



TRIADA

Proposal for:

**Louisville/Jefferson
County Metro
Government**



KEY OBJECTIVES

At Triada, we believe that every working American should be able to afford the coverage they need to protect their physical *and* financial health. We don't just protect your population – we help them understand how their benefits work and how to use them efficiently to control their expenses *and* your company's healthcare costs.

GAP+ protects your employees from exposure to medical expenses while engaging them in healthcare through education and access to clinical services. GAP+ is an integral component in accomplishing the objectives you mentioned during our initial meeting:

Educate my employees on utilizing their benefits

Employees will have access to a health advocate through our clinical service partner who will assist them in utilizing their benefits efficiently and effectively.

Protect My Employees from Exposure

GAP+ provides employees with a GAP policy that pays out to cover their health insurance deductibles when they experience a qualified event.

Provide valuable, convenient services to my employees

Our services include, telemedicine, patient advocacy, pharmacy benefits manager and personal health coaching.

By enrolling in GAP+, you can accomplish your objectives while fostering a new state of wellness within your company. Our customized benefit packages will provide your employees with the protection they deserve and the encouragement they need, without creating additional financial burden to your company. We look forward to receiving feedback upon your review and thank you for the opportunity to incorporate GAP+ into your benefits strategy.

Sincerely,



Barry Glenn
President and CEO, Triada



GAP

The consistent rise in health insurance premiums has caused deductibles to increase by 67% since 2010. While deductibles have increased, wages have not kept pace with inflation. In fact, 63% of Americans don't have \$500 in savings for any type of emergency, including medical bills.

Did You Know:

20% of American households report having problems paying their medical bills, even though they have insurance?

2016 Kaiser Family Foundation

Traditional GAP

GAP insurance bridges the divide by covering the expenses your employees face with higher deductibles and out-of-pocket expenses.

Traditional GAP insurance offers in-patient and out-patient benefits designed to cover what employees pay towards their deductibles and co-insurance. GAP insurance coordinates with your major medical plan to cover the medical expenses that employees would normally be expected to pay out of pocket. If an employee experiences an injury or illness covered by your health insurance, Triada will pay those medical bills on a first dollar basis, up to the maximum annual benefit. GAP reimbursements are determined from the major medical Explanation of Benefits. An employee must have major medical health insurance to use GAP insurance. This can be your company plan, a spouse plan or a government plan. Triada does have options for those employees who do not have major medical. We will discuss Hospital Indemnity plans (HIP and HIP+) in this proposal.

Traditional GAP Example - \$5,000 In-patient / \$2,500 Out-patient

In-Patient	Medical Plan	GAP
Deductible	\$2,500	\$0
Max Out-of-Pocket	\$5,000	\$0
GAP In-patient Benefit	\$0	\$5,000
Net Out-of-Pocket	\$5,000	\$0

Out-Patient	Medical Plan	GAP
Deductible	\$2,500	\$0
Max Out-of-Pocket	\$5,000	\$0
GAP Out-patient Benefit	\$0	\$2,500
Net Out-of-Pocket	\$2,000	\$0

Example: Heart Attack + In-patient Surgery

In this example, an employee suffers a heart attack. They are admitted to the hospital for five days and undergo by-pass surgery. Their bills can easily total over \$100,000 leaving the employee exposed to their maximum out-of-pocket expense. Their GAP policy will reimburse \$5,000 in in-patient benefits and the employee is left with no out of pocket exposure!

Example: Back Injury + Out-Patient MRI

In the second example, an employee suffers a back injury and their doctor orders a spinal MRI to determine the extent of the injury that costs \$2,000. The employee's GAP policy reimburses the employee for the \$2,000 expense and the employee has no out of pocket exposure. The employee still has \$500 of Out-patient Benefits remaining for the year.



TRADITIONAL GAP RATES

GAP RATES				
Under 40				
Your Plan	Insured Only*	Insured & Spouse**	Insured & Child(ren)**	Insured & Family***
Humana Choice PPO with FSA Only	\$32.53	\$58.58	\$78.69	\$104.69
Ages 40-49:				
Your Plan	Insured Only*	Insured & Spouse**	Insured & Child(ren)**	Insured & Family***
Humana Choice PPO with FSA Only	\$41.10	\$74.01	\$87.82	\$119.01
Ages 50 And Above:				
Your Plan	Insured Only*	Insured & Spouse**	Insured & Child(ren)**	Insured & Family***
Humana Choice PPO with FSA Only	\$86.62	\$155.91	\$148.65	\$217.88

* 1x Annual Max

**2x Annual Max

*** 3x Annual Ma



GAP+

GAP+ by Triada offers employees an industry-leading GAP policy as well as access to a comprehensive Health Risk Management Program with convenient, on-demand clinical services. We help employees overcome the two largest barriers preventing employees from engaging in healthcare: **cost** and **education**.

Overcoming Cost

GAP+ provides employees with a GAP policy that pays claims to help cover their medical deductibles and coinsurance when they experience a qualified event. Benefit provisions of this policy include:

- Hospital inpatient benefits
- Health screening and diagnostic benefits
- Health treatment benefits
- Outpatient benefits

Just like traditional GAP coverage, this policy reimburses the employee for their out-of-pocket costs associated to In-patient and Out-patient procedures. By eliminating the financial exposure, your employees will be able to seek the treatment and procedures they need.

Educating Employees

Employees enrolled in GAP+ will also be enrolled in the Triada Health Risk Management (HRM) program. Our clinical specialists will communicate with your employees on a monthly basis to help them develop healthier habits, identify their health risks and manage their health conditions.

Engaging Your Population

By engaging with Triada HRM and the additional clinical services GAP+ provides, employees can earn claim payments that help offset the premiums of their GAP policies. Additionally, GAP+ provides multiple healthcare services that make engagement fun and convenient for employees including:

- Biometric Screening
- Licensed Health Coaches
- Health Advocates
- Telemedicine
- Wearable Devices



The infographic features a background image of a doctor in a white coat with stethoscopes. Overlaid on this are three text boxes: 'Gap Insurance' at the top, 'Health Risk Management' in the middle, and 'Clinical Services' at the bottom. Yellow double-headed vertical arrows connect 'Gap Insurance' to 'Health Risk Management', and 'Health Risk Management' to 'Clinical Services', indicating a reciprocal relationship between these services.

Gap Insurance

Health Risk Management

Clinical Services

Did You Know:

30% of Americans forego medical treatment because of cost?

2015 Gallup Poll

Healthcare Since 2006:

70% Increase of Utilization

60% Increase in Health Insurance Premiums

2016 Kaiser Family Foundation



COMPANY SAVINGS

Triada leverages pre-tax funding to make our policies affordable for employees. Of course, this means better coverage for less money for employees, but it also means savings straight to your company's bottom line.

Pre-Tax Treatment

GAP+ is eligible for your Section 125 cafeteria plan. Meaning, premiums are deducted on a pre-tax basis which reduces your employee's taxable income and will ultimately reduce your company's matching payroll taxes. On average, even companies whose employees are exempt from paying into social security can expect savings of \$170 per participating employee per year.

Payroll Savings Examples

SS Exemption Payroll Savings Example					
Monthly Pay	Monthly GAP+ Premium*	Monthly Matching Payroll Taxes**	Monthly Net Savings	Monthly Program Fee***	Annual Net Savings Per Employee
\$3,000	--	\$44	--	--	--
\$3,000	\$940	\$30	\$14	\$10 (waived)	\$170

**Pre-Tax Illustration for 38-Year-Old Employee Only with \$3,500 Inpatient GAP+ Benefit*

***Social Security exemption payroll taxes of 1.45% (Medicare)*

****Monthly program fee for participating employees is typically: \$9.95 for EE/ES/EC/EF. However, this fee has been waived courtesy of REISERT GROUP.*

Please Note: There is no up-front cost, no set up fee, no implementation fee, and no outside service fee.

Your Company Savings

Based on the above annual net savings, and our average group participation of 80% of eligible employees, your company could see an annual savings of **\$408,000**.

Potential Company Savings				
Eligible Employees	Percent Participation	Average Number Enrolled	Average Annual Net Savings Per Employee	Potential Company Savings
3,000	80%	2,400	\$170	\$408,000



TRIADA HRM

Triada HRM is a Health Risk Management program that identifies and manages health risk across your population. This comprehensive solution will be available to your entire population, regardless of participation, at no added cost.

How We Identify Risk

Triada HRM is designed to discover underlying health issues that exist in your population. Employees are given a biometric scan upon enrollment. This data, along with their claim history, is evaluated by our analytics platform to create risk profiles across your demographics. This insight allows our team of qualified healthcare professionals to assist employees in addressing these issues before they become major medical events.

How We Manage Employee Health



Triada data analytics track claim history, medical service utilization, and a variety of additional data points to build risk profiles and track progress towards health goals.



A team of specialists provides your employees with personal coaching, clinical consultations, and goal-oriented guidance and challenges.



Health screening options include biometric scans, health risk assessments and biometric data from wearable devices.



Additional clinical services are provided at no added cost through our clinical service partners. These include telemedicine, patient advocacy, and more.



YOUR GAP+ QUOTE

Your Plan	Inpatient	Outpatient	Health Screening	Health Treatment
Humana Choice PPO with FSA Only (\$2,400 individual OOPM)	\$2,500	\$1,250	\$3,600	\$1,200

How GAP+ Works

GAP insurance is used to cover future (unexpected) out-of-pocket medical costs. With the increase in premiums, deductibles and co-insurance for major-medical plans, GAP provides individuals and families protection against paying the full out of pocket costs.

Think of GAP insurance like an insurance policy for a major-medical plan. It is a supplemental policy that pays benefits when an employee experiences a covered event like an in-patient hospital stay or out-patient medical screening. An employee would be expected to pay these costs until their deductible is met, after which they continue to pay a portion (coinsurance) until their maximum out of pocket is met. GAP insurance helps cover these expenses for the employee, allowing them to afford costly medical procedures without incurring significant debt.

GAP+ Example

Here are examples of how Triada's GAP+ insurance fits in with your major-medical offering using scenarios that your employees may encounter.

\$6,000 In-patient / \$3,000 Out-patient / \$3,600 Health Screening / \$1,200 Health Treatment

Health Screening	Medical Plan	GAP
Deductible	\$0	\$0
Max Out-of-Pocket	\$2,000	\$0
GAP+ Screening Benefit	\$0	\$3,600
Net Out-of-Pocket	\$0	+\$300

Example: Health Screening Benefit

In this example, an employee completes their biometric screening process during open enrollment which qualifies the Health Screening Benefit from the GAP+ policy.

Health Treatment	Medical Plan	GAP
Deductible	\$0	\$0
Max Out-of-Pocket	\$2,000	\$0
GAP Out-patient Benefit	\$0	\$1,200
Net Out-of-Pocket	\$0	+\$100

Example: Health Treatment Benefit

The test is administered by their Health Coach who provides immediate feedback regarding the results, making recommendations for follow-up testing and adds the information to the employees' risk profile. This qualifies the Health Treatment Benefit from the GAP+ policy.



YOUR GAP+ RATES

GAP+ RATES				
Under 40				
Option I	Insured Only*	Insured+Spouse**	Insured+Child(ren)**	Insured+Family***
Humana Choice PPO with FSA Only	\$464.53	\$922.58	\$942.69	\$1,400.69
Ages 40-49:				
Option 1	Insured Only*	Insured+Spouse**	Insured+Child(ren)**	Insured+Family***
Humana Choice PPO with FSA Only	\$473.10	\$938.01	\$951.82	\$1,415.01
Ages 50 And Above:				
Option 1	Insured Only*	Insured+Spouse**	Insured+Child(ren)**	Insured+Family***
Humana Choice PPO with FSA Only	\$518.62	\$1,019.91	\$1,012.65	\$1,513.88

* 1x Annual Max

**2x Annual Max

*** 3x Annual Max



PAYCHECK ILLUSTRATIONS

Paycheck Illustration for a 52-Year-Old Employee + Spouse with Annual Salary of \$90,000	Current Take Home	With GAP	With GAP+
Gross Pay (semi-monthly)	\$3,750.00	\$3,750.00	\$3,750.00
GAP Premium (Pre-tax) \$7,00 in-patient/\$3,500 out-patient benefit	\$0	-\$99.56	\$0
GAP+ Premium (Pre-tax) \$7,00 in-patient/\$3,500 out-patient benefit + \$4,800 health benefits	\$0	\$0	- \$531.56
Payroll Taxes (25%)	- \$937.50	-\$912.61	- \$804.61
Net Pay	\$2,812.50	\$2,737.83	\$2,413.83
Eligible Claim Payment (Post-tax) <i>in the form of a Direct Deposit</i>	\$0	\$0	+ \$400.00
Net Take Home	\$2,812.50	\$2,737.83	\$2,813.83
Current Net GAP Cost Net GAP+ Cost	\$0	(\$74.67)	+\$1.33
Annual Employer FICA Savings – Monthly HRM Program Fee (waived)	\$0	+182.79	+\$184.98

Paycheck Illustration for a 45-Year-Old Employee + Family with Annual Salary of \$60,000	Current Take Home	With GAP	With GAP+
Gross Pay (semi-monthly)	\$2,500.00	\$2,500.00	\$2,500.00
GAP Premium (Pre-tax) \$10,500 in-patient/\$5,250 out-patient benefit	\$0	-\$67.82	\$0
GAP+ Premium (Pre-tax) \$10,500 in-patient/\$5,250 out-patient benefit + \$4,800 health benefits	\$0	\$0	-\$715.82
Payroll Taxes (25%)	- \$625.00	-\$608.05	-\$446.04
Net Pay	\$1,875.00	\$1,824.18	\$1,338.14
Eligible Claim Payment (Post-tax) <i>in the form of a Direct Deposit</i>	\$0	\$0	+600.00
Net Take Home	\$1,875.00	\$1,824.18	\$1,938.14
Current Net GAP Cost Net GAP+ Cost	\$0	(\$50.82)	+\$63.14
Annual Employer FICA Savings – Monthly HRM Program Fee (waived)	\$0	+\$124.52	+\$249.11

Paycheck Illustration for 38-Year-Old Employee Only with Annual Salary of \$36,000	Current Take Home	With GAP	With GAP+
Gross Pay (semi-monthly)	\$1,500.00	\$1,500.00	\$1,500.00
GAP Premium (Pre-tax) \$3,500 in-patient/\$1,750 out-patient benefit	\$0	-\$20.93	\$0
GAP+ Premium (Pre-tax) \$3,500 in-patient/\$1,750 out-patient benefit + \$4,800 health benefits	\$0	\$0	-\$236.93
Payroll Taxes (25%)	- \$375.00	- \$369.77	-\$315.77
Net Pay	\$1,125.00	\$1,109.30	\$947.30
Eligible Claim Payment (Post-tax) <i>in the form of a Direct Deposit</i>	\$0	\$0	+200.00
Net Take Home	\$1,125.00	\$1,109.30	\$1,147.30
Current Net GAP Cost Net GAP+ Cost	\$0	(\$15.70)	+22.30
Annual Employer FICA Savings – Monthly HRM Program Fee (waived)	\$0	+\$38.42	+82.45



ADDITIONAL BENEFITS

In addition to GAP+, we will be offering these benefits to your employees. We've designed our supplemental policies to offer highly competitive coverage at a lower premium than other similar products.

Triada Accident Insurance

Accident plans are ideal for employees with an active lifestyle, have children who play sports or are at risk for injury. The plan pays benefits directly to the employee if they or a covered family member is injured in an accident.

Triada Critical Illness Insurance

Critical Illness pays a lump-sum benefit upon diagnosis of a catastrophic illness. This helps to relieve the employees' financial burdens associated to the costs of treatment and recovery.

Triada Short-Term Disability Insurance

Short-Term Disability Insurance pays a percentage of a participant's salary if they become temporarily disabled. In the program we offer, temporary disability is defined as "a participant is not being able to work for a short period of time due to sickness or an off-the-job injury". It does not cover any injuries that qualify the participant for worker's compensation.

Triada GAP

If an employee wishes to purchase Triada's GAP insurance policy without enrolling in GAP+, they will have that option at enrollment. This is the same policy being offered to members of GAP+, but employees who purchase the standalone GAP policy will not have the additional benefits provided for Health Screening and Health Treatment. In addition, these employees will not be enrolled in the Triada HRM program.

Triada HIP+

HIP+ is a hospital indemnity policy that provides fixed payments for ambulance transportation, hospital admission, and daily hospital stays—regardless of cost. This policy is ideal for an employee who does not have major medical insurance. In addition to these traditional indemnity benefits, your employees will receive the Health Screening and Health Treatment benefits found in the GAP policy. Employees who choose HIP+ will also be enrolled in the Triada HRM program.

Triada HIP

HIP is a hospital indemnity policy that provides fixed payments for ambulance transportation, hospital admission, and daily hospital stays—regardless of cost. This is the same policy being offered to members of HIP+, but employees who purchase the standalone HIP policy will not have the additional benefits provided for Health Screening and Health Treatment. These employees will not be enrolled in the Triada HRM program.



CLINICAL SERVICES

As part of our GAP+ offering, we will provide access to the following clinical services at no additional cost to your employees:

Biometric Screening

Biometrics help us establish a baseline for employees' health when they enroll. We use a variety of non-invasive biometric screening processes including:

- InBody® - complete body composition scan which only takes 15 seconds.
- Sudoscan® - measures small nerve neuropathy to evaluate diabetic and cardiovascular risk.
- Higi® - devices found in most pharmacies and grocery stores to evaluate blood pressure and BMI.
- Direct mail kits that utilize cheek swabs, saliva samples or finger prick technologies.

Health Risk Assessments

At enrollment, employees will also be asked to take a Health Risk Assessment. This brief online questionnaire will give us a better understanding of their lifestyle and will help us make accurate recommendations to improve their wellbeing.

Access to Healthcare Professionals

Triada provides employees with unlimited access to registered dietitians, registered nurses, occupational therapists, health advocates and counseling services. Through regular consultations, our healthcare professionals will provide employees with guidance, support and custom-tailored plans that fit their lifestyle.

Telemedicine

Our Telemedicine service includes an app that will help employees find providers, the best prices for prescriptions, remind them to use their app when they are in a pharmacy, and has a geo-finding service that can prompt them to consult with one of their telemedicine doctors when they are at an urgent care or emergency room. This drives utilization toward the app and away from your health plan, resulting in savings for employers and employees. The app also has a deductible tracking service to show employees how their deductible has been used for that plan year.

PatientPal

PatientPal uses their wealth of experience in the Healthcare Industry to work on behalf of your employees to provide claims assistance, appointment setting, transportation and a host of other concierge services to help your employees navigate the complicated world of healthcare.

Wearable Biometric Devices

Integrating wearable biometric devices into your analytics platform will increase employee engagement. The data is analyzed with the employee's claim history and other data. This data helps the Health Coach create customized plans to achieve maximum results.



IMPLEMENTATION TIMELINE

Here is an overview of the typical procedure from proposal acceptance to effective plan date. Please keep in mind that dates may change due to the number of employees being enrolled, suitable effective dates and other variables.

Date	Event	Team Members
6 Weeks Prior to Enrollment	Accept Proposal	Client to Sign
6 Weeks Prior to Enrollment	Submit Implementation Checklist	Triada to Submit to Client
5 Weeks Prior to Enrollment	Submit Triada Group Insurance Application/BAA	Client to Submit
5 Weeks Prior to Enrollment	Submit Complete Census Submit Client Data Form	Client to Submit
5 Weeks Prior to Enrollment	Submit Case Data Form	Broker to Submit Client to Sign
4 Weeks Prior to Enrollment	Submit Triada Documents	Broker to Submit Client to Sign
4 Weeks Prior to Enrollment	Submit Annual Pay Schedule Setup Dwolla Account	Client to Submit
3 Weeks Prior to Enrollment	Submit List Serve of Employee Emails	Client to Submit
2 Weeks Prior to Enrollment	Issue Marketing Pieces	Triada to Send
Starts a minimum of 30 days prior to your effective date.	Enrollment To ensure desired effective date enrollment must be completed by the 20th of the month prior to the effective date.	Triada Portal
During Enrollment	Biometric Screening (on-site or HRA)	Triada Health Coaches
Immediately Following Last Day of Enrollment	Incomplete Enrollment Report	Triada to Submit to Client
7 Days Prior to First Payroll Transmission	Submit Deduction Summary	Triada to Submit to Client
Post Enrollment	Health Coaching & Monitoring	Triada and Participating Employees



YOUR ROLE

Our goal is to maximize the benefits we provide to your company while minimizing the interruption and interference to your day-to-day operations. Maximum participation will help your company realize all the advantages Triada has to offer. Here are a few ways you can help increase participation:

- Ensure your management team has a thorough understanding of the Triada program and the benefits to your company and your employees.
- Provide the Triada team assigned to your company with access to all employees.
- Hold group meetings for all employees.
- Provide us with the specific demographic needs and language requirements for your employees at least four weeks before enrollment begins.
- Work with us to coordinate enrollment across multiple sites if necessary.

Enrollment

We offer the following options for enrollment:

Online

This is the preferred option for enrollment. Employees may log in to our secure enrollment portal and our online platform will guide them through the process of enrolling and selecting their benefits. This minimizes business interruption and provides employees with the opportunity to review the program with a spouse or trusted advisor. Employees will also have access to our customer service team through the online chat function to answer any questions they have during their enrollment. Employees can also choose to call a licensed enroller at any time.

One-on-One

We also offer one-on-one enrollments. Though this method is slower and requires more coordination, it does allow employees to have biometric screening completed during enrollment. The entire process averages about 30 minutes per-employee. The size of the enrollment team is flexible based on the number of employees and consideration for your company's normal work flow.

Administration

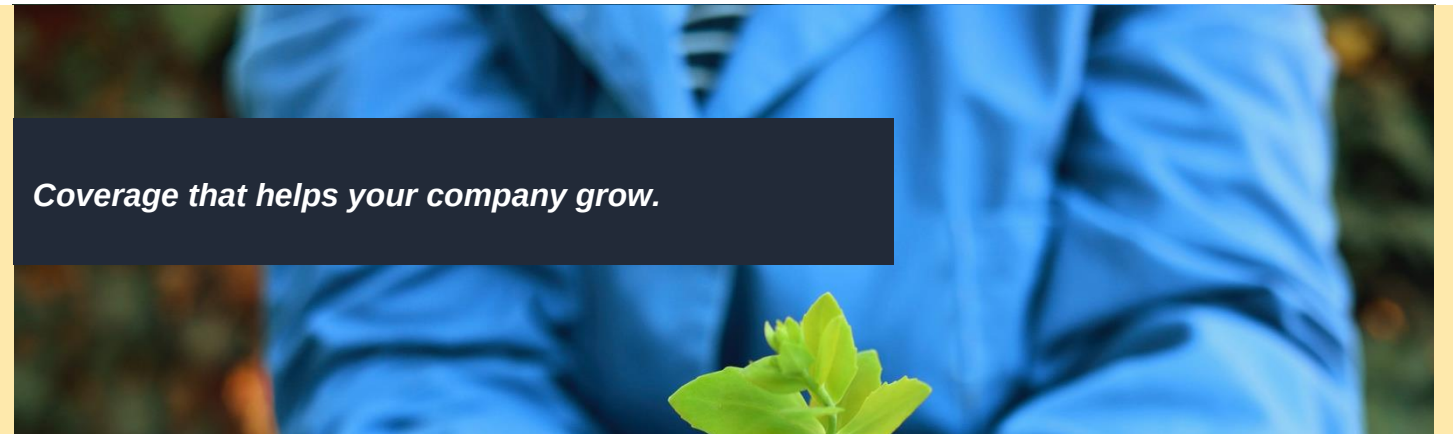
You will receive access to the Triada Administration Portal. This portal allows you to view invoices, review existing benefits, print claims forms and modify or terminate employees. All changes must be completed one week prior to payroll processing. You will receive regular reminders from the platform to make sure all your information is current.



OUR ROLE

Here's an overview of what Triada will offer your company. Exact terms and conditions will be laid out in your plan documents. The following is an overview of the services we provide:

- Your company will be assigned a Client Services Representative to walk you through the implementation and enrollment process. Your Client Services Representative will also handle any future issues related to billing and claims support.
- Administration of all program benefits and access to our benefits administration portal that provides one centralized location to handle data.
- Access to Customer Service for program and policy questions.
- Access to the Triada Health Risk Management program.
- Access to any additional Triada Supplemental Policies as mentioned in this proposal.
- Access to third-party clinical services through our partners, provided at no additional cost to your employees.



Coverage that helps your company grow.



ABOUT TRIADA

At Triada, we have more than 25 years of experience in employee benefits. We founded our company with one simple goal in mind – do everything in our power to make benefits affordable for our clients. That principle has served us well and has allowed us to grow from a small Employee Benefits firm in Houston, Texas to a National Benefits Provider in all 50 states.

Our programs are underwritten by A++ carriers to provide the security your employees need and the experience they can trust. We may be growing, but we have never stopped caring about every single client we serve.

Our Mission

To make healthcare affordable for every working American through innovative products, creative strategies, cutting edge technology and comprehensive wellness strategies.

By taking a scientific approach to existing claim trends, information gathered from biometric screenings, Health Risk Assessments and Health Coach interactions, we can effectively quantify the risk within the companies' population and assist with optimizing coverage and minimizing risk.

Your employees have unlimited access to our free clinical services. We keep them engaged and provide them with simple steps that will lead to a healthier lifestyle. The result is a healthier, more productive employee and a measurable reduction in future healthcare expenses.

Our Values

- Unwavering Ethics
- Respect for The Client
- Respect for Our Partners
- Respect for Our Employees



STATEMENT OF CONFIDENTIALITY

This document contains proprietary and confidential information. All data submitted to:

Louisville/Jefferson County Metro Government

Is provided in reliance upon its consent not to use or disclose any information contained herein except in the context of its business dealings with Triada. The recipient of this document agrees to inform present and future employees of the receiving party or organization who view or have access to its content of its confidential nature.

The recipient agrees to instruct each employee that they must not disclose any information concerning this document to others except to the extent that such matters are generally known to, and are available for use by, the public. The recipient also agrees not to duplicate or distribute or permit others to duplicate or distribute any material contained herein without Triada's express written consent.

Triada retains all title, ownership and intellectual property rights to the material and trademarks contained herein, including all supporting documentation, files, marketing material and multimedia.

By signing below, you are accepting terms of this proposal and ready to schedule implementation of the Triada Program for **Louisville/Jefferson County Metro Government**

Proposal Date: **04/16/2019**

Proposal Expires: **08/01/2019**

Signature:

Date:

