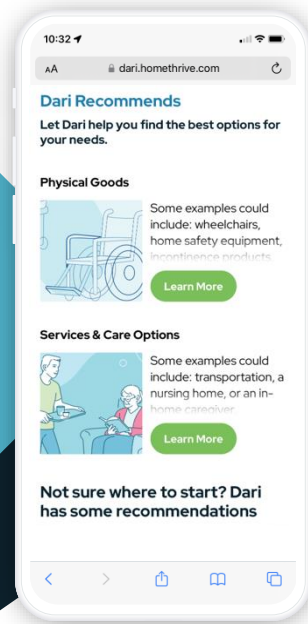
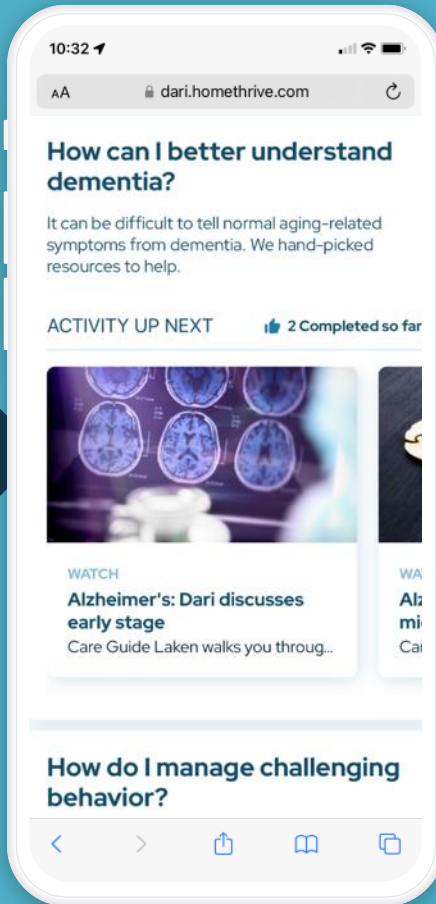
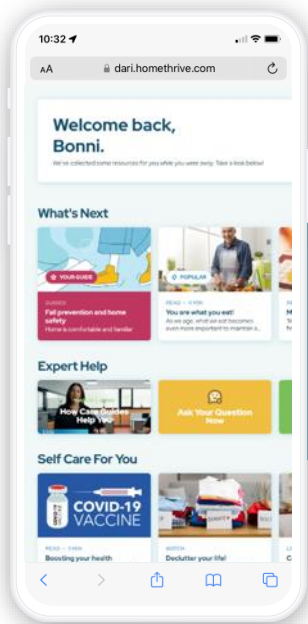
Easy  
Sign Up



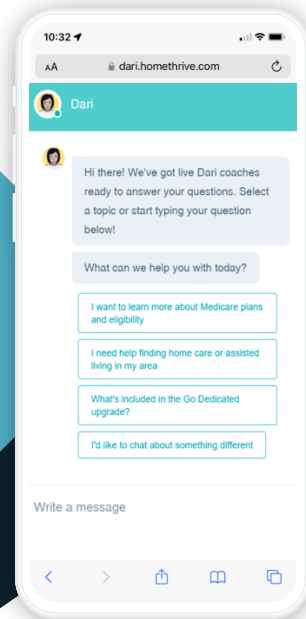
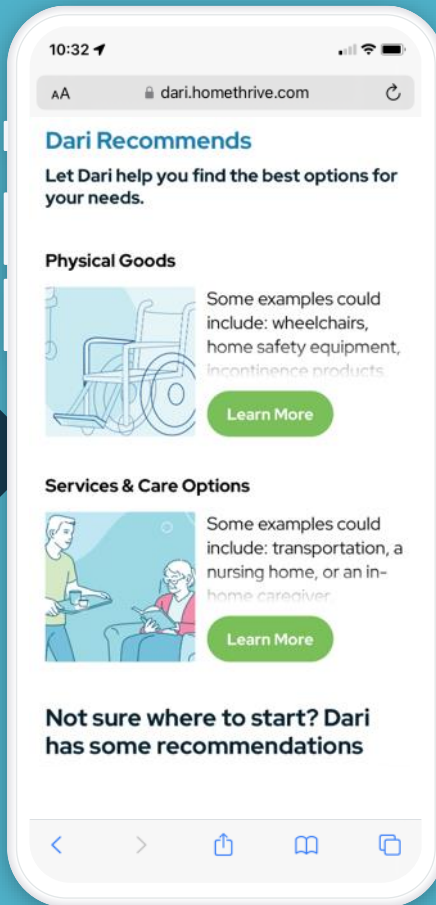
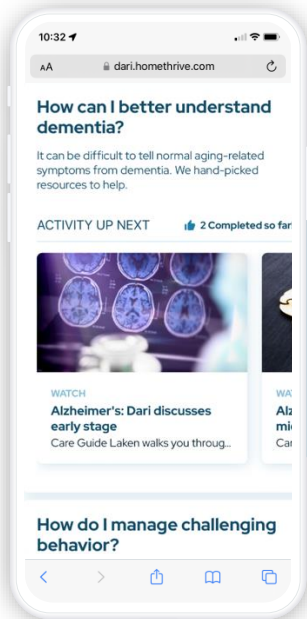
# Personalized Care Pathways



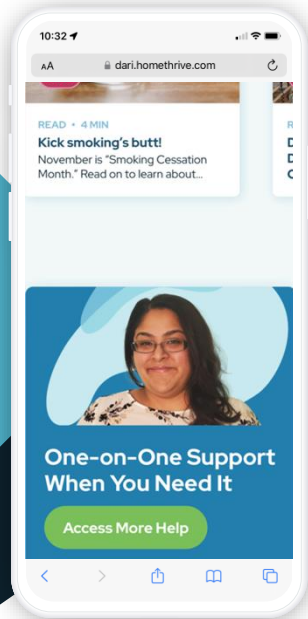
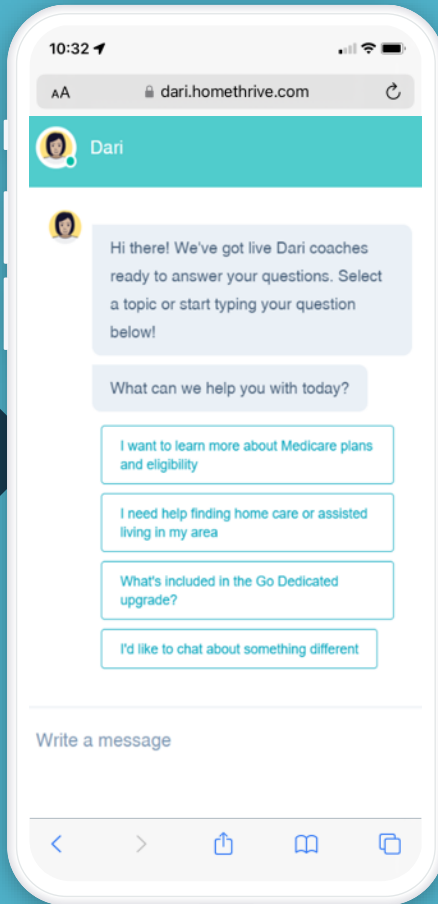
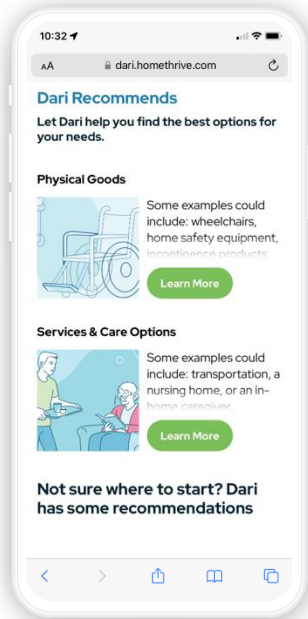
Curated  
Content &  
Resources

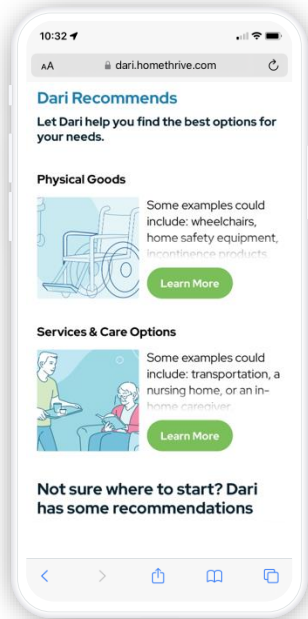


Personalized  
Research &  
Recommendations

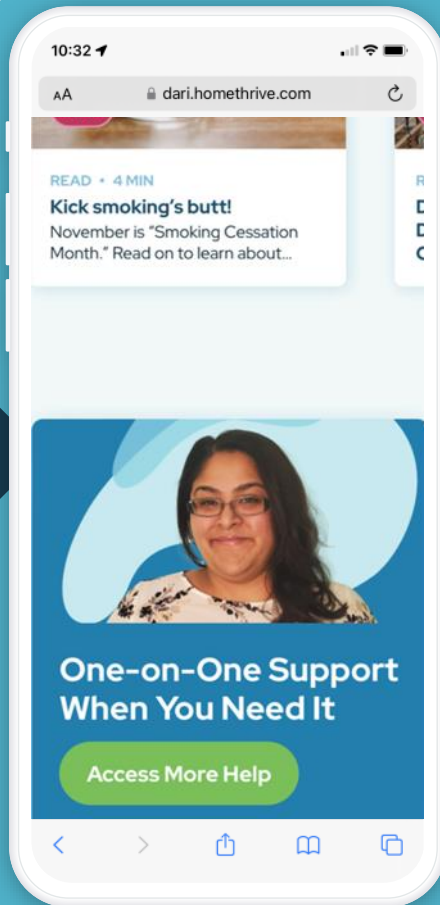


Experts on  
Call to Answer  
Any Question





One Click  
to Dari Dedicated



# Dari Dedicated

Dedicated Support When It's Most Needed



## Intensive Need for Dedicated Support

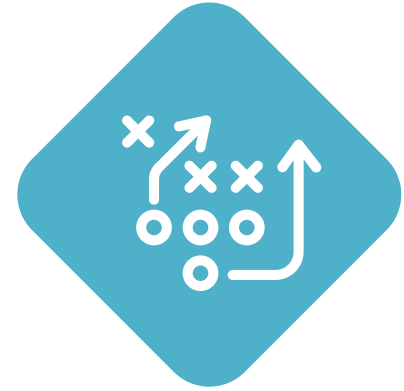
- Major Life Change
- Congenital Disorder
- Debilitating Disease
- Catastrophic Event
- Aging Decline
- Special Needs
- & Beyond



## Dedicated 1:1 Care Guide Relationship



*Dari*  
Dedicated



## Personalized Approach

- Self Care
- Loved One Assessment
- Home Safety
- Medicare
- Family Dynamic
- Physicians
- Providers
- & More



# Impactful Insights

## Dari Digital Summary

All users are digital users. Main Topic is selected during the personalized signup process. Only the most recent selection is used.

# of Users who used Ask Dari

Period: 9/1/19 - 3/1/23

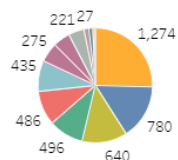
381

# of Users who used Dari  
Recommends

405

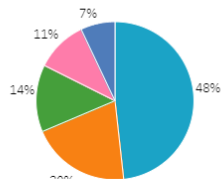
Main Topic Selected

Period: 9/1/19 - 3/1/23



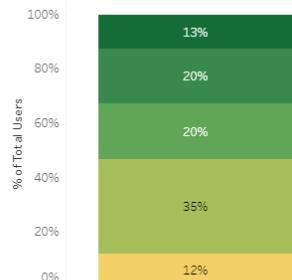
- Alzheimer's and dementia
- Finding the right care
- Fall prevention & home s...
- Understanding Medicare
- Living your best life
- Fun activities, travel tips...
- Navigating family dyna...
- Special needs
- Fun activities, travel tips...
- Navigating a hospital dis...

## Caregiving Role



- I'm actively supporting an aging loved one
- I'm an aging adult and can use some support
- I'm planning for an aging loved one's future
- I need help caring for a loved one with special needs
- Other

## Mood



- very confident, prepared, informed
- Slightly confident, prepared, informed
- Neutral
- Slightly worried, anxious, confused
- Very worried, anxious, confused

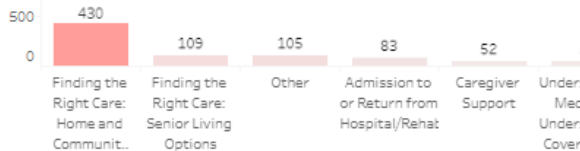
## Dari Dedicated Summary

An active EOC is any EOC that a CG has spent time on (i.e., there is at least one note created under the EOC)

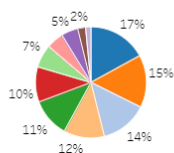
# of Active EOCs by Topic Period: 9/1/19 - 3/1/23

# of Active EOCs

993

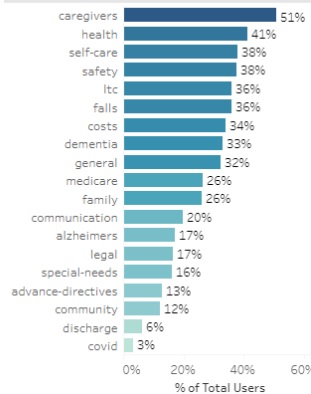


## Main Topic Selected



- Alzheimer's and dementia
- Finding the right care
- Navigating family dynamics and self-care
- Fall prevention & home safety
- Fun activities, travel tips, and more
- Living your best life
- Understanding Medicare
- Special needs
- Living wills, power of attorney, and other legal necessi...
- Legal
- Navigating a hospital discharge

## All Topics Interested In (Tags)



# Outcomes that Matter

6-month guarantee fees at risk, month by month commitment

## Financial ROI

### Caregiver Turnover Impact

33% Pre-Homethrive, 6% post



**Reduction**  
In Voluntary Turnover

### Productivity Impact

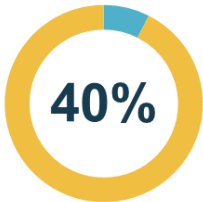
Reduce Absenteeism and Presenteeism



**Work Hours**  
Saved Every Month

---

## Strategic VOI



**Engagement**  
Employee caregivers are  
actively engaged



**Mental Health**  
Employee caregivers report  
significant reduction in stress,  
anxiety, and depression



**Employer of Choice**  
Employee caregivers feel  
more supported by employer



homethrive

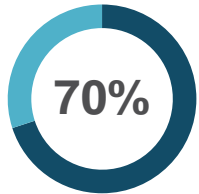
# Childcare Navigation

The access, tools, and resources your employees need to find high-quality childcare when they need it

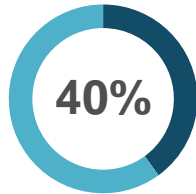
# Childcare Navigation & Management

Solving the biggest challenge faced by working parents

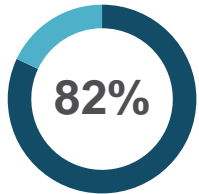
Affordability | Accessibility



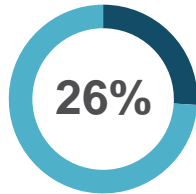
of working families,  
both parents work



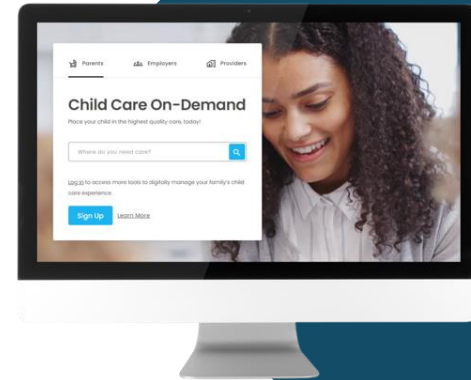
of the family budget  
is consumed by childcare



of all parents struggle  
with childcare that  
fits their needs



of women are out  
of work due to  
childcare issues



# Delivering for Every Parent Situation

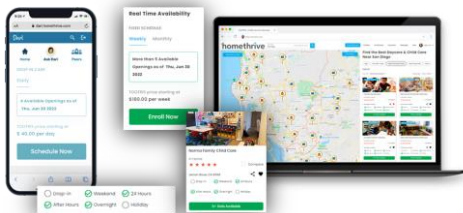
Flexibility for the next generation workforce who expect more options and greater work/home balance

Accessible

## Real Time Access

On demand child care availability, no matter where they live or what time they work

Connect & transact in real-time  
200,000+ licensed providers



## Expansive Funding Options

Real Time Price Transparency

Unlock access to financial assistance, private & public subsidies, and many other options to enable the best decisions.



Affordable

# Child Care Built For Business

One Solution. Unlimited Advantages.

## Child Care Choices to Fit the Individual Needs of Every Parent

### Endless Program Options

Child Care Centers

—

Family Child Care Homes

—

Before/After-School

—

Babysitter/Nanny

—

Summer Camps

—

Learning Centers

—

Special Education

### Flexible Scheduling Choices

Full-Time/Part-Time

—

Backup/Drop-In Care

—

Night Shift/Weekends

—

Emergency Care

—

Seasonal Care



# Child Care Built For Business

Find, Manage, Enroll, and Pay for Child Care

1

Use any device or a dedicated concierge to sign up and access real time childcare

2

Access real time availability to right fit providers by leveraging 100+ unique filters

3

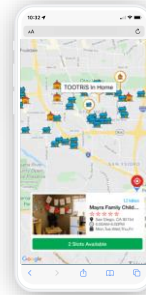
Compare, vet, chat, call & virtually tour childcare providers that fit any family need

4

Apply, enroll, and pay using employer subsidies, FSA/DSA/, or direct bill

Empower working parents with modern devices or concierge support to enroll children in safe, nurturing, and affordable programs, all in real time.

## Flexible Access, Easy Engagement



Mobile



Desktop



Concierge

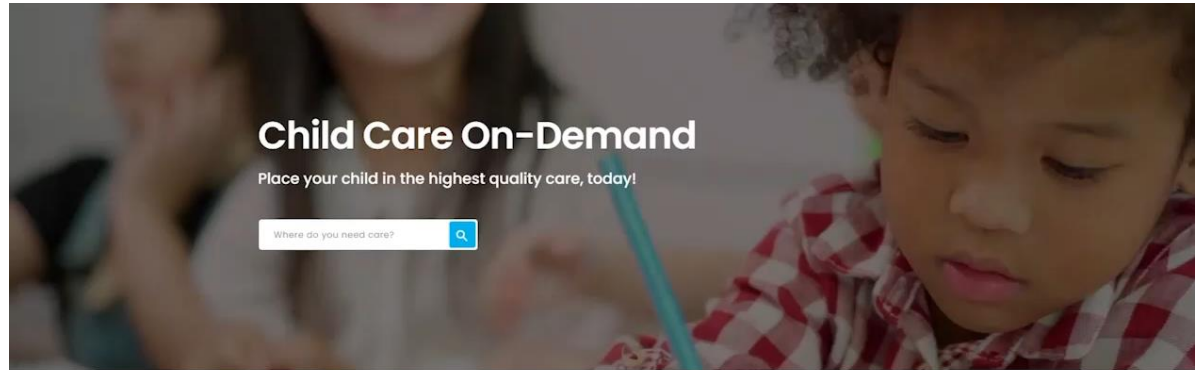


# Child Care Built For Business

## Real Time Access Results

### Find the Right Care

- Program Distinction/Certifications
- Language
- Specialties
- Amenities
- Activates
- Meals & Diets
- Background & Experience
- Enrollment Options (including emergency drop-in hourly)



**We believe that every child deserves the opportunity to attend high-quality Child Care.**

TOOTRIS empowers working parents like you with FREE online resources to search, vet, and enroll your children in the safest, most nurturing, and affordable programs, all in real time!

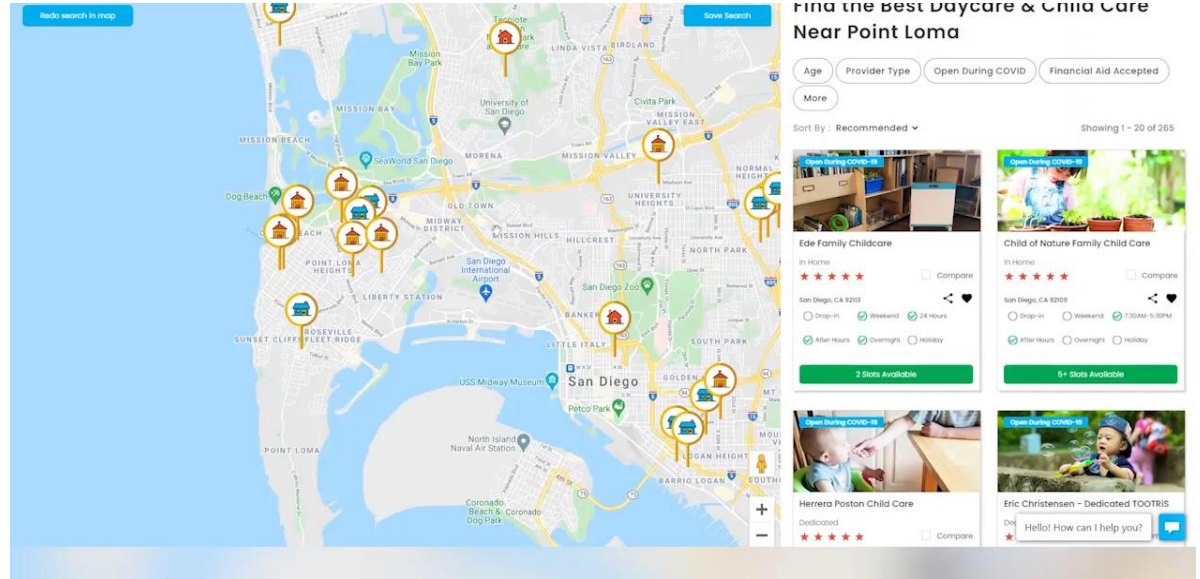
Hello! How can I help you? 

# Child Care Built For Business

Easily Compare Providers

## Determine the Best Fit

- Child Ages Serviced
- Enrollment Options
- Financial Assistance
- Time Block
- Program Distinctions
- Background & Experience
- Languages
- Activities
- Meals & Diet
- Amenities
- Specialties



The screenshot displays the Homethrive app interface. On the left, a map of San Diego shows various neighborhoods with icons representing child care providers. On the right, a search results page is titled "Find the Best Daycare & Child Care Near Point Loma". It includes filter buttons for "Age", "Provider Type", "Open During COVID", and "Financial Aid Accepted", along with a "More" button. The results are sorted by "Recommended" and show "Showing 1 - 20 of 265". Four provider cards are visible, each with a photo, name, rating, and service details. The providers shown are:

- Ede Family Childcare**: 5 stars, San Diego, CA 92103, 7 Slots Available.
- Child of Nature Family Child Care**: 5 stars, San Diego, CA 92109, 5+ Slots Available.
- Herrera Poston Child Care**: 5 stars, Dedicated.
- Eric Christensen - Dedicated TOOTRIS**: 5 stars, "Hello! How can I help you?"

# Child Care Built For Business

Dedicated Profile for Each Provider

## Know Before You Enroll

- Program Pictures
- Virtual Tours
- Engagement Video
- Licensing Details
- Program Amenities
- Pricing & Financing Options
- Daily Activities
- References & Reviews
- Schedule an Onsite Tour
- And More

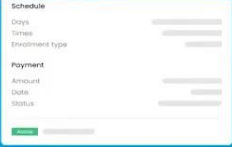
The screenshot displays a mobile app interface for a child care provider profile. At the top left is a photo of the 'KinderCare Learning Center' building. To the right is a profile card for 'Leone Paul, Program Director', including a bio and a map showing the location near 'Camello Elementary School'. Below the photo is a list of program details: Program Distinction (Curriculum Based, Play-Based, Learning Hubs), Background & Experience (Child Development Education), Languages (English), Activities (Art, Music), Meals & Diet (Snacks), and Amenities. The center information includes the name 'KinderCare La Costa (92009)', a TOOTRS score of 5 stars, license number 376600696, and operating hours (Mon-Fri, 7:30 AM - 5:30 PM). A 'Real Time Availability' section shows 5 available openings as of Tuesday, September 21, 2021, with a price of \$74.16 per week and an 'Enroll Now' button. A chat bubble at the bottom right says 'Hello! How can I help you?'.

# Child Care Built For Business

## Digital Enrollment

### Intuitive & Convenient

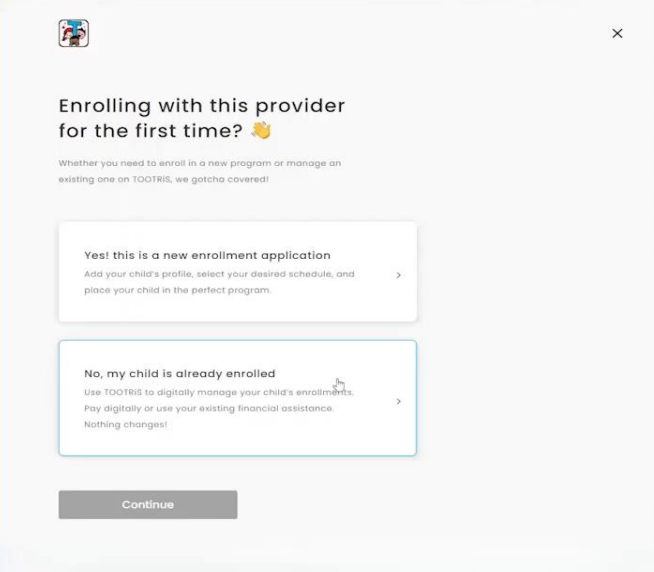

- Child Profiles
- Dynamic Provider Fit Check
- Scheduling
- Funding
- Application
- Payment
- Confirmations
- Employer Allowance
- FSA/DSA Compatible



**Enrolling in child care does not get easier than this!**

TOOTRIS submits the application for you and notifies the child care provider, so you can focus on spending quality time with your little one.

No phone calls, no hassle!



**Enrolling with this provider for the first time?** 🍀

Whether you need to enroll in a new program or manage an existing one on TOOTRIS, we gotcha covered!

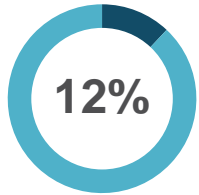
**Yes! this is a new enrollment application**  
Add your child's profile, select your desired schedule, and place your child in the perfect program. >

**No, my child is already enrolled**  
Use TOOTRIS to digitally manage your child's enrollments. Pay digitally or use your existing financial assistance. Nothing changes! >

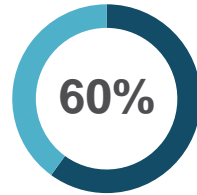
Continue

# Childcare Navigation & Management

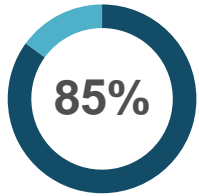
Outcomes That Matter



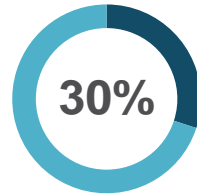
Utilization of all employees  
(60% of parents)



Reduction  
in turnover



Boost In  
recruitment



Decrease in  
employee absence



homethrive