

# HOW

- are we going to get everyone back to work?
- do we create an environment that is safe for our employees?
- do we show customers we have their safety in mind so they come back?
- do we get our financials back on track – and pay for the new safety requirements – after this shutdown?



## Introducing **FREE** Guaranteed Paycheck Protection™

AveNew is pleased to offer a groundbreaking solution – **FREE** to the Employer and Employees\* – that **EMPOWERS YOU** to save money on one of your largest costs while protecting your Employees' paychecks.

### AveNew Guaranteed Paycheck Protection™

- FREE COVID-19 virus & antibody testing** for every employee (and up to three dependents) at zero cost.
- Dramatically lower** your health insurance spend by immediately increasing plan deductibles and maximum out-of-pocket as allowed by IRS Notice 2020-29.
- Provide **Guaranteed Paycheck Protection** (GPP™) for employees with a groundbreaking "Gap Insurance" product that covers up to \$10,000/year (\$30k for families) of their deductible and most out-of-pocket medical expenses.
- Demonstrably **improve the health & well-being** of employees through our highly-incentivized Wellness Program.

**RULE OF THUMB**  
For each \$1,000 increase in a plan's deductible, the employer's premium will decrease by 9%.

## How is GPP™ free for both the Employer and the Employee?

The Gap insurance product is a qualified **1** Section 125 pre-tax premium and thus reduces the Employee's payroll taxes and matching Employer FICA taxes.

Employees who engage at least once a **2** month with their personal Wellness Coach receive a claim payment\* for the activity.

The combined payroll tax savings + the **3** Wellness Claim Payment fund the entire GPP™ program!



### AveNew GPP™ Example

Paycheck Illustration for a 38 year old employee w/annual salary of \$50,000 (single party). AveNew GPP™ policy with \$5,000 inpatient/ \$2,500 outpatient.

	Current	With GPP
Bi-Weekly Pay	\$1,923	\$1,923
GPP Premium <sup>1</sup>	\$0	<\$224>
Payroll Taxes	<\$431>	<\$360>
Net Pay	\$1,492	\$1,340
Eligible Claim Payments	\$0	\$185 <sup>2</sup>
Net Take Home	\$1,492	\$1,524
Net Increase to Employee per pay Period <sup>2</sup>		\$33

<sup>1</sup>Rates for illustrative purposes only. Final rates and payroll savings will be based on individual agency and employee circumstances. RX rider can also be added.

<sup>2</sup>Wellness claim payments require monthly participation in the Health Risk Management Program.

\*Requires monthly communication via email, text, chat, Skype, or phone with a personal Health Coach.

# AveNew Guaranteed Paycheck Protection™ Program

## How Do We Implement GPP™?

**Step #1:** Accept and sign GPP proposal.

**Step #2:** Begin enrollment:

**A.** Opt Out Enrollment, *or*

**B.** Opt In Enrollment.

**Step #3:** We work with you to complete the implementation process, including census, HIPAA Business Associate Agreement, and payroll deduction information.

**Step #4:** Participating Employees complete on-site or remote biometric screening and optional COVID test.

**Step #5:** Participant engages with personal Health Coach monthly to get Claim Payments that cover remaining cost of the program (after payroll tax savings).



### How Quickly Can You Start Testing & How Much Does it Cost?

Program implementation takes just a **FEW WEEKS** if you do an "opt out" enrollment, 6-8 weeks if you choose "opt in" enrollment.

Normal testing ranges from \$100-150. Guaranteed Paycheck Protection™ participants receive the testing at **NO COST** to the Employer or Employee as a key part of the program!

**FREE**

### COVID-19 Benefits

Worksite drive-through testing for exposure and antibodies.

Return to work certificate for each participating Employee.

Re-testing up to 4X per year.

**NO COST\*** to Employer or Employee.

\*Requires monthly communication via email, text, chat, Skype, or phone with a personal Health Coach.

“For years our employees felt like nothing was covered anymore because it was all about their deductible. This Gap coverage, combined with the Wellness Program, is the missing piece to the equation. Now our benefits staff can tell an employee their medical expenses will be covered rather than “good luck with that.” It’s been a home run to have that piece that’s so unmet.”

– John McCullough, CFO, McCluskey Chevy



## AveNew GPP™ Free Benefits

### Paycheck Protection Insurance



### Wellness & Health Risk Management Program

★ In-Patient Benefit – Up to \$10,000 annually per covered participant (\$30k/family)

★ Out-Patient Benefits – Up to \$5,000 annually (\$15k/family)

★ Free COVID-19 infection & antibody testing for every Employee who enrolls and up to 3 family members with re-testing 4x per year.

★ Personal confidential health coach to support employees' (and family members') efforts to lose weight, stop smoking, end drug dependence, etc.



“In January 2020, I had knee surgery. Without GPP, I would have been required to pay \$4,000 out of my own pocket. With GPP, I paid nothing, and it was very easy. I simply told the hospital to bill the insurance company for my deductible and it was paid within 48 hours - no questions asked!”

– Barb Maynard, AveNew Solutions