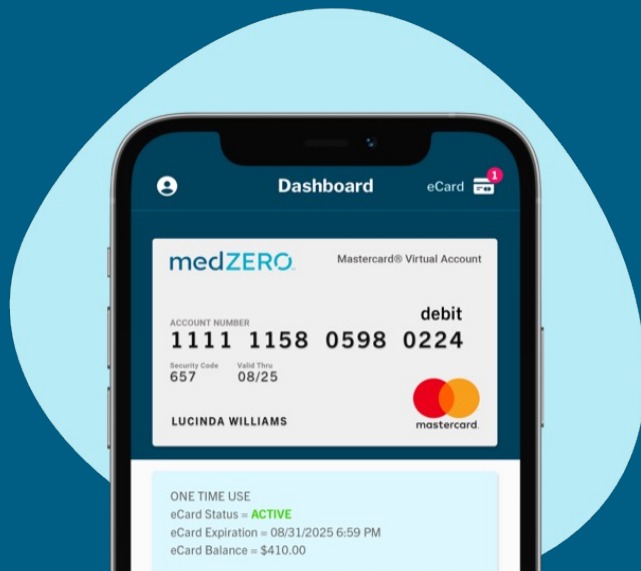


# medZERO™

Unlocking a smarter way for Employees to access, pay for, and save on healthcare.

With a medZERO Spending Account, Employees get the care they need, when they need it.



Why medZERO.

# Often Employees Can't Afford to Get the Care they Need

## 40% of Employees

Don't have cash savings to cover an unplanned \$400 expense

**\$2,378 / \$4,816**

Average deductible for single/family coverage

**\$1,272**

Average yearly out of pocket spent by families on Dental care

## 68% of Employees

face Cost Hurdles when Getting Care

## Co-Pays, Deductibles, & Co-Insurance

out of pocket costs are the #1 concern for Employees

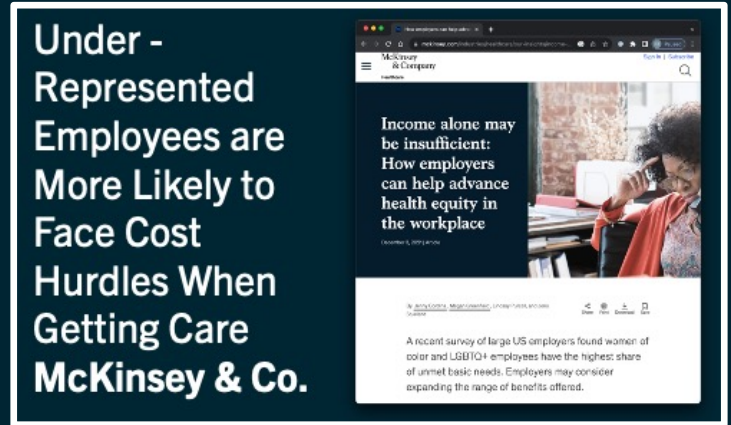
related to their healthcare, including dental, vision & prescriptions

## 51% of Employees

have deferred or skipped care due to cost

younger workers, caregivers and LGBTQ+ Employees are *even more* likely to face challenges getting the care they need

**KFF** according to a 2022 industry study on Employee Financial Wellness and the Kaiser Family Foundation



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Why medZERO.

# Cost Hurdles for Employees also Costs Employers

## Increased Absenteeism (& Presenteeism)

Ongoing and early access to care means healthier employees, employer cost of absenteeism as a percent of payroll averages 6% (SHRM)

## Deferred Treatment, More Costly Claims

Deferred care costs employers 5% of payroll (Commonwealth Fund), allowing employees to get the care they need when they need it means less costly claims, and healthier employees

## Increased Attrition, Higher Turnover

Financially stressed employees are up to 6 times more likely to look for a new job (PwC, SHRM)

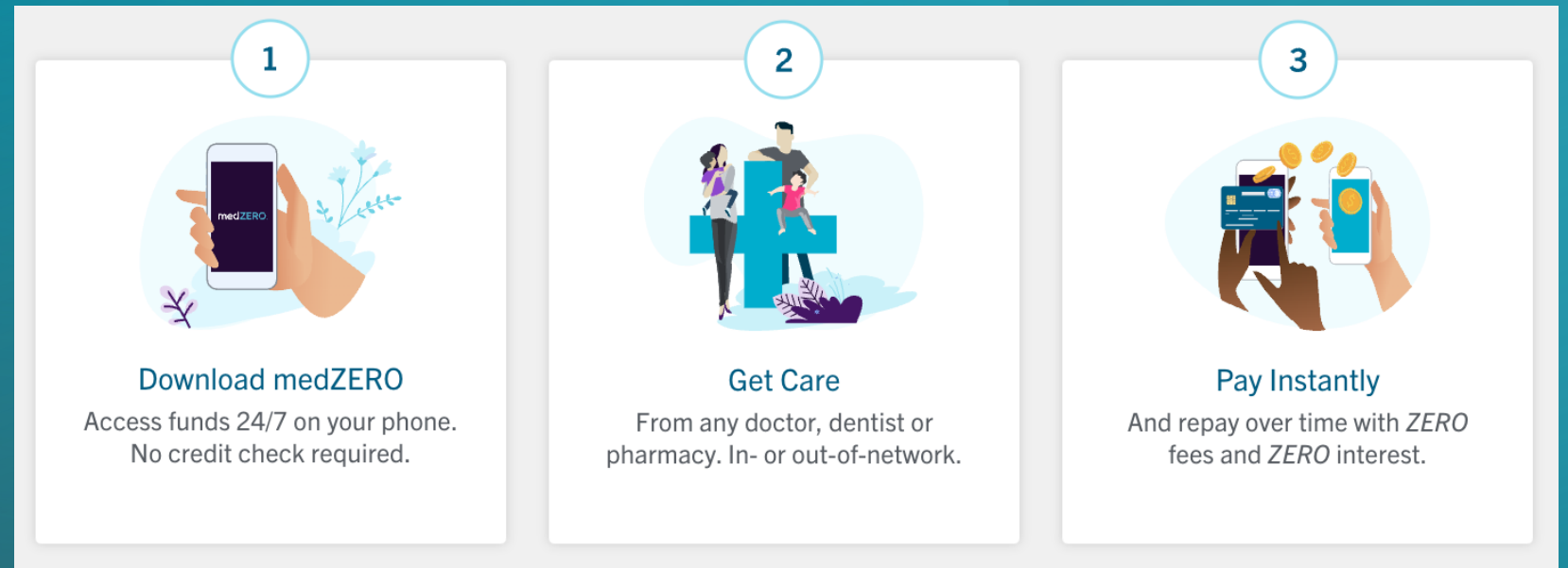
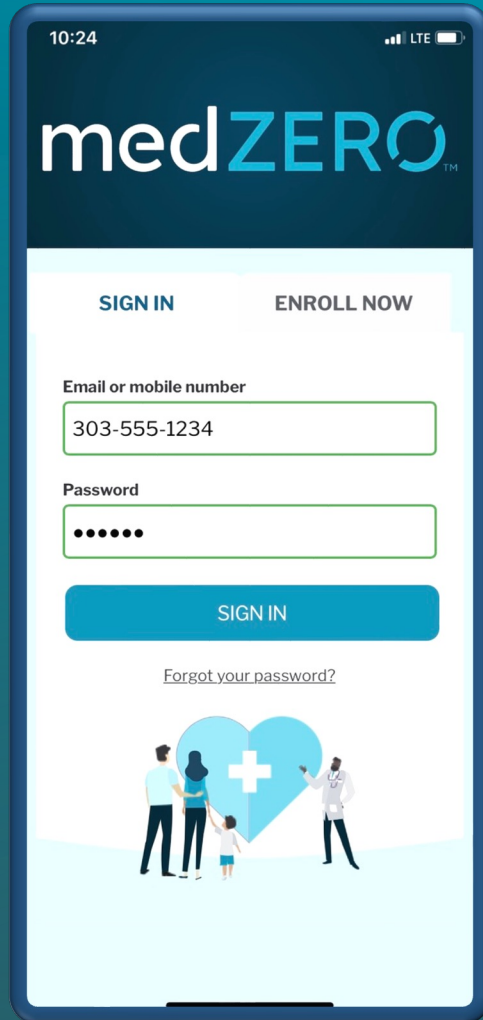
## Lack of Engagement, Low Productivity

Financially stressed employees cost employers 30 days of productive work each year, estimated to cost employers 3.1% of payroll (PwC)

## Amplified Stress Levels, Worsening Mental Health

80% of employees report being affected by at least one adverse mental health symptom with 46% identifying financial concerns as the source (Deloitte)

A medZERO Spending Account gives your Employees the ability to pay for care whenever they need it.



Employees use their medZERO Spending Account to pay for their healthcare and turn their medical bills into manageable payments at 0% interest and no fees.

# medZERO Meets the Needs of Your Employees

## And Makes it Easy for Employers

### ✓ Employees Access Up to \$5,000 at ZERO % interest and ZERO Fees

Employees avoid costly credit cards, payday or 401(k) loans.

### ✓ Access Funds Anytime. No Credit Checks. No Hassle.

Employees can enroll in medZERO anytime during the year with no credit check or “financial reviews” required; funds are available immediately using our virtual MasterCard.

### ✓ Automatic Repayment through Payroll

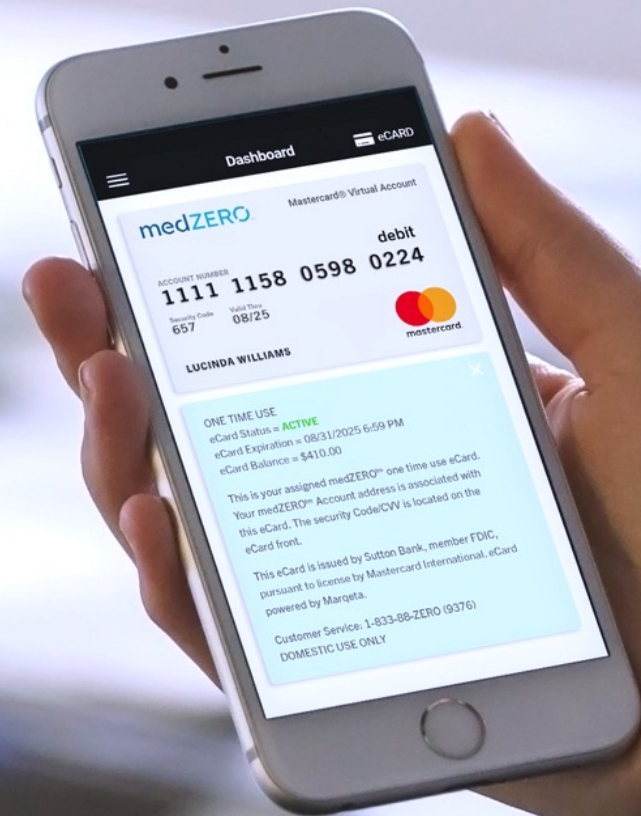
Employees repay over time using payroll deduction. Never a bill or payment to forget.

### ✓ Use with Any Health Plan, any Provider any Medical, Dental, Vision Expense

Use medZERO for medical, dental, vision, pharmacy; for any Qualified Medical expense.

### ✓ HSA Users Save an Additional 30%; Employers Save on Payroll Tax

When medZERO is used with a Health Savings Account (even an empty one!), loan payments are made pre-tax, creating savings for the Employee and Employer.



# medZERO Converts Expensive Bills to Manageable Payments



With medZERO, John was able to pay his son's medical bills with affordable payroll deductions of only \$134 and saved 30% using pre-tax funds.



Using medZERO, Maria was able to pay \$58 per paycheck to cover her dental work

	Dental Work	Tests, Scans	Eyeglasses	Hospital Stay	Prescriptions
Example Out of Pocket Employee Cost	\$700	\$1200	\$650	\$2200	\$400
Using medZERO over 26 pay periods (no interest or fees)	medZERO. \$26.92 per paycheck	medZERO. \$46.15 per paycheck	medZERO. \$25 per paycheck	medZERO. \$122.22 per paycheck	medZERO. \$15.38 per paycheck
What it Costs Employees to Access Care	<p>The cost for a Root Canal ranges from \$300 to \$2000; and \$800 to \$1500 for a Crown with the average being \$1000.</p> <p>The cost of braces can vary depending on several factors, including the type of braces and the duration of treatment. On average, patients can expect to pay between \$3,000 and \$7,000 or more.</p>	<p>The cost of an MRI can range from \$400 to \$3,500 or more, with the average cost being around \$2,600.</p> <p>The cost of a CT scan can range from \$270 to \$5,000 or more, with the average cost being around \$1,200.</p> <p>The cost for a blood panel can range from \$50 to \$250.</p>	<p>On average, patients can expect to pay anywhere from \$10 to \$200 or more for a vision prescription.</p> <p>And patients can expect to pay anywhere from \$200 to \$600 or more for a complete set of glasses.</p> <p>A year's supply of soft contact lenses can range from \$150 to \$450, depending on the brand.</p>	<p>The cost of an emergency room visit can range from \$150 to \$3,000 or more, depending on the level of care required.</p> <p>An inpatient hospital stay can range from \$2,000 to \$20,000 or more per day.</p> <p>On average, patients can expect to pay anywhere from \$1,500 to \$10,000 or more for a surgical procedure.</p>	<p>Drug costs vary widely from \$30 to \$500 for a monthly supply during treatment.</p> <p>Lantus is a widely used insulin used to treat type 1 and type 2 diabetes. The average cost for a 30-day supply can range from \$250 to \$400, depending on the type of pharmacy and insurance coverage.</p>
Sources: Kaiser Family Foundation and the Commonwealth Fund					

# Healthcare Costs Happen All Year, How medZERO Helps

medZERO™



## Dental Work in June

\$1,250

Out of Pocket,  
Full payment required before scheduling, paid  
with medZERO

Margaret's Out of Pocket costs are made  
affordable at less than \$100 per paycheck with  
medZERO



## Urgent Care in February

\$700

Out of Pocket,  
Payment required before treatment,  
paid with medZERO  
(at 11pm on a Saturday)



## Eyeglasses in August

\$600

Out of Pocket,  
Paid up-front  
with medZERO



Using medZERO, Margaret covers \$2,550 in  
health costs by paying only \$98 per  
paycheck with 0% interest and no fees.

Even with her savings, she would not have  
been able to afford the care she needed.

Providers often require payment up-front  
creating further hurdles.



medZERO™ The amount Margaret pays from each paycheck

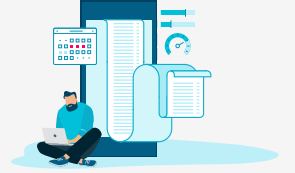
40% of Employees  
use medZERO for  
multiple events.

# Where Employees Use medZERO

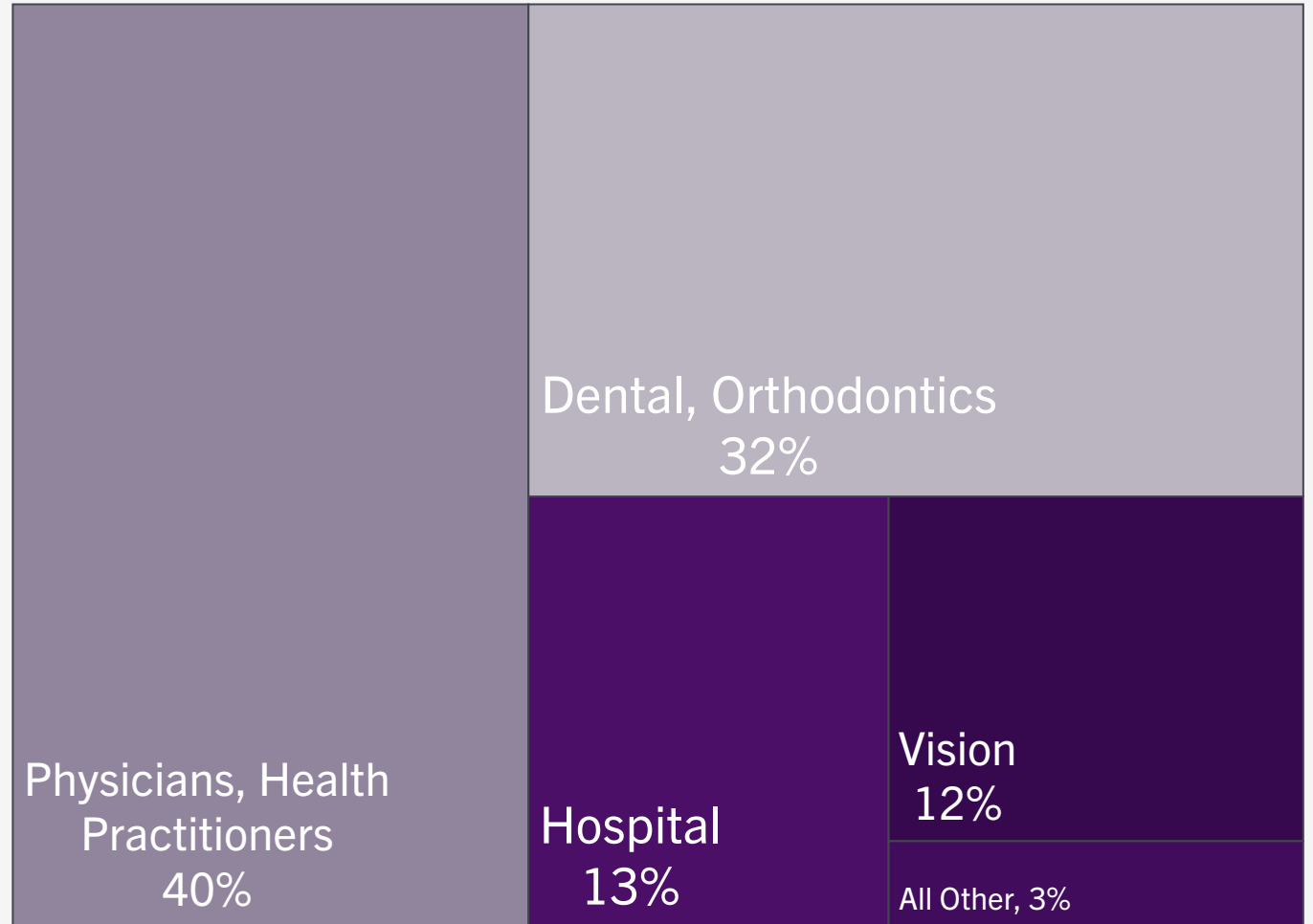
Cost hurdles for Employees extend beyond primary care:

Employees use medZERO for a variety of services ranging from Dental to Vision to Surgeries, Pharmacy & Lab Tests.

*On average, Employees spend \$1,018 when using medZERO and have access to spending limits up to \$5,000*



medZERO Actual Usage by Category



Based on medZERO usage for the 12-month period from March 2022 to March 2023



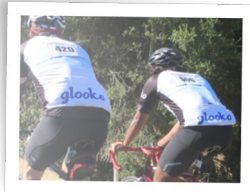
# medZERO™

Our customers span high-tech, retail, health and wellness, large scale logistics, manufacturing and transportation...



**LoanPro** “medZERO helps our employees better manage their healthcare expenses and improve their overall financial wellness”, **Co-Founder, Chief Strategy Officer, LoanPro** (financial technology provider)

**glooko** BETTER TOGETHER “medZERO offers an excellent benefit to employees with a strong ROI”, **CFO, Glooko** (high tech medical devices)



**BAMBOO SUSHI** “medZERO gives us an advantage in recruiting and ensures our employees are equipped with the best access to healthcare possible”, **Chief People Officer, Sustainable Restaurants Group** (restaurants, retail)

**SAVAGE** “We’ve introduced three new benefits this year to our 4,500 team members, and I can honestly say the benefit that received the most positive reaction is medZERO”, **Head of Benefits & Talent Acquisition, Savage Services** (logistics, transportation, supply chain)



WODLARK Tusk AVA GENE'S WLCR SIZZLE PIE SORTIS LoanPro Queterra capital Fellow Barber RUDY'S syntr:o

# Implementation In As Little As 2-4 Weeks



*Best practice: Rollout medZERO off-cycle to promote awareness, so employees are familiar with medZERO when making their benefit choices during open enrollment.*

## Finalize Program Terms

- Finalize Pricing, Loan Amounts & Spending Limits
- Employee Eligibility & Underwriting (review initial employee census file)
- **Sign medZERO Services Agreement and set GO LIVE date**

## Setup (in as little as 5-10 days)

- Setup Employee Accounts (define eligibility rules)
- Verify medZERO Payroll Connection (secure FTP also supported)
- Identify Bank Accounts for Invoices and Loan Repayments
- Finalize Communication and Marketing Collateral (Employer-branded micro-site, communication emails, flyers)



## Communicate & Launch!


- Initiate Communication Plan to Employees
- Email announcement, launch Employer branded micro-site
- Live video rollout calls (hosted by medZERO, as needed)
- Other kickoff events and/or employee engagement activities as needed

# medZERO Employee Marketing Toolkit

Our templates are designed to match your branding, creating an impact for employees

## Branded Micro-Site



You don't have to wait. Use medZERO to get the care you need—when you need it.


Repay over time with ZERO fees and ZERO interest.

[How It Works](#)


### LoanPro, medZERO, and You:

LoanPro has partnered with medZERO as a trusted partner to financial health. Team Members can access a medical spending allowance instantly with no credit check, no fees, and no interest. Loan payments are withheld through payroll deductions, so repayment is easy.


### Your medZERO funds can be used to pay for qualified expenses like:




Prescription Glasses or Contacts



Mental Health Care



In-Office Doctor or Dentist Visits



Pay Off Old or Past-Due Medical Bills

[Here's the full list](#) of what you can pay for using your medZERO benefit.

## Email and print flyers



**Don't let money be the reason you aren't getting care.**  
Savage Team Members can get medical loans with **zero fees and zero interest.**

**Savage, medZERO, and You:**  
Savage has partnered with medZERO as a trusted partner to financial health. Team Members can access a medical spending allowance instantly with no credit check, no fees, and no interest. Loan payments are withheld through payroll deductions, so repayment is easy.

**Easy, 5-minute Enrollment**

1 **Download the App**  
Get the medZERO App on the App Store or Google Play. Or enroll online with your web browser.

2 **Download the App**  
Simply verify your name and info, choose your method of payroll deduction, and you're all set.

3 **Get Care or Pay a Bill**  
Choose a loan amount that matches the need and amount needed to get services at your workplace. Then get the care you need or pay a qualified medical expense.

**Enroll by App**



Enroll online, scan this QR code and fill out the form.

**Enroll by Browser**



Enroll online, scan this QR code and fill out the form.

**For More Info**

Visit us online:  
<https://get.medzero.com/savage>

Call toll free:  
**833-888-ZERO**

**With medZERO, Savage Team Members now have a smarter way to pay for care.**

Get the care you need and pay for it with a no credit check, no interest loan with easy repayments through payroll deductions. If you are enrolled in the Savage Orange Medical Plan, route your repayment through your Health Savings Account (HSA) to save even more! It's like cash-on-demand to pay any qualified medical expense, including dentistry and vision.

**medZERO.** **SAVAGE**



## Print Mailers

**We teamed up with medZERO to provide a smart way for all Savage employees to get the care you need now and pay over time. Yes, even past bills.**

Get the care you need and pay for it with a no credit check, no interest loan with easy repayments through payroll deductions. Or route your repayment through an eligible Healthcare Savings Account (HSA) to save even more! It's like cash-on-demand to pay any qualified medical expense, including dentistry and vision.


**medZERO.** **SAVAGE**



**Easy, 5-minute Enrollment**

- 1 **Download the App**  
Get the medZERO App on the Apple App Store or Google Play. Or enroll online with your web browser.
- 2 **Enroll**  
Simply verify your name and info, choose your method of payroll deduction, and you're all set.
- 3 **Get Care or Pay a Bill**  
Choose your loan amount and get an instant Mastercard. Now get the care you need or pay that old medical bill.

**Enroll by App**



Enroll online, scan this QR code and fill out the form.

**Enroll by Browser**



Enroll online, scan this QR code and fill out the form.

Visit us online:  
<https://get.medzero.com/savage>

Call toll free:  
**833-888-ZERO**



Alexandra Hoffman, BS  
Oregon Health & Science University  
3181 SW Sam Jackson Park Rd  
Portland, OR 97239-3079  
VISA-MC-AMERICAN EXPRESS

medZERO

15

# medZERO Payroll Connections Automate Enrollment & Admin



## Automated Eligibility & Employee Setup

- No need to send manual forms or files as part of your employee on-boarding process - employees can enroll anytime, 24/7 using the medZERO app
- Our automated refresh runs daily to support new hires, employee changes and employee terminations
- If you prefer to use a traditional census file, we support that too!

## Pre-Built Connectivity with All Major Payroll Platforms

- We connect to all major payroll systems including Paycom, ADP, UKG, Workday, Paylocity, Paychex, Gusto, Zenefits, BambooHR, Ceridian, Rippling and many more
- Our platform supports direct connections to 170 different payroll & HRIS platforms; no programming or IT setup required

## Secure

- Our payroll connections are built on a SOC 2 and CCCA compliant platform, and we use least-access based controls to protect data
- TLS 1.2 to encrypt data in transit, and at rest using AES 256-bit encryption



## Custom Workflows & Integrations

- We can support custom workflows or other integrations, just ask!

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## Pricing Options Tailored To Varying Business Needs

We know that not all companies are the same. We offer pricing options to meet any plan design and any budget.

Combine medZERO program fees into Employee monthly benefit premium contributions to partially or fully cover medZERO program costs.



medZERO™

### Per Employee (*Fixed-monthly pricing*)

- Fixed “per Employee, per month” subscription model that offers limited transaction amounts (up to \$1000) to your Employees
- Starting as low as \$1.00 – with no added fees or costs
- Great option for smaller Employers who want offer a basic benefit with simple, fixed monthly pricing

### Per Transaction (*Transaction-based pricing*)

- Transaction-based pricing; fees are based on individual transaction amounts as Employees use medZERO
- Align the medZERO benefit with your current plan deductibles and offer a larger “safety net” (up to \$5000) for out-of-pocket costs
- For Employees with Health Savings Accounts, medZERO transaction fees are 100% offset by payroll tax savings

## About Us

### 01

We're experts in employee wellness, healthcare, fintech, lending and payments.

We come from blue chip companies like WebMD, CarePayment, Interactive Health and GE Capital Insurance.

### 02

Our platform is built on the same bank-grade technology used by folks like PayPal and Amazon.

We know how benefits, lending and payments work from being on the inside.

### 03

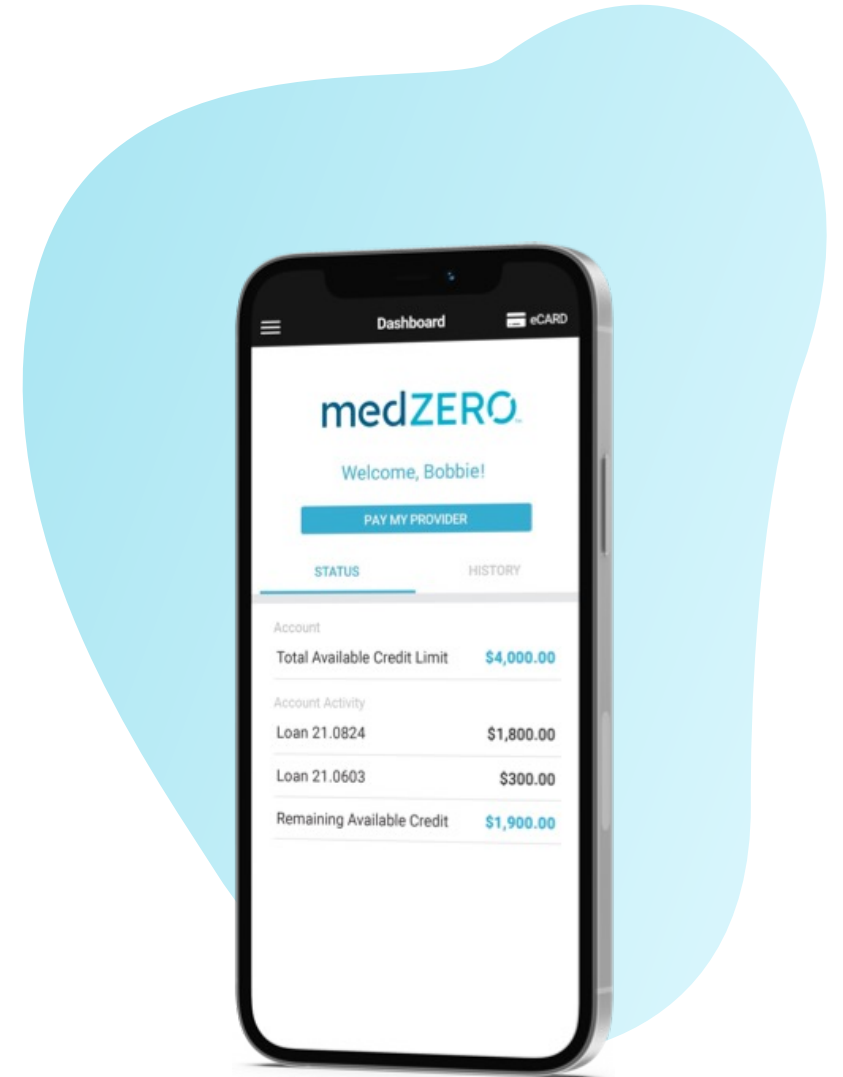
We created medZERO to empower employees and employers.

And to regain control over their healthcare costs.

### 04

We believe cost shouldn't prevent accessing healthcare.

We believe cost shouldn't prevent employees from accessing their care and employers from providing for their well being.



# Summary

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## Reduce benefits costs with medZERO and drive healthy choices for Employees.

### ✓ Remove cost barriers for your Employees when getting care

medZERO promotes healthier, more productive, and financially secure employees, resulting in significant improvements across key workforce KPIs. These benefits encompass lower attrition rates, reduced absenteeism, and enhanced mental and financial well-being.

### ✓ Reduce costly financial moves like 401(k) loans or high-cost debt

Employees safeguard their 401(k), HSA, and household savings with medZERO, which not only saves them money but also ensures that their savings remain intact and actively working for them. This helps prevent expensive financial outcomes for employees and saves administration costs.

### ✓ Increase HDHP/HSA enrollment and adoption

medZERO promotes HSA awareness and is the only provider that integrates with your HSA to create pre-tax savings for employees (and FICA savings for Employers). With the assurance that medZERO provides, employees are more inclined to opt for an HSA eligible plan, recognizing the value it offers.

### ✓ Encourage better benefits choices, engagement and savings

With the ability to get care when they need it, Employees are healthier, experience lower claims costs and are more engaged and productive. This saves both Employees and Employers.

### ✓ A benefit your Employees and your CFO will love!

More than half of employees defer or skip care due to cost barriers. Give your Employees a meaningful benefit that can have a substantial impact on their health, financial security and overall wellbeing - all driving optimal economic benefit for the Company.

Appendix.



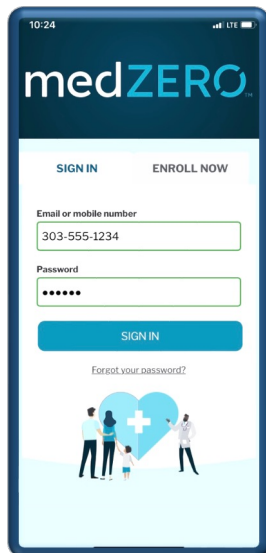


# medZERO™

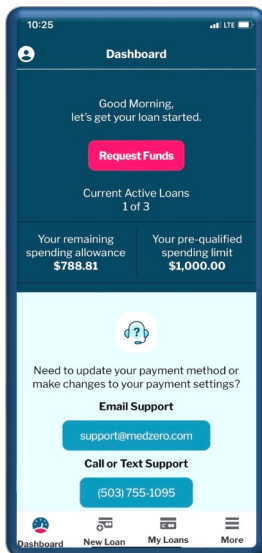
Employees enroll and access funds using the medZERO app



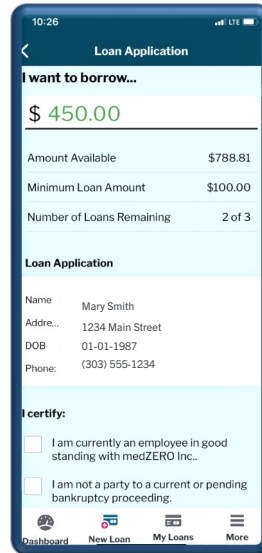
Access medZERO 24/7



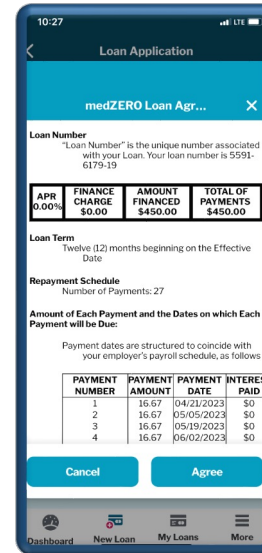
View balance and request funds



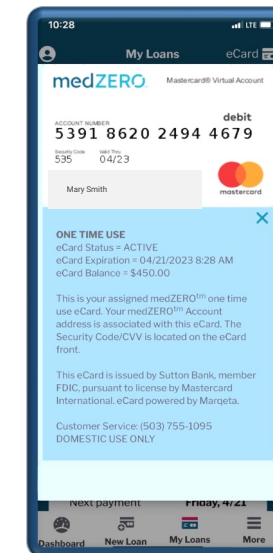
Enter desired amount



Review your payment schedule



Your medZERO card is ready to use

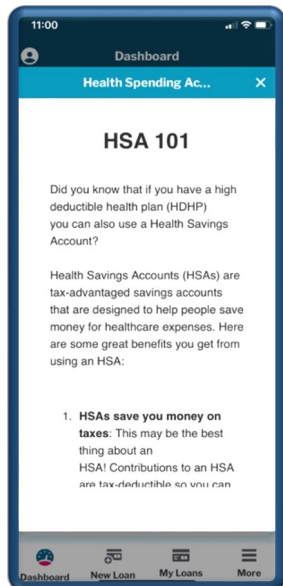




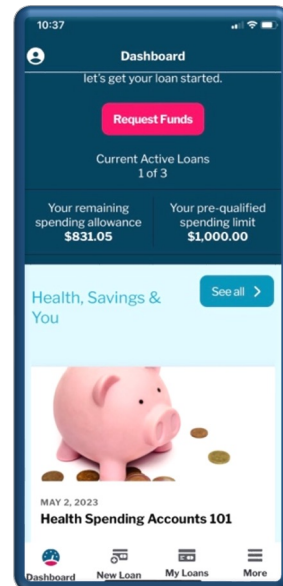
## Engage Employees with Content we Provide

And promote awareness of Company benefits by using the medZERO App to connect with Employees

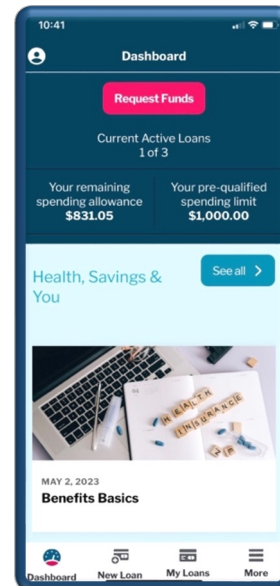
### HSA/FSA Education



### Planning for Health Costs



### How to Access my Benefits



### Key Messaging Objectives Can Be...

- ✓ Increase FSA/HSA awareness and adoption
- ✓ Encourage healthy, and cost-saving activities like doctor visits, dental cleanings, eye exams
- ✓ Promote company benefits info, key dates, promotions
- ✓ Avoid costly options like 401(k) loans or high interest credit cards

### Healthy Savings FAQ's

- ✓ Tips for using health savings or flexible spending accounts.
- ✓ How can I save when going to the doctor?
- ✓ What should I be saving for healthcare costs?

## The Cost to Borrow \$1000

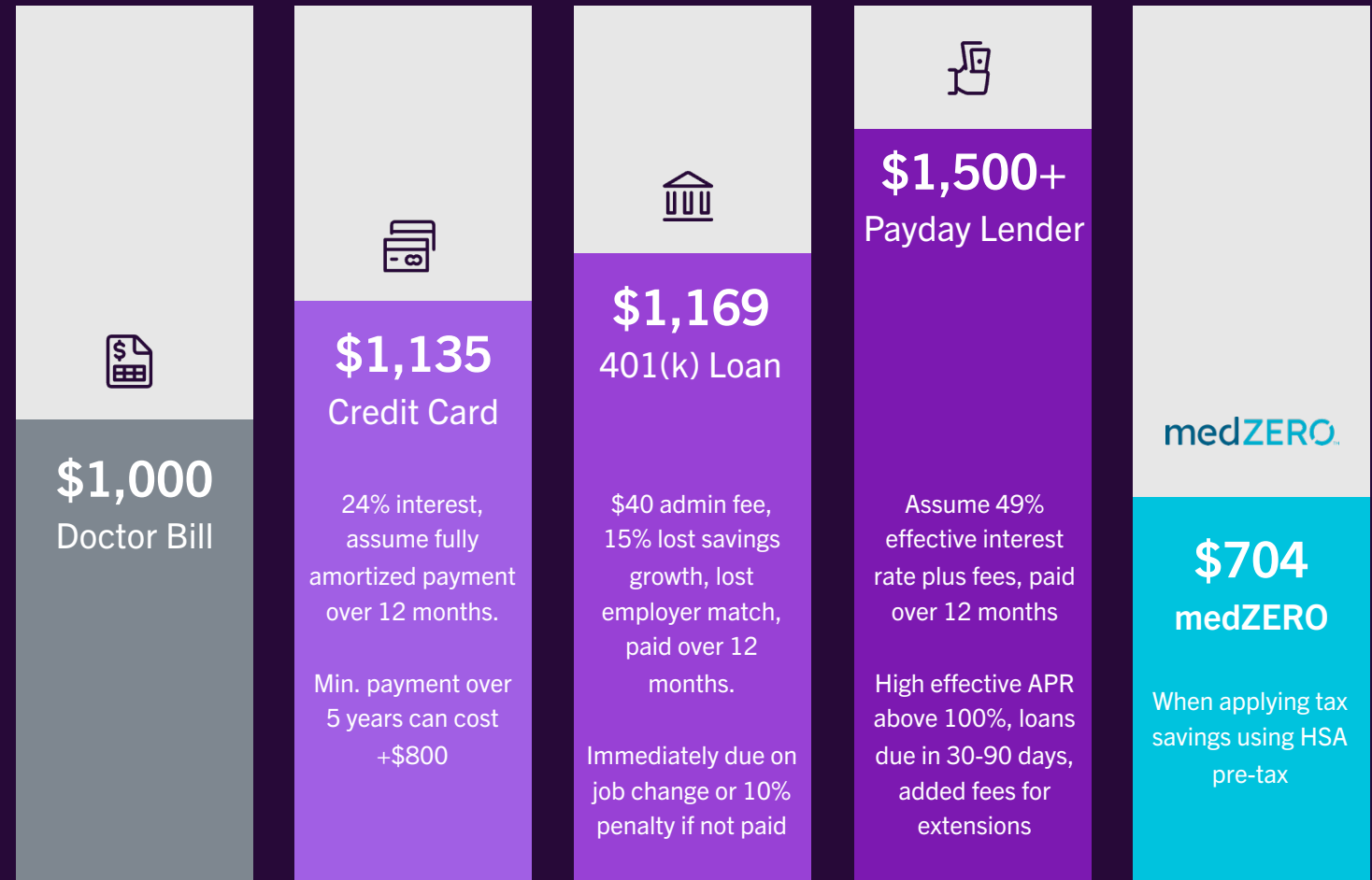
Without savings, Employees turn to costly options to pay for care. Cost differences can be substantial.

### With a Client HSA + medZERO, Employees save:

- ✓ \$296 vs. after-tax cash
- ✓ \$465 vs. borrowing from a 401(k)
- ✓ \$431 vs. using a credit card
- ✓ \$796 (or more) vs. taking a payday loan

### Without a Client HSA, Employees save:

- ✓ Pay over-time vs. up front using cash
- ✓ \$169 vs. a 401(k) loan
- ✓ \$135 vs. Credit Card
- ✓ \$500+ vs. a Payday loan



# Case Study: Savage & medZERO



Savage is experiencing savings ranging from **40% to 60%** compared to its pre-funded savings programs.

*“Coupled with the benefits package Savage offers, I see the medZERO offering as a strong recruiting incentive — but even more so as a retention tool, since it encourages team members to stay to maintain access to the many benefits Savage offers.” - VP of Benefits and Talent Acquisition*

**The bottom line: a better, enhanced benefit, available to more team members, at around half the cost.**

*“Switching to medZERO not only reduced Savage’s cash outlay for its pre-funded plan, but it extended eligibility to roughly 4,000 U.S.-based workers, plus their family members, regardless of benefit plan choice*



Midvale, Utah–based **Savage** is a privately held, global provider of industry infrastructure and supply chain services for industries including agriculture, energy, chemicals, and manufacturing. The company has about 4,000 employees across more than 200 locations.

Savage, a global provider of industry infrastructure and supply chain services, has long prided itself on being a great place to work, winning recognition as a Top Company for Women in Transportation, Military Friendly® Employer, and Certified Evergreen® company, among other awards. The company provides competitive benefits, has a culture of safety and teamwork, and supports its local communities.

To supplement its benefits package, Savage offered a pre-funded health savings account (HSA) option to help team members cover out-of-pocket expenses for costly medical services or unexpected emergencies. Savage provided funds to employees in January that were repaid over the year through paycheck deductions. The program was popular, but Savage is always looking to improve the value of the benefits it offers.

Studies have found people are putting off getting the timely healthcare they need because of rising out-of-pocket costs including deductibles, copays, and coinsurance. The U.S. out-of-pocket spending average of \$1,300 per capita was among the highest in the world in 2021, according to the [Peterson-KFF Health System Tracker](#). Out-of-pocket health care spending now accounts for one-tenth of overall national health expenditures, according to [federal data](#).

Although Savage’s pre-funding program was providing financial support for out-of-pocket expenses, participation in the program was limited to less than half of employees (those enrolled in HSA eligible plans), and the company wanted to extend support to all of its team members. Savage was also looking for a solution to reduce administrative costs and find an alternative to pre-funding team member accounts, said Laurel Timmins, the company’s vice president of benefits and talent acquisition.

medZERO worked with Savage’s benefits and executive teams to understand their priorities and ensure its solution was a good fit for the company. medZERO allowed flexibility in defining eligibility and the funding levels it would provide while offering its own recommendations.

Switching to medZERO not only reduced Savage’s cash outlay for its pre-funded plan, but it extended eligibility to roughly 4,000 U.S.-based workers, plus their family members, regardless of benefit plan choice or whether they waive their Savage health coverage.

For employees, the service offers many perks. There is no credit check required to set up an account, and funds are available on-demand, 24/7. Team members can access funds using the medZERO app or website. When they need money to cover a medical expense, they use the app to access the funds and instantly receive a virtual MasterCard to pay the bill.

The funds are repaid through an interest-free payroll deduction over a 12-month period. All fees associated with the medZERO program are covered by the employer.

Team members enrolled in an HSA can also repay their loan using tax-free dollars, saving up to 30% on qualified medical expenses using pre-tax dollars.



Midvale, Utah–based Savage is a privately held, global provider of industry infrastructure and supply chain services for industries including agriculture, energy, chemicals, and manufacturing. The company has about 4,000 employees across more than 200 locations.

# medZERO™

We help Employees access, pay for and save on their healthcare.

That adds up to happier, healthier and more productive Employees.

