

BETTER BENEFITS.
TOTAL TRANSPARENCY.

BENE **Rē** invest



Who We Are

BeneRē: Redefining Voluntary Benefits

Founded in 2018 | Domiciled in Scottsdale, AZ

The first and largest group captive voluntary benefits model.

What began as a more efficient approach to providing employees with a financial safety net is now a supplemental benefits solution that is revolutionizing the insurance industry.

2019	2025
3 Employers 35K EEs	165+ Employers 1.6M+ EEs

Market leading carrier partners



Projected Total Financial Impact

Lower costs, better claims outcomes, and reinvested savings

35%+

10% premium savings

60% increase in claims

18-25% annual distributions since inception

0% Team Turnover

99% Client Retention
proving long-term value and satisfaction

\$35M+

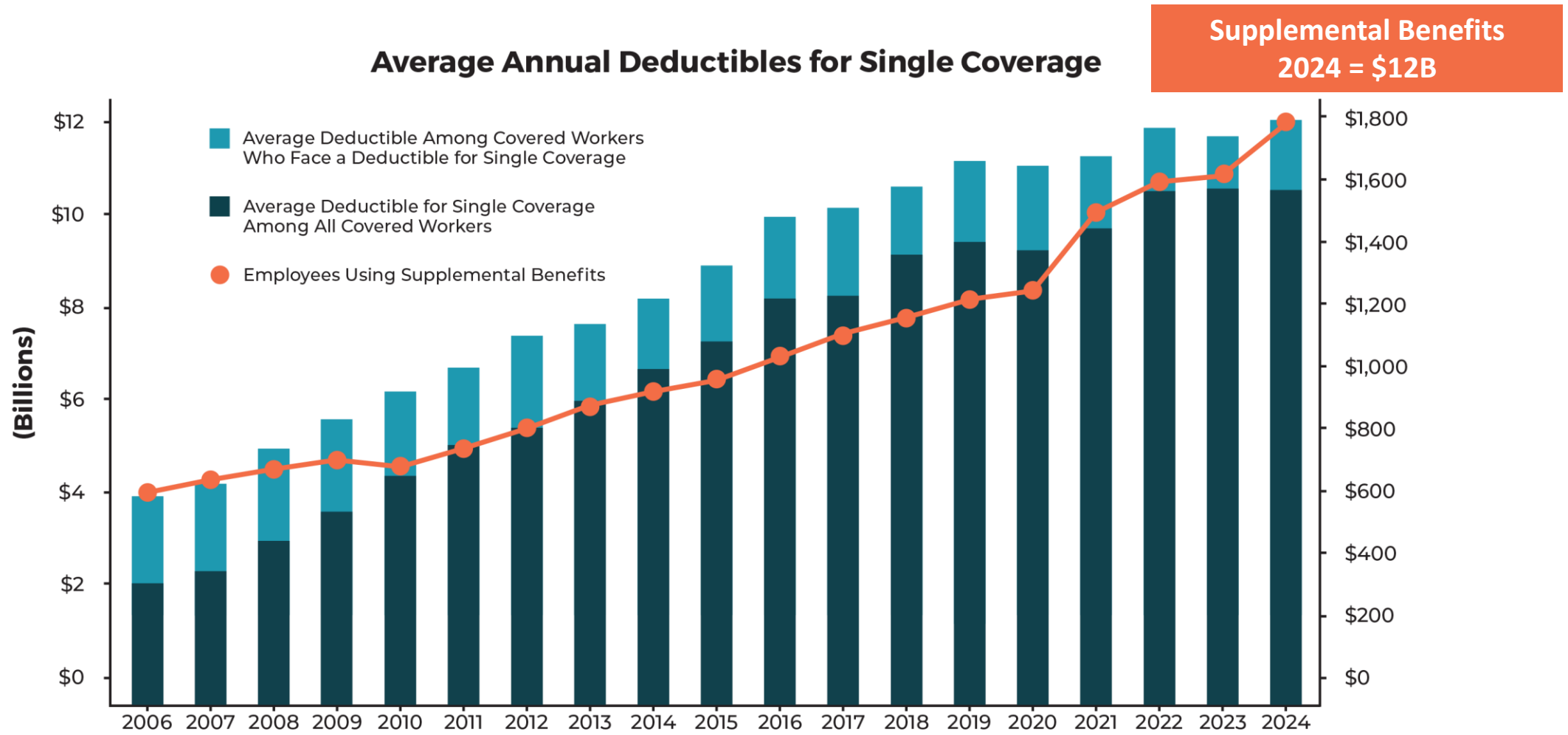
returned in dividends for benefits reinvestment



BENE **Rē**

Employees are Under Duress

Supplemental Growth Tracks To Healthcare Trend



Source: KFF Employer Health Benefits Survey, 2018–2024; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2006–2017

Accident, Critical Illness, Hospital Indemnity

We have you covered.

The Challenge:

58%

of Americans are concerned that a major health event could lead to personal medical debt. In the last 12 months Americans borrowed \$74B to cover medical expenses.*

The Risks:

Broken bones, stitches, concussions, ambulance, burns and countless other accidents

Heart attack, stroke, cancer, Alzheimer's, loss of sight, and many more

Hospital stays for labor and delivery, surgery, accidents, or any other reason

The Protection:

Accident Coverage

Critical Illness Coverage

Hospital Indemnity Coverage



* West Health-Gallup Healthcare Survey – November 11-18, 2024



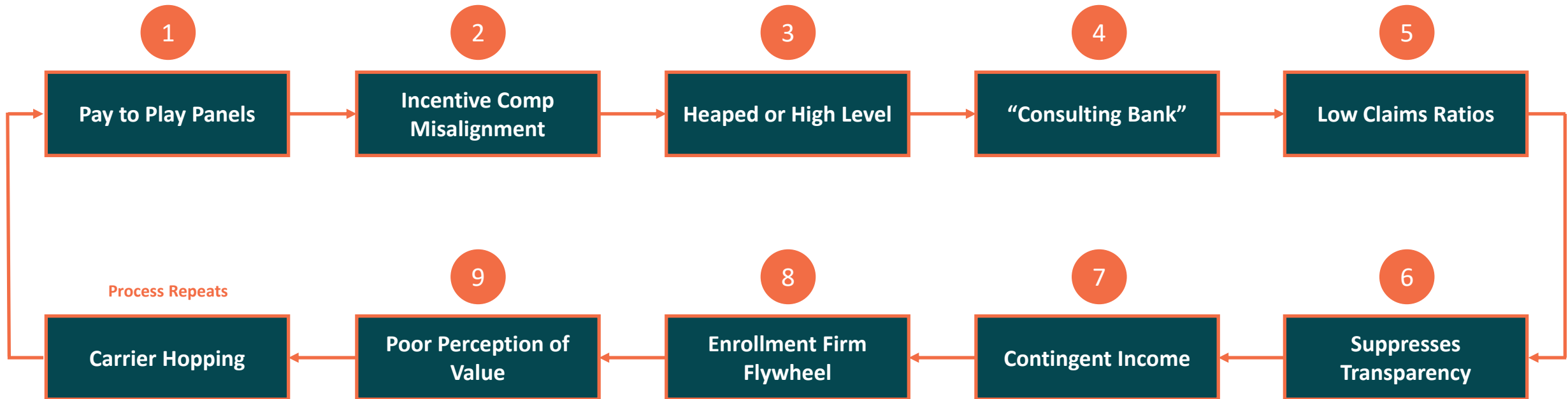
BENE Rē

The Problem

Voluntary Benefits are “Comp-licated”

For employers who are laser-focused on fiduciary stewardship of their employees’ premium dollars, it can be difficult to follow the money.

Here’s a primer:



2024 New Client Case Study

Carrier
METROPOLITAN LIFE INSURANCE COMPANY
MET LIFE

Premium: \$678.9K
Participants: 9,899

Revenue: \$425.9k
62.74%

Commission: \$397.8k
58.60% (17.20%)

Showing 2 of 3 Brokers Show all 3 Brokers

Brokers

- MERCER HEALTH & BENEFITS LLC (CHICAGO, IL)
MERCER HEALTH AND BENEFITS
Revenue: \$407.2K
59.98%
Commission: \$397.8K
58.60%
- MERCER HEALTH & BENEFITS LLC (CHICAGO, IL)
MERCER HEALTH AND BENEFITS
Revenue: \$18.7K
2.75%
Commission: \$0
0.00%

Details

Contract #: 240270
Line of Business: ACCIDENT

1.

Group Accident Financials

2.

Financials Summary	2021	2022	2023
Approved Claim Count (w/HSB)	0	6	31
Approved Claim Count (no HSB)	0	6	31
Premium	\$0	\$102,297	\$972,148
Paid Claims	\$0	\$6,370	\$65,200
Change in Reserves	\$0	\$17,697	\$150,484

Notes

- * Experience is not credible under 1,000 non-HSB claims.
- * Commissions are heaped 65% / 5%.
- * Reserves include IBNR and pending claims.
- * Commissions and administration expenses are not reflected in the numbers above.

Metropolitan Life Insurance Company, New York, NY
© 2023 MetLife Services and Solutions, LLC



Broker Commissions: 59%

Employee Claims: 7%

1. MiEdge 5500 reporting as of 1/1/2024
2. De-identified client's MetLife "Stewardship Report", page 56

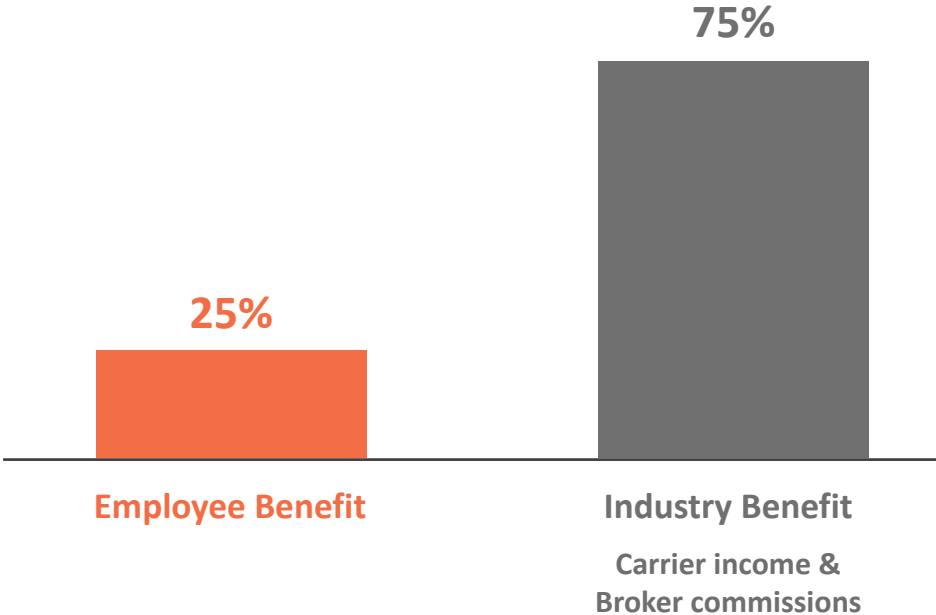


Captive Model Solution

Traditional Model vs. BeneRe Model

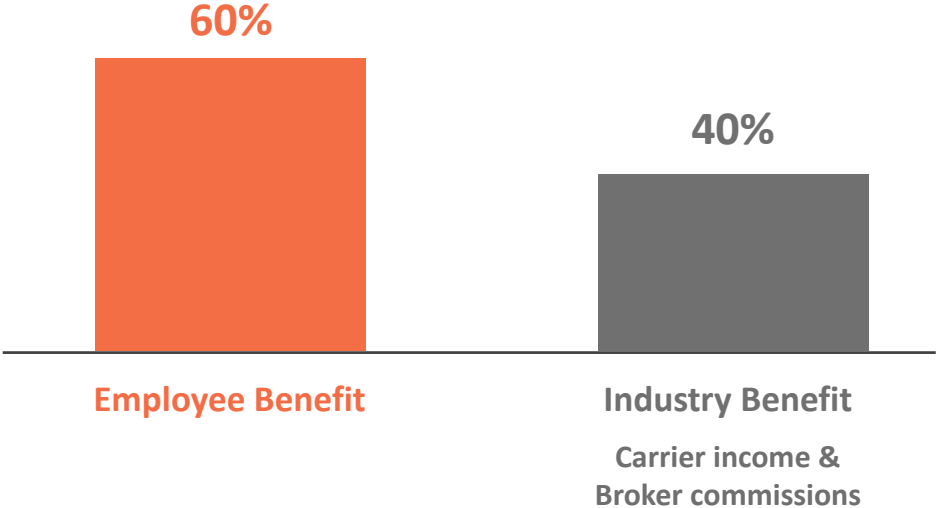
Traditional Model

Low claims ratios, high expenses
Little to no financial transparency



BeneRe Model

Higher claims ratios, lower expenses
Complete financial transparency



Victory for the Little Guy

As part of our commitment to transparency, we have provided the financial results for each quarter. Below are the definitions of the line items in the financial reports.

60%

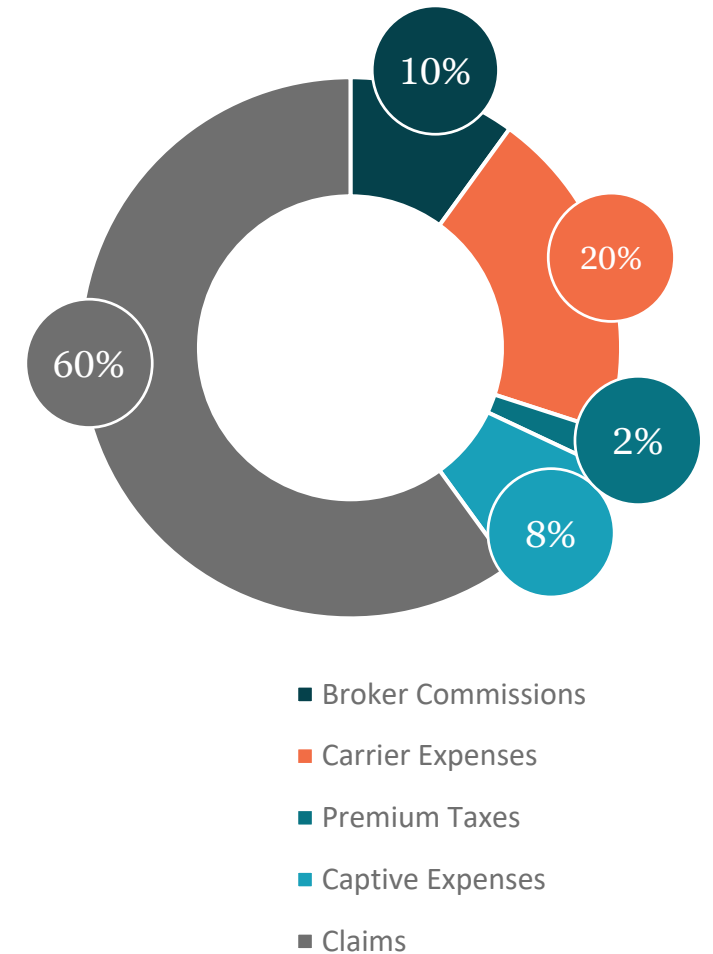
Claims

- Payments and Remaining Obligations
The amount of claims payments paid or approved year-to-date
- Premium Reserve: The dollar amount remaining for claims payments
- Claims Ratios: The percentage of claims costs incurred in relation to the premiums earned (total premium/payments)

40%

Program Expenses

- Broker Commissions: The amount of premium allocated to your broker
- Carrier Expenses: The amount of premium allocated to the carrier for administration and claims processing
- Premium Taxes
- BeneRe Captive Expenses
- Net Reinsurance Premiums: The total premium minus expenses



Group Captive Model – How it Works

Traditional



1. Employee Enrolls in Program

Supplemental insurance enrollment is fast and easy. Employees pay fully insured premiums with no extra cost to the employer.

2. Insurance Company Administrates the Program

An “A-rated” insurance carrier administers all aspects of the program and holds the funds to pay all claims throughout the policy year.



BeneRe

3. BeneRe Reinsures 100% of the Risks

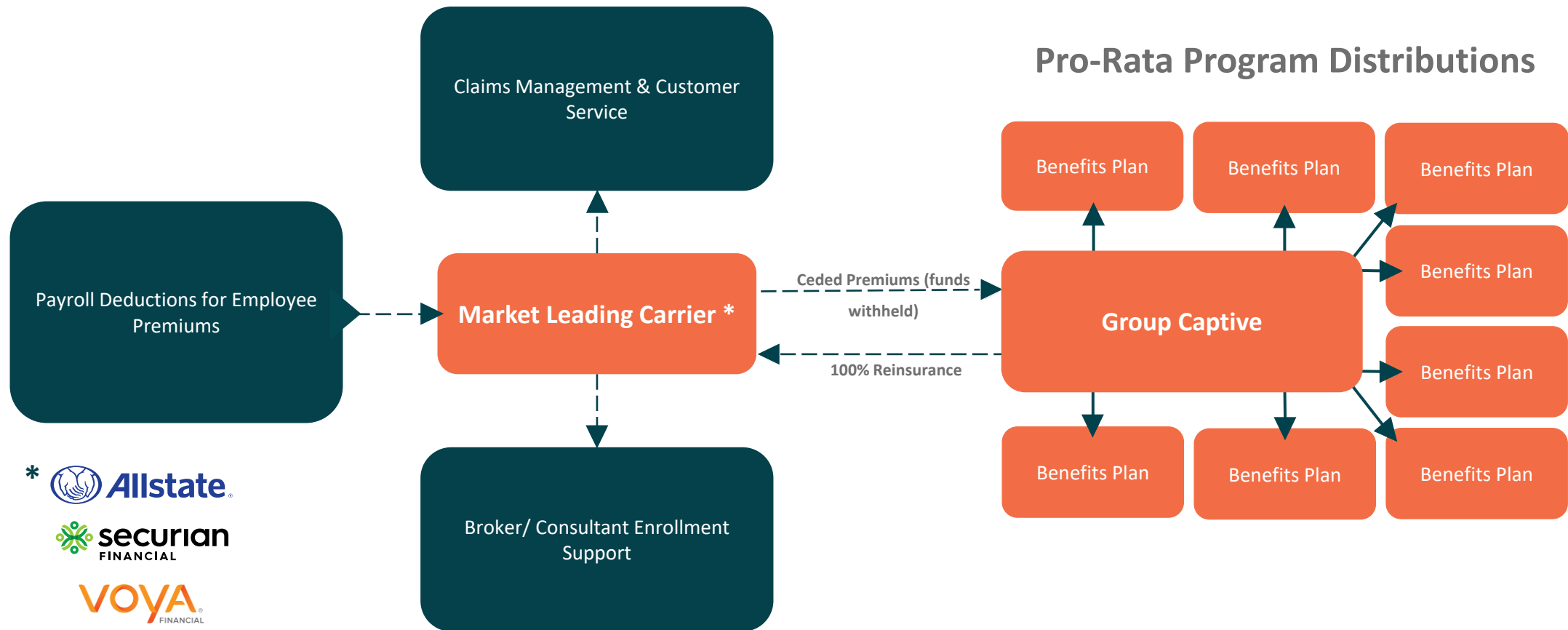
Through a captive model, BeneRe reinsures 100% of employer-sponsored programs while still allowing premiums to be held by the insurance company.

4. Year-end Dividends for Employee Health Programs

At the end of the year, unused premium funds are paid back to the employer’s benefits program in the form of a dividend that must be invested as a benefits plan asset.



Group Captive Model



* The fronting carrier is obligated to pay every employee claim, no different from a fully insured program



BENE **Rē**

Increased Benefits

Average Captive Results

Employees receive an average **10% cost savings** with greatly enhanced protection for Accident, Critical Illness and Hospital Indemnity.

Projected Financial

Impact: **39%**

Traditional in force Premium	\$ 3,000,000
Captive Premium	\$ 2,700,000
<i>EE premium savings</i>	\$ (300,000)
Traditional in force claims [^]	\$ 750,000
Captive claims (Average)	\$ 1,080,000
<i>Net claim increase</i>	\$ 330,000
Historical Dividend	\$ 540,000
Financial Impact	\$ 1,170,000

[^] Industry Average Claim Ratio = 25%

Putting Distributions to Work



End of year distributions. Premiums not needed for claims are distributed to benefits plans as a year-end dividend and must be used to fund additional employee programs. This serves as a valuable hiring and retention strategy.

Dividends to Date: \$35 Million



Dividends must be used to fund ERISA plans. For information regarding distribution usage, please reach out to your legal counsel.

BeneRe Advantages



Lower Employee
Premiums



Enhanced Plan Designs



Transparency and
Distributions

2024 Sample BeneRe Participants



Contact Us



Lamont Thurston

CEO

(419) 531-5531

lamont.thurston@benere.us



Schedule Meeting