



Brooklyn RISE Charter School

Brooklyn RISE Board Meeting

Published on May 20, 2024 at 8:30 PM EDT

Amended on May 22, 2024 at 7:08 PM EDT

Date and Time

Wednesday May 22, 2024 at 7:00 PM EDT

Location

9 Hanover Place, Brooklyn, NY 11201

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order		Christina Hu	1 m
C. Approve April Meeting Minutes	Approve Minutes	Christina Hu	5 m
II. Finance			7:07 PM
A. Finance Updates	Discuss	Adnan Vandyck	20 m
B. 2024-2025 Budget	Vote	Adnan Vandyck	20 m
C. Approve Board On Track Renewal	Vote	Christina Hu	10 m

	Purpose	Presenter	Time
Approve Board On Track Renewal for 2024-2025. New rate is \$12,995.			
III. Head of School Update			7:57 PM
A. Cary's School Update	FYI	Cary Finnegan	20 m
<p>As we head into the homestretch of the 24-25 school year we are excited to end the year strong while also planning for next year.</p> <p>Student recruitment efforts are still underway as we don't have a fully enrolled kindergarten but are looking good across all other grade levels. Staff recruitment is close to coming to a close and we are really excited for all of the new staff joining our Team next year. We had our end of year Family Picnic last week and it was a great success. Just three weeks to go in the year!</p>			
IV. Academic			8:17 PM
A. Academic committee updates	Discuss		10 m
V. 2024 Board Goals			8:27 PM
A. Recruitment Updates	Discuss	Christina Hu	5 m
B. Fundraiser Check In	Discuss	Christina Hu	5 m
VI. Any Other Business			8:37 PM
A. PEO Proposal Documents	Vote	Cary Finnegan	15 m
We are planning on switching PEOs but need Board approval on the new contract.			
VII. Closing Items			8:52 PM
A. Adjourn Meeting	FYI		2 m

Coversheet

Approve April Meeting Minutes

Section: I. Opening Items
Item: C. Approve April Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Brooklyn RISE Board Meeting on April 17, 2024

APPROVED



Brooklyn RISE Charter School

Minutes

Brooklyn RISE Board Meeting

Date and Time

Wednesday April 17, 2024 at 7:00 PM

Location

9 Hanover Place, Brooklyn, NY 11201

Trustees Present

B. Cabrera (remote), C. Hu, E. Waite (remote), G. Han, J. Ni, K. Zaunbrecher

Trustees Absent

B. Herbst

Guests Present

B. Wilson (remote), C. Finnegan

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

G. Han called a meeting of the board of trustees of Brooklyn RISE Charter School to order on Wednesday Apr 17, 2024 at 7:03 PM.

C. Approve January Meeting Minutes

G. Han made a motion to approve the minutes from Brooklyn RISE Board Meeting on 01-31-24.

K. Zaunbrecher seconded the motion.

The board **VOTED** to approve the motion.

D. Approve February Meeting Minutes

K. Zaunbrecher made a motion to approve the minutes from Brooklyn RISE Board Meeting on 02-28-24.

J. Ni seconded the motion.

The board **VOTED** to approve the motion.

E. Approve March Meeting Minutes

C. Hu made a motion to approve the minutes from Brooklyn RISE Board Meeting on 03-27-24.

K. Zaunbrecher seconded the motion.

The board **VOTED** to approve the motion.

II. Finance

A. Finance Updates

- Adnan reviews March financials
 - Adnan to check on negative cash balance accuracy
 - Discussed reconciliation process for transportation
 - Delay between payment and reimbursement
 - Increase for next year's budget to account for buffer
- Adnan reviews FY 2025 draft budget
 - Budget does not include middle school expansion
 - Independent schools benchmark for staffing to non-staffing expenses
- Katie raises issue of uncategorized expenses
 - Process has been improved and uncategorized expenses have been significantly reduced

III. Head of School Update

A. Cary's School Update

- School lottery held this month
 - 45 students accepted, 35 completed registration
 - 22 open seats (10 in kindergarten, need to recruit)
- Teacher Recruitment
 - Hiring underway for next year
- Discussed possible grade level expansion
 - How to communicate to families
 - Preparing staff

IV. Governance

A. Open meeting policy

C. Hu made a motion to pass a resolution to allow teleconferencing.

G. Han seconded the motion.

The board **VOTED** to approve the motion.

K. Zaunbrecher made a motion to approve and adopt a teleconferencing procedure for Board meetings.

J. Ni seconded the motion.

The board **VOTED** to approve the motion.

C. Hu made a motion to appointed Joshua Houston to the Board of Trustees.

K. Zaunbrecher seconded the motion.

The board **VOTED** to approve the motion.

C. Hu made a motion to appointed Joshua Houston to the Board of Trustees.

K. Zaunbrecher seconded the motion.

The board **VOTED** to approve the motion.

V. Academic

A. Academic committee updates

- Academic data hire or consultant
 - Need to become more sophisticated
 - Subgroup disaggregation and longitudinal data
 - Impact of interventions

VI. 2024 Board Goals

A. Recruitment Updates

- Reminder for board recruitment action

B. Fundraiser Check In

- Fundraiser in May for 5th grade camping trip

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 PM.

Respectfully Submitted,
C. Hu

Coversheet

Finance Updates

Section: II. Finance
Item: A. Finance Updates
Purpose: Discuss

Submitted by:

Related Material:

Brooklyn RISE - Apr 2024 Balance Sheet 05202024.pdf
Brooklyn RISE - Apr 2024 Financial Update 05202024.pdf
Brooklyn RISE - Apr 2024 Cash Flow 05202024.pdf
Brooklyn RISE - Apr 2024 Budget vs Actuals 05202024.pdf
Brooklyn RISE - FY 2025 Proposed Budget (312) Overview - 05222024.pdf
Brooklyn RISE - FY 2025 Proposed Budget (330) Overview - 05222024 FINAL.pdf

Brooklyn Rise Charter School
Balance Sheet
As of Apr FY2024

	Jun FY2023	Apr FY2024	YTD Change
ASSETS			
Cash Balance	(8,350)	1,941,767	1,950,117
Current Assets	246,911	133,245	(113,666)
Fixed Assets	5,633,841	5,651,410	17,569
Other Assets	400,399	400,399	-
TOTAL ASSETS	6,272,802	8,126,822	1,854,020
LIABILITIES & EQUITY			
Current Liabilities	230,867	1,355,933	1,125,067
Long-Term Liabilities	5,473,754	5,473,754	-
Beginning Net Assets	1,623,498	568,181	(1,055,317)
Net Income (Loss) to Date	(1,055,317)	728,954	1,784,271
TOTAL LIABILITIES & EQUITY	6,272,802	8,126,822	1,854,020

Brooklyn RISE Charter School April Financial Update

MAY 20, 2024



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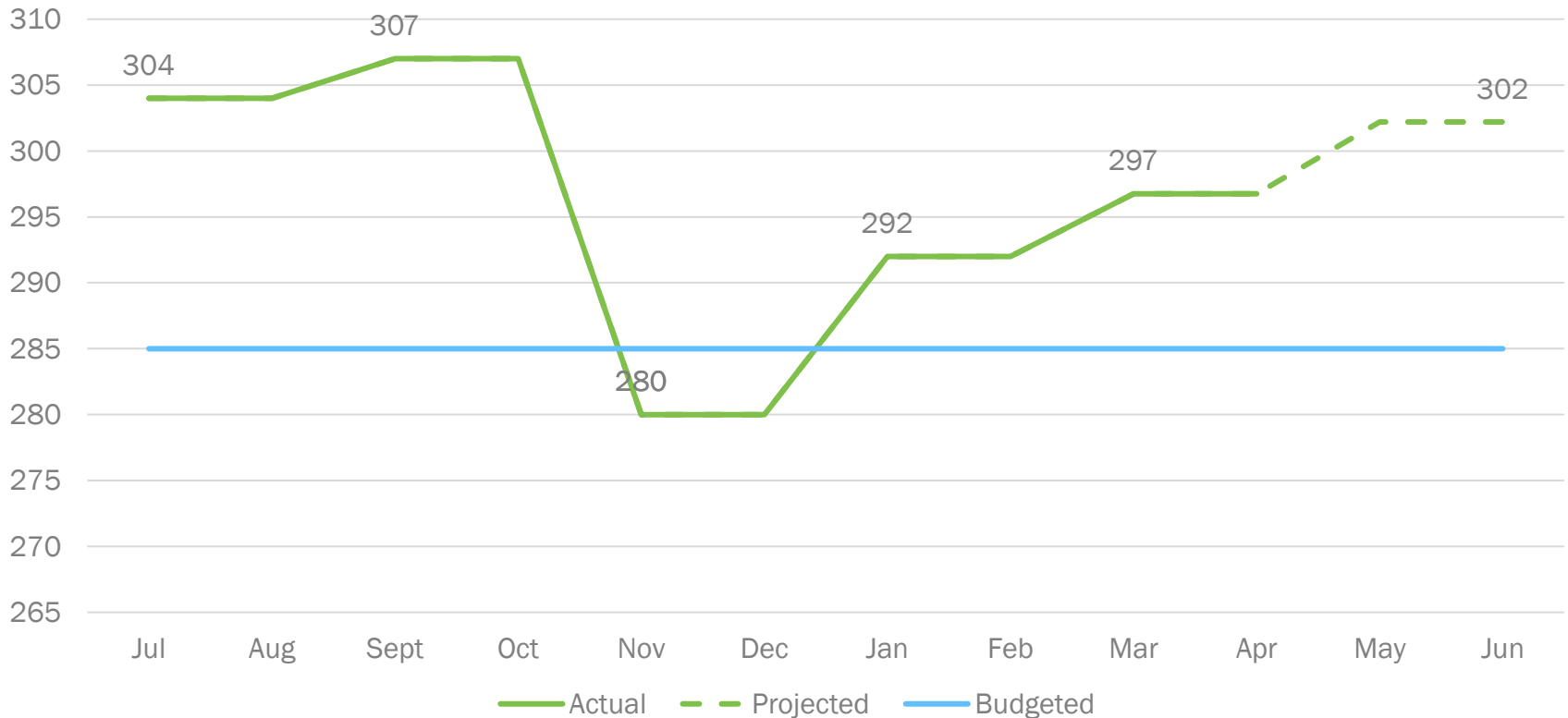
- 1. Financial Dashboards as of Mar 31, 2024.**

- 2. Supporting Financial Exhibits (Attachments)**
 - A. Budget Vs. Actuals through Mar 31, 2024.
 - B. Balance Sheet as of Mar 31, 2024.
 - C. Cash Flow Statement as of Mar 31, 2024.
 - D. Check and Credit Card Registers.



Total Monthly Enrollment (FTE)

GenEd = Billed for 297 (Apr)

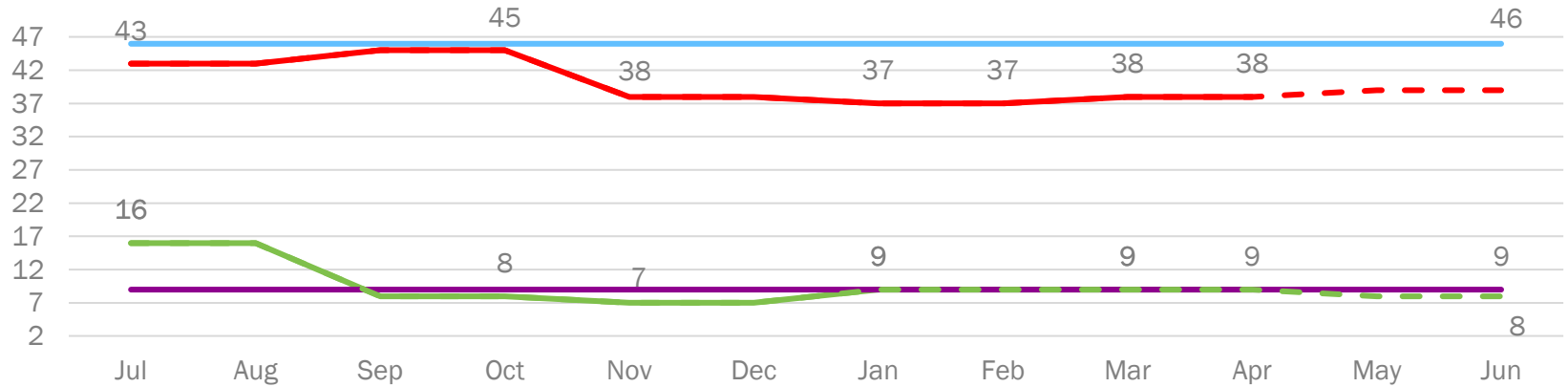


Projection of 302 FTEs based on May Invoice



SpEd Monthly Enrollment (FTE)

SpEd enrollment vs. budget



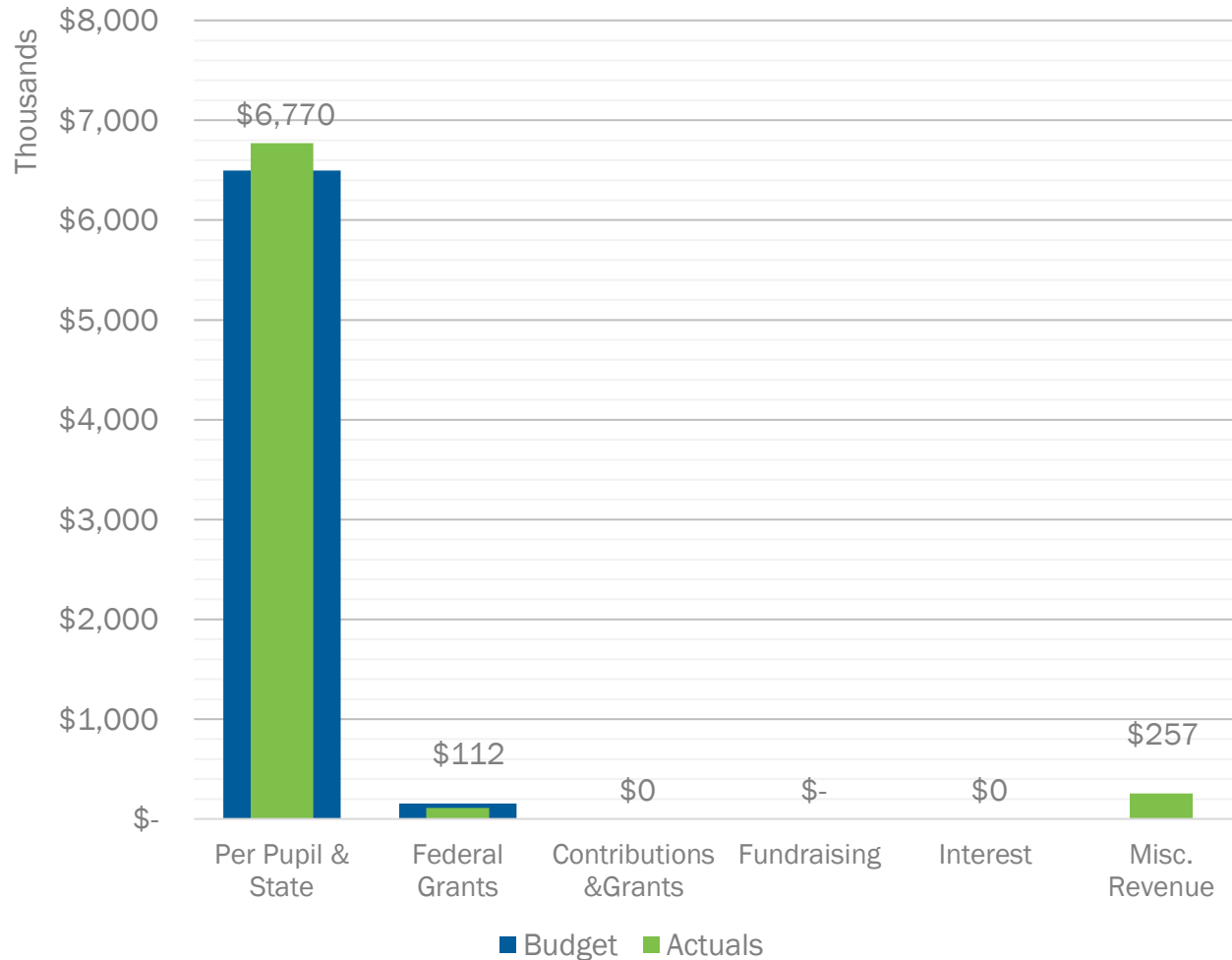
- Actual 20% to 60% SpEd
- Budgeted 20% to 60 % SpEd Enrollment
- - Projected 20% to 60% SpEd
- Actual Greater than 60% SpEd
- Budgeted Greater than 60 % SpEd Enrollment
- - Projected Greater than 60%

SpEd Enrollment Notes

- **Apr billed actuals of 9 (20-60%) and 38 (>60%)**
- **Projections of 8 (20-60%) and 39 (>60%) based on May invoice**

Budget YTD vs. Actuals YTD - Revenue

Total variance of 487K



Revenue Notes

- **Per Pupil and State variance driven by higher GenEd and the 20-60 SPED categories in addition to DYCD Funding**
- **Federal Grants variance driven by timing of Title Revenue**
- **Misc. Revenue driven by state reimbursements for Student Transportation in addition to \$200K reimbursement for facilities expenses incurred; \$56K in Uncat Revenues to be reclassified**

Budget YTD vs. Actuals YTD - Expenses

Overall YTD variance of \$30K



Expense Notes

- **Personnel and Benefits based on actuals – increased spending on Student Support Services**
- **Curriculum & Classroom variance largely driven by supplies and materials & snack expenses**
- **PD & Services largely driven by higher Student Transportation expenses (offset by revenue)**
- **Facilities savings driven by Facilities Contingency, Cleaning Supplies and Signage**
- **Misc. Expenses include \$45K in Uncat Expenses and \$63K in PY Expenses**

Budget YTD vs. Actuals YTD



		2023-24	2023-24	Variance
		Budget YTD	Actuals YTD	
Revenue	Per Pupil Funding & State Grants	6,496,930	6,769,593	272,663
	Federal Grants	154,176	111,559	(42,617)
	Contributions & Grants	-	498	498
	Fundraising	-	-	-
	Interest	12	12	1
	Miscellaneous Revenues	-	256,976	256,976
	Total Revenue	6,651,117	7,138,639	487,521
Expenses	Personnel	2,743,845	2,777,586	(33,741)
	Benefits & Insurances	637,376	607,828	29,549
	Curriculum & Classroom	243,287	249,956	(6,669)
	Administrative Expenses & Insurances	168,023	168,259	(236)
	Professional Development & Services	768,160	963,448	(195,288)
	Marketing & Recruitment	23,848	15,552	8,296
	Facilities	1,699,574	1,524,086	175,488
	Miscellaneous Expenses	155,942	102,971	52,971
	Total Expenses	6,440,056	6,409,685	30,370
	Operating Income	211,062	728,954	517,892
	Beginning Balance (Audited)	778,623	568,181	(210,442)
	Operating Income	211,062	728,954	517,892
	Ending Fund Balance (incl. Depreciation)	989,685	1,297,135	307,450
	Ending Fund Balance as % of Expenses	15.4%	20.2%	4.9%

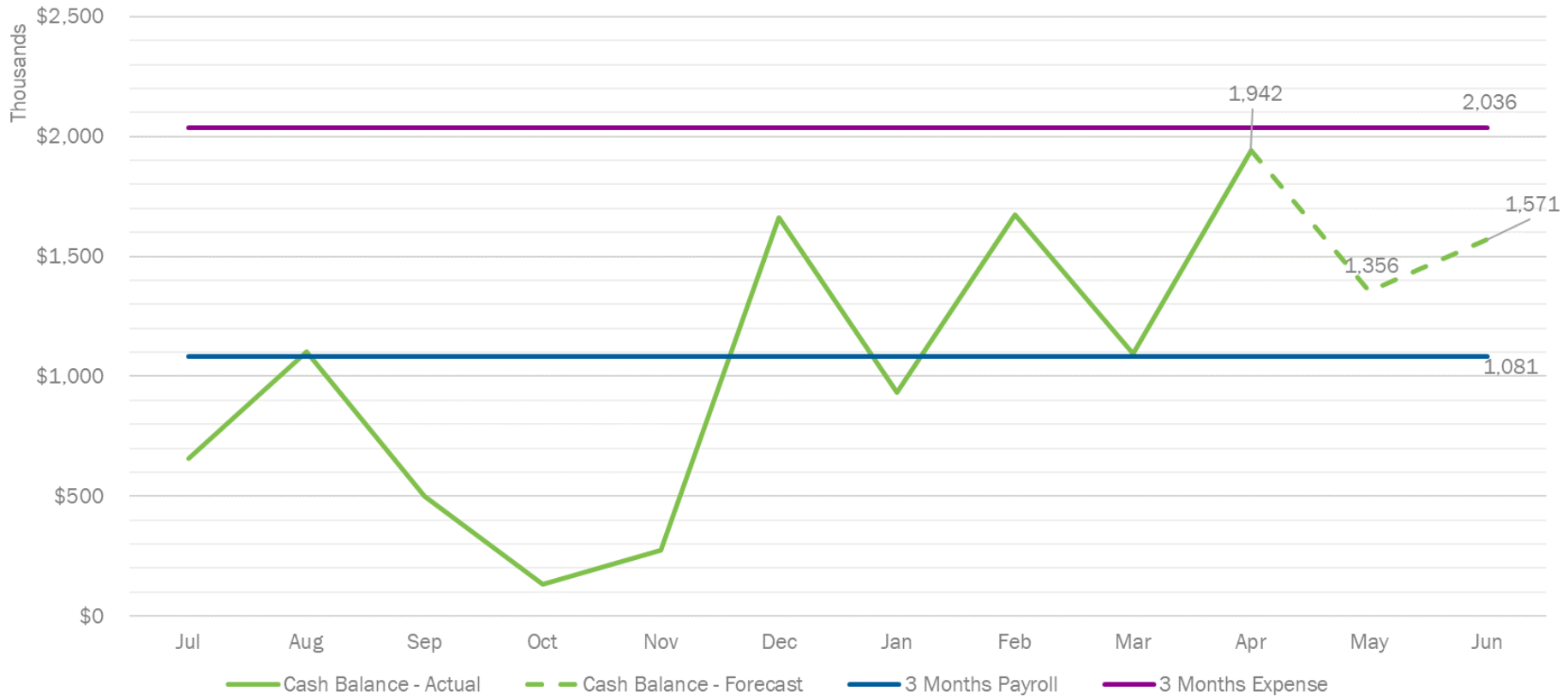


Balance Sheet Status

		Jun FY2023	Apr FY2024	YTD Change	Notes
Assets	Cash Balance	(8,350)	1,941,767	1,950,117	
	Current Assets	246,911	133,245	(113,666)	FY-23 Title Revenue
	Fixed Assets	5,633,841	5,651,410	17,569	Computers, Furniture, rou Asset
	Other Assets	400,399	400,399	-	Security Deposits
	Total Assets	6,272,802	8,126,822	1,854,020	
Liabilities & Equity	Current Liabilities	230,867	1,355,933	1,125,067	AP, Credit Card, Deferred Revenue
	Long-Term Liabilities	5,473,754	5,473,754	-	Facility Lease Liability
	Beginning Net Assets	1,623,498	568,181	(1,055,317)	Fund Balance
	Net Income (Loss) to Date	(1,055,317)	728,954	1,784,271	YTD Net Income
	Total Liabilities & Equity	6,272,802	8,126,822	1,854,020	



Monthly Cash Balance FY24



- **6 of 6 per pupil payments received**
- **Cash forecast assumes full spend of all budget lines**

FY Budget vs FY Forecast Variance

		2023-24	2023-24	Variance
		Budget	Current Forecast	
Revenue	Per Pupil Funding & State Grants	7,791,052	8,085,452	294,400
	Federal Grants	190,637	276,884	86,247
	Contributions & Grants	-	1,000	1,000
	Fundraising	-	-	-
	Interest	14	14	-
	Miscellaneous Revenues	-	200,000	200,000
	Total Revenue	7,981,703	8,563,350	581,647
Expenses	Personnel	3,558,500	3,574,957	(16,457)
	Benefits & Insurances	711,600	748,413	(36,812)
	Curriculum & Classroom	298,818	303,953	(5,135)
	Administrative Expenses & Insurances	194,210	197,510	(3,300)
	Professional Development & Services	950,184	1,101,513	(151,329)
	Marketing & Recruitment	30,466	25,796	4,670
	Facilities	1,876,085	1,819,982	56,103
	Miscellaneous Expenses	187,124	370,892	(183,768)
	Total Expenses	7,806,988	8,143,016	(336,028)
	Operating Income	174,715	420,334	245,619
	Beginning Balance (Audited)	778,623	568,181	(210,442)
	Operating Income	174,715	420,334	245,619
	Ending Fund Balance (incl. Depreciation)	953,339	988,515	35,177
	Ending Fund Balance as % of Expenses	12.2%	12.1%	-0.1%

Brooklyn Rise Charter School
Monthly Cash Forecast
As of Apr FY2024

	2023-24												Forecast	Remaining Balance
	Actuals & Forecast													
	Jul Actuals	Aug Actuals	Sep Actuals	Oct Actuals	Nov Actuals	Dec Actuals	Jan Actuals	Feb Actuals	Mar Actuals	Apr Actuals	May Forecast	Jun Forecast		
Beginning Cash	(8,350)	658,535	1,104,234	497,825	134,529	275,289	1,661,062	931,150	1,675,282	1,094,051	1,941,767	1,355,643		
REVENUE														
Per Pupil Funding & State Grants	546,726	546,726	547,725	547,725	638,692	638,692	991,875	833,574	788,378	689,480	949,105	662,354	8,085,452	(295,600)
Federal Grants	-	-	3,901	3,635	-	-	31,544	31,544	40,937	-	112,318	41,533	276,884	11,475
Contributions & Grants	48	48	47	47	47	66	-	97	49	49	83	83	1,000	335
Fundraising	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Interest	1	1	1	1	1	1	1	1	1	1	1	1	14	(1)
Miscellaneous Revenues	-	-	2,618	-	-	10,000	200,047	-	46	44,265	(56,976)	-	200,000	-
TOTAL REVENUE	546,774	546,774	554,293	551,409	638,741	648,759	1,223,467	865,217	829,411	733,795	1,004,531	703,971	8,563,350	(283,791)
EXPENSES														
Personnel	163,131	247,350	266,651	271,895	286,222	280,488	420,119	284,699	281,227	275,803	59,518	304,292	3,574,957	433,562
Benefits & Insurances	29,143	52,043	57,602	78,574	63,530	44,049	98,901	70,652	58,650	54,684	80,446	53,528	748,413	6,611
Curriculum & Classroom	150	14,897	50,387	25,008	43,989	24,805	19,172	16,925	10,087	44,536	26,610	26,315	303,953	1,072
Administrative Expenses & Insurances	136	66,157	20,412	4,924	14,463	16,286	22,527	9,037	6,941	7,377	13,443	13,443	197,510	2,364
Professional Development & Services	57,678	52,346	52,107	39,909	193,405	(38,004)	209,461	149,176	114,152	133,218	62,173	62,173	1,101,513	13,719
Marketing & Recruitment	1,000	4,333	65	102	65	-	-	25	294	9,667	5,122	5,122	25,796	-
Facilities	207,192	165,090	154,966	103,918	180,402	136,701	140,459	140,176	141,985	153,198	153,960	23,223	1,819,982	118,714
Miscellaneous Expenses	18,526	51	17,445	892	1,437	42,030	13,608	3,211	4,352	1,419	150,687	150,689	370,892	(33,636)
TOTAL EXPENSES	476,955	602,269	619,635	525,221	783,513	506,354	924,247	673,901	617,687	679,903	551,959	638,965	8,143,016	542,406
Operating Cash Inflow (Outflow)	69,820	(55,495)	(65,343)	26,187	(144,772)	142,405	299,220	191,315	211,724	53,892	452,572	65,006	420,334	(826,197)
Revenues - Prior Year Accruals	-	-	-	-	(2,072)	(2,072)	(2,072)	(15,231)	(2,072)	(2,072)	117,740	-	-	-
Other Current Assets	139,258	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Assets	(10,440)	(7,129)	-	-	-	-	-	-	-	-	150,146	150,146	-	-
Accounts Payable - Current Year	(27,591)	62,214	4,094	136,234	(291,964)	174,425	(182,171)	105,644	(115,836)	15,261	119,691	-	-	-
Expenses - Prior Year Accruals	(57,445)	(115,981)	-	-	(22,500)	-	-	-	-	-	12	-	-	-
Other Current Liabilities	553,284	562,090	(545,160)	(525,717)	602,067	1,071,015	(844,888)	462,403	(675,045)	780,636	(1,426,285)	-	-	-
Ending Cash	658,535	1,104,234	497,825	134,529	275,289	1,661,062	931,150	1,675,282	1,094,051	1,941,767	1,355,643	1,570,795		
Days Cash on Hand	31	51	23	6	13	77	43	78	51	90	63	73		

Brooklyn Rise Charter School
Income Statement
As of Apr FY2024

	Actual			YTD			Budget						
	Feb	Mar	Apr	Actual YTD	Budget YTD	Variance	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
SUMMARY													
Revenue													
Per Pupil Funding & State Grants	833,574	788,378	689,480	6,769,593	6,496,930	272,663	7,791,052	8,016,543	8,085,452	68,909	294,400	1,315,859	84%
Federal Grants	31,544	40,937	-	111,559	154,176	(42,617)	190,637	275,050	276,884	1,834	86,247	165,325	40%
Contributions & Grants	97	49	49	498	-	498	-	1,000	1,000	-	1,000	502	50%
Interest	1	1	1	12	12	1	14	14	14	-	-	2	89%
Miscellaneous Revenues	-	46	44,265	256,976	-	256,976	-	200,000	200,000	-	200,000	(56,976)	128%
Total Revenue	865,217	829,411	733,795	7,138,639	6,651,117	487,521	7,981,703	8,492,607	8,563,350	70,743	581,647	1,424,711	83%
Expenses													
Personnel	284,699	281,227	275,803	2,777,586	2,743,845	(33,741)	3,558,500	3,574,957	3,574,957	-	(16,457)	797,372	78%
Benefits & Insurances	70,652	58,650	54,684	607,828	637,376	29,549	711,600	748,413	748,413	-	(36,812)	140,585	81%
Curriculum & Classroom	16,925	10,087	44,536	249,956	243,287	(6,669)	298,818	311,146	303,953	7,193	(5,135)	53,997	82%
Administrative Expenses & Insurances	9,037	6,941	7,377	168,259	168,023	(236)	194,210	204,408	197,510	6,898	(3,300)	29,250	85%
Professional Development & Services	149,176	114,152	133,218	963,448	768,160	(195,288)	950,184	1,006,457	1,101,513	(95,055)	(151,329)	138,065	87%
Marketing & Recruitment	25	294	9,667	15,552	23,848	8,296	30,466	32,934	25,796	7,138	4,670	10,244	60%
Facilities	140,176	141,985	153,198	1,524,086	1,699,574	175,488	1,876,085	1,885,120	1,819,982	65,138	56,103	295,897	84%
Miscellaneous Expenses	3,211	4,352	1,419	102,971	155,942	52,971	187,124	370,892	370,892	-	(183,768)	267,921	28%
Total Expenses	673,901	617,687	679,903	6,409,685	6,440,056	30,370	7,806,988	8,134,327	8,143,016	(8,689)	(336,028)	1,733,331	79%
Operating Income	191,315	211,724	53,892	728,954	211,062	517,892	174,715	358,281	420,334	62,054	245,619	(308,619)	
Fund Balance													
Beginning Balance (Unaudited)							778,623	568,181	568,181				
Operating Income							174,715	358,281	420,334				
Ending Fund Balance							953,339	926,462	988,515				
Total Revenue Per Enrollment							28,006	28,619	28,355				
Total Expenses Per Enrollment							27,393	27,411	26,964				
Operating Income Per Enrollment							613	1,207	1,392				
Fund Balance as a % of Expenses							12.2%	11.4%	12.1%				
KEY ASSUMPTIONS													
Enrollment Breakdown													
Enrollment Summary													
K-5							285	297	302	5	17		
Total Enrolled							285	297	302	5	17		

Brooklyn Rise Charter School
Income Statement
As of Apr FY2024

	Actual			YTD			Budget						
	Feb	Mar	Apr	Actual YTD	Budget YTD	Variance	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
REVENUE													
Per Pupil Funding & State Grants													
4101 Per Pupil Aid-General Ed	444,000	467,613	467,613	4,507,170	4,355,750	151,420	5,226,900	5,442,395	5,538,680	96,285	311,780	1,031,510	81%
4102.1 Per Pupil Aid-Special Ed - 20 to 60	11,888	12,748	12,748	101,556	77,925	23,631	93,510	95,328	81,821	(13,507)	(11,689)	(19,735)	124%
4102.2 Per Pupil Aid-Special Ed - Greater than 60	47,553	52,765	52,765	586,131	730,212	(144,080)	876,254	699,098	748,626	49,527	(127,628)	162,494	78%
4103 NYSTL	-	-	5,758	5,758	23,656	(17,898)	23,656	24,631	25,067	436	1,411	19,309	23%
4104 NYSSL	-	-	9,600	9,600	601	8,999	601	626	637	11	36	(8,963)	1508%
4105 NYSLIB	-	-	1,313	1,313	2,062	(749)	2,062	2,147	2,185	38	123	872	60%
4106 DYCD	-	-	-	119,600	-	119,600	-	119,600	119,600	-	119,600	-	100%
4108 Facility Rental Assistance	330,133	139,683	139,683	1,284,195	1,306,725	(22,530)	1,568,070	1,632,719	1,568,837	(63,881)	767	284,643	82%
4112	-	115,569	-	154,270	-	154,270	-	-	-	-	-	(154,270)	
SUBTOTAL - Per Pupil Funding & State Grants	833,574	788,378	689,480	6,769,593	6,496,930	272,663	7,791,052	8,016,543	8,085,452	68,909	294,400	1,315,859	84%
Federal Grants													
4201 Title I	-	27,951	-	28,217	90,661	(62,444)	120,882	139,756	139,756	-	18,874	111,539	20%
4202 Title II	-	2,892	-	2,892	11,222	(8,330)	14,963	14,462	14,462	-	(501)	11,570	20%
4204 IDEA	31,544	-	-	70,356	44,792	25,564	44,792	70,356	72,190	1,834	27,398	1,834	97%
4207 Title III	-	8,094	-	8,094	-	8,094	-	40,476	40,476	-	40,476	32,382	20%
4208 Title IV	-	2,000	-	2,000	7,500	(5,500)	10,000	10,000	10,000	-	-	8,000	20%
SUBTOTAL - Federal Grants	31,544	40,937	-	111,559	154,176	(42,617)	190,637	275,050	276,884	1,834	86,247	165,325	40%
Contributions & Grants													
4301 Individual Contributions	97	49	49	498	-	498	-	1,000	1,000	-	1,000	502	50%
SUBTOTAL - Contributions & Grants	97	49	49	498	-	498	-	1,000	1,000	-	1,000	502	50%
Fundraising													
SUBTOTAL - Fundraising	-	-	-	-	-	-	-	-	-	-	-	-	-
Interest													
4500 Interest Revenue	1	1	1	12	12	1	14	14	14	-	-	2	89%
SUBTOTAL - Interest	1	1	1	12	12	1	14	14	14	-	-	2	89%
Miscellaneous Revenues													
4600 Misc Revenue	-	-	-	200,000	-	200,000	-	200,000	200,000	-	200,000	-	100%
4900 Revenue Suspense	-	46	44,265	56,976	-	56,976	-	-	-	-	-	(56,976)	
SUBTOTAL - Miscellaneous Revenues	-	46	44,265	256,976	-	256,976	-	200,000	200,000	-	200,000	(56,976)	128%
TOTAL REVENUE	865,217	829,411	733,795	7,138,639	6,651,117	487,521	7,981,703	8,492,607	8,563,350	70,743	581,647	1,424,711	83%

Brooklyn Rise Charter School
Income Statement
As of Apr FY2024

		Actual			YTD			Budget							
		Feb	Mar	Apr	Actual YTD	Budget YTD	Variance	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent	
EXPENSES															
Personnel															
5000	Personnel Expenses	-	-	-	244,774	-	(244,774)	-	-	-	-	-	(244,774)		
5101	Leadership Salaries	20,077	20,077	20,077	196,237	217,500	21,263	261,000	261,000	261,000	-	-	64,763	75%	
5102	Deans & Directors	21,154	21,154	21,154	207,692	227,803	20,111	275,000	271,215	254,215	17,000	20,785	46,523	82%	
5103	Operations/Admin Salaries	35,046	35,058	34,891	333,972	338,000	4,028	415,000	451,581	451,581	-	(36,581)	117,609	74%	
5104	Clerical Salaries	4,500	4,500	4,500	44,031	49,167	5,136	59,000	58,500	-	58,500	59,000	(44,031)		
5201	General Education Salaries	125,846	123,976	113,874	1,110,850	1,198,875	88,025	1,598,500	1,528,992	1,741,492	(212,500)	(142,992)	630,642	64%	
5202	Instructional Support	15,769	15,769	20,615	146,685	198,000	51,315	264,000	324,992	256,992	68,000	7,008	110,307	57%	
5203	Special Education Salaries	31,423	29,808	29,808	223,003	309,000	85,997	412,000	454,677	385,677	69,000	26,323	162,674	58%	
5205	Student Support Services Salaries	30,885	30,885	30,885	270,342	205,500	(64,842)	274,000	224,000	224,000	-	50,000	(46,342)	121%	
	SUBTOTAL - Personnel	284,699	281,227	275,803	2,777,586	2,743,845	(33,741)	3,558,500	3,574,957	3,574,957	-	(16,457)	797,372	78%	
Benefits & Insurances															
5402	Social Security-ER	17,178	17,077	16,591	153,439	170,118	16,679	220,627	221,647	221,647	-	(1,020)	68,208	69%	
5404	Medicare-ER	5,803	5,657	5,487	52,525	39,786	(12,739)	51,598	51,837	51,837	-	(239)	(688)	101%	
5409	SUI/DIS	9,677	821	71	41,406	19,730	(21,675)	23,676	24,306	24,306	-	(629)	(17,100)	170%	
5411	403B Contribution-Match	4,267	-	-	40,868	79,979	39,111	103,725	104,219	104,219	-	(494)	63,351	39%	
5501	Medical	33,727	35,096	30,587	317,642	327,763	10,121	311,974	346,404	346,404	-	(34,430)	28,762	92%	
5506	Workers Compensation	-	-	1,949	1,949	-	(1,949)	-	-	-	-	-	(1,949)		
	SUBTOTAL - Benefits & Insurances	70,652	58,650	54,684	607,828	637,376	29,549	711,600	748,413	748,413	-	(36,812)	140,585	81%	
Curriculum & Classroom															
6100	Curriculum and Classroom	1,010	500	1,658	40,365	32,727	(7,638)	40,000	41,649	42,386	(737)	(2,386)	2,021	95%	
6101	Classroom Supplies & Materials	580	3,627	5,738	115,743	83,125	(32,618)	99,750	135,045	137,434	(2,389)	(37,684)	21,692	84%	
6103	Library Books	-	-	-	-	13,617	13,617	14,250	146	-	146	14,250	-		
6104	Assessments	2,855	364	257	15,101	20,000	4,899	20,000	14,480	15,368	(888)	4,632	267	98%	
6105	Field Trip Expenses	2,310	1,818	6,905	14,153	19,000	4,847	28,500	29,675	30,200	(525)	(1,700)	16,047	47%	
6106	Afterschool/ Saturday Academy	-	-	8,640	8,640	8,000	(640)	10,000	10,412	10,596	(184)	(596)	1,956	82%	
6107	Extracurricular Supplies & Materials	187	-	-	2,395	12,500	10,105	15,000	5,618	5,618	-	9,382	3,223	43%	
6108	NYSTL Expenses	-	-	5,758	5,758	23,656	17,898	23,656	24,631	5,860	18,771	17,796	102	98%	
6109	NYSSL Expenses	-	-	9,600	9,600	601	(8,999)	601	626	9,770	(9,144)	(9,169)	170	98%	
6110	NYSLIB Expenses	-	-	1,313	1,313	2,062	749	2,062	2,147	1,336	810	725	23	98%	
6111	Student Life Organizations	350	373	527	2,705	8,000	5,295	10,000	10,412	10,596	(184)	(596)	7,891	26%	
6112	Student Food	2,066	2,677	149	11,861	8,000	(3,861)	10,000	11,713	12,071	(358)	(2,071)	210	98%	
6113	Summer Academy	-	-	-	-	-	-	10,000	-	-	-	10,000	-		
6114	Uniforms/Misc Expenses	-	-	1,969	11,325	12,000	675	15,000	15,618	11,525	4,093	3,475	201	98%	
6115	Snacks	7,566	727	2,024	10,997	-	(10,997)	-	8,974	11,192	(2,218)	(11,192)	195	98%	
	SUBTOTAL - Curriculum & Classroom	16,925	10,087	44,536	249,956	243,287	(6,669)	298,818	311,146	303,953	-	(7,193)	(5,135)	53,997	82%
Administrative Expenses & Insurances															
7001	Materials and Supplies	1,441	2,616	166	20,777	16,667	(4,111)	20,000	20,000	24,933	(4,933)	(4,933)	4,156	83%	
7002	Phone & Internet Expenses	-	(34)	-	8,418	7,167	(1,251)	8,600	8,600	8,600	-	-	182	98%	
7003	Dues,Subscriptions & Memberships	335	126	211	8,561	8,333	(228)	10,000	10,000	10,000	-	-	1,439	86%	
7004	Postage & Delivery	-	-	-	68	1,050	982	1,260	1,260	1,260	-	-	1,192	5%	
7005	Equipment Lease	3,096	2,747	2,826	27,705	28,000	295	33,600	33,600	33,600	-	-	5,895	82%	
7006	Equipment-Non Capitalized	1,264	(59)	-	1,205	4,167	2,962	5,000	5,206	1,227	3,979	3,773	22	98%	
7007	Computers-Non Capitalized	-	-	-	-	10,000	10,000	12,000	12,495	6,342	6,153	5,658	6,342	0%	
7008	Furniture & Fixtures-Non Capitalized	109	(208)	-	14,851	4,167	(10,684)	5,000	16,000	16,000	-	(11,000)	1,149	93%	
7009	Software-Non Capitalized	999	(15)	-	7,056	13,125	6,069	15,750	15,750	7,056	8,694	8,694	(0)	100%	
7012	Staff Appreciation	591	1,189	1,946	19,127	19,167	39	23,000	23,009	28,000	(4,991)	(5,000)	8,873	68%	
7014	Special Events	1,203	579	2,229	12,003	8,000	(4,003)	10,000	10,000	12,003	(2,003)	(2,003)	(0)	100%	
7100	Insurances	-	-	-	48,489	48,182	(307)	50,000	48,489	48,489	-	1,511	-	100%	
	SUBTOTAL - Administrative Expenses & Insurances	9,037	6,941	7,377	168,259	168,023	(236)	194,210	204,408	197,510	6,898	(3,300)	29,250	85%	

Brooklyn Rise Charter School
Income Statement
As of Apr FY2024

		Actual			YTD			Budget						
		Feb	Mar	Apr	Actual YTD	Budget YTD	Variance	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
Professional Development & Services														
7200	Professional Services	92,525	69,525	87,925	402,454	229,167	(173,287)	275,500	314,529	402,454	(87,925)	(127,454)	-	100%
7201	Auditing Services	-	-	-	17,500	-	(17,500)	27,951	27,951	27,951	-	-	10,451	63%
7202	Payroll Fees	4,272	4,272	4,272	41,173	49,833	8,660	59,800	59,822	49,717	10,105	10,083	8,544	83%
7203	Special Educational Services	1,159	340	340	6,615	4,000	(2,615)	5,000	7,500	7,500	-	(2,500)	885	88%
7205	Financial Management Services	14,663	14,663	14,663	139,671	152,738	13,068	183,286	188,036	189,265	(1,229)	(5,979)	49,595	74%
7207	Technology Service	1,950	5,485	3,811	49,525	48,585	(940)	58,302	60,706	61,780	(1,074)	(3,478)	12,255	80%
7208	Security Services	4,698	4,698	4,698	52,104	42,955	(9,149)	52,500	52,500	52,500	-	-	396	99%
7209	Legal Service	-	-	-	5,208	30,625	25,418	36,750	15,207	5,208	10,000	31,543	-	100%
7211	Custodial Services	16,832	15,000	15,000	179,704	131,250	(48,454)	157,500	164,704	215,645	(50,941)	(58,145)	35,941	83%
7214	Other Educational Services	-	-	293	12,711	25,200	12,489	31,500	31,500	22,711	8,789	8,789	10,000	56%
7301	Leadership Consultants & PD	-	-	-	5,395	16,667	11,272	20,000	20,000	10,395	9,605	9,605	5,000	52%
7302	General Education PD	805	169	2,217	14,318	24,545	10,227	30,000	26,933	19,318	7,615	10,682	5,000	74%
7303	Board Exps & Strategic Planning	12,272	-	-	37,070	12,595	(24,475)	12,595	37,069	37,069	-	(24,475)	(0)	100%
	SUBTOTAL - Professional Development & Services	149,176	114,152	133,218	963,448	768,160	(195,288)	950,184	1,006,457	1,101,513	(95,055)	(151,329)	138,065	87%
Marketing & Recruitment														
7401	Student Recruitment	25	193	9,667	15,218	16,671	1,453	20,005	22,473	23,575	(1,103)	(3,570)	8,357	65%
7402	Staff Recruitment	-	102	-	334	6,160	5,826	9,240	9,240	1,000	8,240	8,240	666	33%
7403	Marketing Expenses	-	-	-	-	1,018	1,018	1,221	1,221	1,221	-	-	1,221	0%
	SUBTOTAL - Marketing & Recruitment	25	294	9,667	15,552	23,848	8,296	30,466	32,934	25,796	7,138	4,670	10,244	60%
Facilities														
8100	Facilities	3,386	-	1,137	22,281	83,333	61,052	100,000	51,145	51,145	-	48,855	28,864	44%
8101	Rent	136,165	136,165	136,165	1,327,887	1,497,810	169,924	1,633,975	1,633,975	1,568,837	65,138	65,138	240,951	85%
8102	Utilities - All	-	5,407	12,172	136,840	68,430	(68,410)	82,110	150,000	150,000	-	(67,890)	13,160	91%
8103	Repairs & Maintenance	292	-	79	32,685	33,333	648	40,000	40,000	40,000	-	-	7,315	82%
8104	Cleaning Supplies	333	413	3,646	4,392	8,333	3,941	10,000	10,000	10,000	-	-	5,608	44%
8106	Signage	-	-	-	-	8,333	8,333	10,000	-	-	-	10,000	-	-
	SUBTOTAL - Facilities	140,176	141,985	153,198	1,524,086	1,699,574	175,488	1,876,085	1,885,120	1,819,982	65,138	56,103	295,897	84%
8802	Travel Expenses	-	-	-	711	1,580	869	1,896	1,896	1,896	-	-	1,185	38%
8804	Bank/Misc Fees	50	25	25	3,921	226	(3,695)	271	4,000	4,000	-	(3,729)	79	98%
8805	Suspended Expenses	3,161	4,327	1,394	33,636	-	(33,636)	-	-	-	-	-	(33,636)	-
8806	Prior Year Expenses Unaccrued	-	-	-	63,610	-	(63,610)	-	63,610	63,610	-	(63,610)	-	100%
8807	Interest Expense - Short Term	-	-	-	1,094	-	(1,094)	-	1,094	1,094	-	(1,094)	0	100%
8900	Depreciation Expense	-	-	-	-	154,136	154,136	184,958	300,292	300,292	-	(115,335)	300,292	0%
	TOTAL EXPENSES	673,901	617,687	679,903	6,409,685	6,440,056	30,370	7,806,988	8,134,327	8,143,016	(8,689)	(336,028)	1,733,331	79%

Brooklyn RISE FY 2025 Proposed Budget Overview

MAY 22, 2024





FY25 Proposed Budget Key Drivers

FY24

FY25

Enrollment

Budgeted: 285
Actual: 296.75

Total: 312

Per Pupil Rate

\$18,214

\$19,044

SPED

20% - 60% Count: Bdgt: 9; Actls: 9.175
>60% Count: Bdgt: 46; Actls: 37.975

20% - 60% Count: 10
>60% Count: 39

FTEs

Budgeted: 43
Actual: 48

Budgeted: 51



FY 2025 Proposed Budget at a Glance

Projecting a \$89K operating income by June 2025

Brooklyn Rise Charter School
2023-24
Apr Forecast

Year 1	Year 2
2023-24	2024-25
Apr Forecast	Forecast

\$ Per Enrollment	
Year 1	Year 2
2023-24	2024-25
Apr Forecast	Forecast

SUMMARY
Revenue
Per Pupil Funding & State Grants
Federal Grants
Contributions & Grants
Fundraising
Interest
Miscellaneous Revenues
Total Revenue

8,085,452	8,525,605
276,884	288,026
1,000	-
-	-
14	14
200,000	-
8,563,350	8,813,645

26,773	27,326
917	923
3	-
-	-
0	0
662	-
28,355	28,249

Expenses
Personnel
Benefits & Insurances
Curriculum & Classroom
Administrative Expenses & Insurances
Professional Development & Services
Marketing & Recruitment
Facilities
Miscellaneous Expenses
Total Expenses

3,574,957	4,110,000
748,413	810,555
303,953	361,528
197,510	221,329
1,101,513	1,068,756
25,796	21,349
1,819,982	1,953,441
370,892	176,886
8,143,016	8,723,845

11,838	13,173
2,478	2,598
1,006	1,159
654	709
3,647	3,426
85	68
6,026	6,261
1,228	567
26,964	27,961

Operating Income

420,334	89,800
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1,392	288
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Total revenues of \$8.8MM

- \$8.5 MM in per pupil funding and state grants
- Rental Assistance - \$1.6MM
- \$288K in federal grants

Total expenses of \$8.7MM

- Personnel \$4.1 MM - 51 FTEs
- 57% of the per pupil is going towards staffing
- Expenses based on FY24 spending, programmatic needs

Notable Items

- PD & Svcs include \$300k for Student Transportation
- Includes \$60k in misc. facilities, \$40k for unforeseen repairs
- Includes \$166k in depreciation



FY 2025 Enrollment Sensitivity

Breakeven is around 309 students w/current staffing model

Enrollment Sensitivity			
Year 1	Year 2	# Change	% Change
302	312	10	3%

Year 2 - Fund Balance Sensitivity			
Enrollment	Operating Income	Operating Margin	New Fund Balance
312	89,800	1.0%	1,168,116
310	33,452	0.4%	1,111,767
305	(55,678)	-0.6%	1,022,637
300	(166,301)	-1.9%	912,015
295	(279,332)	-3.2%	798,984
290	(398,142)	-4.5%	680,173
285	(549,214)	-6.2%	529,102
280	(689,075)	-7.8%	389,240
275	(807,886)	-9.2%	270,429
270	(947,158)	-10.7%	131,158
265	(1,086,429)	-12.3%	(8,114)
260	(1,207,242)	-13.7%	(128,926)
255	(1,346,513)	-15.3%	(268,198)

Brooklyn RISE FY 2025 Proposed Budget Overview

MAY 22, 2024





FY25 Proposed Budget Key Drivers

FY24

FY25

Enrollment

Budgeted: 285
Actual: 296.75

Total: 330

Per Pupil Rate

\$18,214

\$19,044

SPED

20% - 60% Count: Bdgt: 9; Actls: 9.175
>60% Count: Bdgt: 46; Actls: 37.975

20% - 60% Count: 10
>60% Count: 39

FTEs

Budgeted: 43
Actual: 48

Budgeted: 53



FY 2025 Proposed Budget at a Glance

Projecting a \$195K operating income by June 2025

Brooklyn Rise Charter School	
2023-24	
What-If 1	

Year 1	Year 2
2023-24	2024-25
What-If 1	Forecast

\$ Per Enrollment	
Year 1	Year 2
2023-24	2024-25
What-If 1	Forecast

SUMMARY	
Revenue	
Per Pupil Funding & State Grants	8,085,452
Federal Grants	276,884
Contributions & Grants	1,000
Fundraising	-
Interest	14
Miscellaneous Revenues	200,000
Total Revenue	8,563,350

8,085,452	8,936,832
276,884	306,594
1,000	-
-	-
14	14
200,000	-
8,563,350	9,243,439

26,773	27,081
917	929
3	-
-	-
0	0
662	-
28,355	28,010

Expenses	
Personnel	3,574,957
Benefits & Insurances	748,413
Curriculum & Classroom	303,953
Administrative Expenses & Insurances	197,510
Professional Development & Services	1,101,513
Marketing & Recruitment	25,796
Facilities	1,819,982
Miscellaneous Expenses	370,892
Total Expenses	8,143,016

3,574,957	4,255,000
748,413	847,961
303,953	382,385
197,510	225,433
1,101,513	1,181,043
25,796	25,318
1,819,982	1,953,441
370,892	176,886
8,143,016	9,047,468

11,838	12,894
2,478	2,570
1,006	1,159
654	683
3,647	3,579
85	77
6,026	5,920
1,228	536
26,964	27,417

Operating Income	420,334
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420,334	195,971
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1,392	594
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Total revenues of \$9.2MM

- \$8.9 MM in per pupil funding and state grants
- Rental Assistance - \$1.6MM
- \$306K in federal grants

Total expenses of \$9MM

- Personnel \$4.2MM – 53 FTEs
- 59% of the per pupil is going towards staffing
- Expenses based on FY24 spending, programmatic needs

Notable Items

- PD & Svcs include \$400k for Student Transportation
- Includes \$60k in misc. facilities, \$40k for unforeseen repairs
- Includes \$166k in depreciation



FY 2025 Enrollment Sensitivity

Breakeven is around 324 students w/current staffing model

Enrollment Sensitivity			
Year 1	Year 2	# Change	% Change
302	330	28	9%

Year 2 - Fund Balance Sensitivity			
Enrollment	Operating Income	Operating Margin	New Fund Balance
330	195,971	2.1%	1,380,457
325	86,422	0.9%	1,270,908
320	(3,261)	0.0%	1,181,226
315	(112,810)	-1.2%	1,071,676
310	(222,360)	-2.4%	962,126
305	(311,451)	-3.4%	873,036
300	(422,034)	-4.6%	762,453
295	(535,733)	-5.8%	648,753
290	(654,492)	-7.1%	529,994
285	(793,712)	-8.6%	390,775
280	(933,522)	-10.1%	250,965
275	(1,052,282)	-11.4%	132,205
270	(1,191,501)	-12.9%	(7,015)

Coversheet

PEO Proposal Documents

Section: VI. Any Other Business
Item: A. PEO Proposal Documents
Purpose: Vote
Submitted by:
Related Material: 286662918BUGS Case Study.pdf
Brooklyn RISE School Cloud_Charter School Deck.pdf
Brooklyn Rise - ExtensisHR PEO - CT.pdf



Case Study:
**Brooklyn Urban Garden
Charter School's Switch from
a Big-Box PEO to ExtensisHR**

Background and Challenge

[Brooklyn Urban Garden Charter School \(BUGS\)](#), a progressive charter school focused on real-world problem solving and the exploration of environmental, social, and economic sustainability, had partnered with a big-box professional employer organization (PEO) for HR services since its opening in 2013.

While this big-box PEO provided a framework for payroll and HR management, the BUGS leadership team sought a solution that could better support their unique needs, prioritizing responsiveness, personalized service, and transparency.

“We felt like a small fish in a big pond,” said Cay Tolson, Director of Operations at BUGS. “In times of urgent HR situations, our concerns wouldn’t always be addressed promptly. It often felt like we were chasing them for answers, which was not only frustrating but also impacted our ability to operate effectively. And while our HR Managers were qualified, frequent turnover in other areas led to a lack of consistency, which was crucial for us.”

This sentiment was echoed across the board, with many in the school’s administration feeling underserved. The need for a PEO that could offer a higher level of customer support for BUGS became increasingly apparent.

Cay played a pivotal role in steering the institution towards exploring new PEO options. She was determined to find a solution that aligned with their values and operational requirements.

“The lack of personalized attention and responsiveness combined with a one-size-fits-all approach was not suitable for us. This experience was a wake-up call, highlighting the importance of a PEO that prioritizes customer service and understands the nuances of a school setting,” said Cay.






The Search for a New Partner

Recognizing the importance of expert guidance, Cay leveraged a benefits consultant to navigate the complex PEO landscape. The consultant's shortlist included several reputable PEOs, with ExtensisHR highlighted for its customer service and solutions tailored to educational institutions.

The school's administrative team embarked on a comprehensive evaluation of 3-4 different PEOs, delving into each organization's offerings, customer service reputation, and alignment with the school's criteria. Throughout this process, ExtensisHR consistently stood out, not just for the breadth of its services, but for its exceptional customer support ethos.

The phrase "We are here for you, and we will help you get the answer you need" resonated deeply with the school's leadership, signaling ExtensisHR's commitment to being more than just a service provider. The charter school sought a PEO that was willing to 'jump in with both feet' and provide dedicated support, understanding the challenges and opportunities for BUGS. ExtensisHR demonstrated a genuine interest in the school's mission and worked collaboratively toward achieving its goals.



"ExtensisHR immediately stood out to us with their responsiveness and the way they valued our partnership. They were quick to turn around with questions, and there was complete consistency in their communication," Cay remarked. The school felt that ExtensisHR sincerely understood their priorities and was prepared to address them head-on.



EHR

The Decision to Switch

After careful consideration, BUGS decided to switch its PEO services to ExtensisHR. Ultimately, the choice to partner with ExtensisHR stemmed from a sense of true partnership and unwavering customer support.

The decision was driven by ExtensisHR's reputation for unparalleled customer service, ability to 'think outside the big-box,' and approach to transparency. The way ExtensisHR emphasized partnership was particularly appealing to BUGS, a small organization with a tight-knit community.

The school was not looking for a vendor but a partner—a partner willing to invest time, resources, and expertise to support the school's mission. ExtensisHR's commitment to being there for BUGS, ready to assist with any hurdle and provide tailored solutions, sealed the deal.

“Finally moving on from a big-box PEO to ExtensisHR was pivotal for us at BUGS. We needed a provider that not only offered robust HR solutions, but truly understood our school and staff,” Cay added. “We believe ExtensisHR genuinely cares for our people’s well-being.”



A+

Positive Outcomes

“Our experience with ExtensisHR has been nothing short of remarkable. ‘I can’t sing their praises loud enough,’ is how I’d describe our relationship,” remarked Leah Miles, People Operations Manager. “Every interaction, every contact with their team reaffirms their mindset and approach. They bring an amazing level of calm to the fast-paced environment of our school, always providing quick turnarounds to our time-sensitive questions. It’s this level of service and understanding that has made ExtensisHR not just a provider, but a valued partner in our educational mission.”



- Outstanding Customer Support:** BUGS benefited immensely from ExtensisHR’s customer service. Any time the school had an HR-related issue or query, the response from ExtensisHR was prompt, caring, and thorough. This level of support not only solved immediate problems but also built a strong trust and reliance between the school and ExtensisHR, ensuring a stable and supportive partnership.

- Focus on People:** One of the most significant impacts was the enhanced focus on people—both staff and students. By taking over cumbersome administrative HR tasks, ExtensisHR allowed the school’s educators and administrators to concentrate on their primary goal: enriching student learning and experience. This people-first approach fostered a more positive school culture, where staff felt valued, leading to students receiving better educational support.

- Understanding of the Charter School Sector:** ExtensisHR’s deep knowledge of the challenges and intricacies of the charter school environment set it apart from other PEOs. This insight enabled them to offer relevant advice and solutions, particularly in areas like regulatory compliance and staff training and development. The BUGS team is pleased that ExtensisHR continues to expand services and programs specifically tailored to charter schools.

- Customized HR Solutions:** ExtensisHR provided BUGS with HR solutions that perfectly aligned with the school’s requirements and educational programs. This significantly improved the efficiency and effectiveness of its HR processes, including training, compliance, and managing labor laws like the Family and Medical Leave Act (FMLA) and Leave of Absence (LOA). Teachers and staff found that the ExtensisHR team was more responsive, leading to a smoother overall process.

“ExtensisHR’s hands-on approach gave BUGS the confidence that our HR needs would be handled efficiently and effectively. They have been extremely helpful with managing FMLA and LOA, among other HR complexities, something we struggled with before,” added Leah.





Conclusion

Brooklyn Urban Garden Charter School's decision to leave a big-box PEO for ExtensisHR was driven by the need for more responsive, personalized, and transparent HR services. This transition alleviated previous pain-points and enhanced the school's operational efficiency, employee satisfaction, and focus on educational excellence.

With customized HR solutions, world-class customer service, and a partnership that values the school's time, mission, and people, BUGS is now in a stronger position to focus on its core objective of providing innovative and inclusive education.

"This switch wasn't just about changing service providers; it was about partnering with a team that aligned with our values and was dedicated to helping us nurture an environment where educators and students succeed," concluded Cay. "ExtensisHR has been a game-changer for us, providing the support and expertise to help BUGS fulfill our obligation to educate our students for a sustainable, fairer, and greener future where all living systems can thrive."

To learn more about how ExtensisHR supports charter schools, visit

extensishr.com/charter-schools or call us at 888-473-6398.

ExtensisHR



Charter School Solution

May 20, 2024



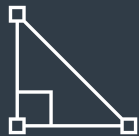
May 20, 2024



Mission Statement

Our mission is to be the trusted HR partner that every school deserves, by enabling educators and staff to allocate more time, attention, and focus towards the success of their students.

Together, we can build a brighter future through education, one child at a time.



SchoolCloud™ Overview

What is SchoolCloud™? HR Support for Schools

A one-stop portal for all your school needs:

- ✓ Leave Of Absence (LOA) Requests
- ✓ Offer Letter Support
- ✓ Incident Reporting
- ✓ Certification Tracking
- ✓ Teacher Trainings with Access to Vector Solutions

SchoolCloud™ stands out because it is backed by dedicated HR professionals who specialize exclusively in working with schools, ensuring you have a true partner committed to meeting your specific needs.



What Our HR Solutions Provide

100!

HR Support for Educators

Our support team is like the valedictorian of HR management, acing all the tough assignments from training to employee benefits, so your staff can get back to teaching the subjects they love.



Certified Expertise

Quality guidance comes from highly trained professionals. That's why our partners receive a dedicated account team of certified HR experts to make sure your PEO services align with your school goals.

Budget-Friendly Solutions

Our transparent pricing helps you allocate funds and resources, giving your budget more room to invest in what matters most—your students and educators.



Our Four Key Competencies

HR Services



- ✓ HR Management
- ✓ Payroll and Tax
- ✓ Performance Management
- ✓ Culture-Building Consulting
- ✓ Compensation Consulting

Benefits Services



- ✓ Healthcare Benefits
- ✓ ACA Compliance Services
- ✓ Life, Disability, Dental, and Vision
- ✓ 401(k) and Other Savings Plans
- ✓ Voluntary Benefits
- ✓ Complimentary Benefits

Risk & Compliance



- ✓ Risk Management
- ✓ Compliance Services
- ✓ Employer Protection Program (EPP)
- ✓ Workers' Compensation
- ✓ State Unemployment Insurance and Management

HR Technology



- ✓ Mobile-First Optimized in English and Spanish
- ✓ Flexibility and Control to Manage Dashboards
- ✓ Role-Based Permission
- ✓ New Hire Onboarding
- ✓ Real-Time Search and Reporting Functions

Implementation • Work Anywhere® Technology • HR Consulting

School Cloud services – What's included



A comprehensive packaged solution making it an easy choice, because we understand what school administrators need and their staff want.

- A dedicated team to support the school administrators
 - School Account Manager
 - HR Manager
 - Payroll Specialist
- Technology that matters
 - SchoolCloud
 - Time & Labor software
 - PTO Administration
 - Vector K-12 Training (formerly SafeSchools)
 - Vector Incident Reporting
- Benefit administration and support for both Admins and Staff
 - Medical
 - Dental
 - Vision
 - STD/LTD
 - Pumpspotting
 - COBRA
 - LOA

SchoolCloud™ Services - Benefits



Our employee benefit services connect your staff with Fortune 500-level health and wellness packages from the nation's top insurance providers. We also offer benefits that address family-forming goals and dependent needs such as telemedicine options, Carrot Fertility programs, maternity assistance, and mental health services.

- Medical, dental, and vision
- Health advocacy and telehealth options
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Group life and accidental death and dismemberment (AD&D) insurance
- 401(k) retirement - multiple employer plan
- Commuter benefit program

SchoolCloud™ Services – Payroll and Tax Administration



Our payroll experts manage staff wages and taxation operations. From paying employees on time to distributing any federal forms needed for tax filing, we ensure your school's payroll process is efficient and secure.

- Payroll processing
- Tax compliance
- Benefits administration
- Time and attendance tracking
- Payroll reporting
- Direct deposit and payroll disbursements
- Record keeping
- Employee self-service portals
- Payroll audits and reconciliation
- Compliance with education-specific payroll requirements

SchoolCloud™ Services– HR Guidance and Consulting



Our support team is like the valedictorian of HR management, acing all the tough assignments from training to employee benefits, so you can get back to teaching the subjects you love.

- Dedicated School Account Manager, HR Manager, and Payroll Specialist
- Customized consultations
- Comprehensive analysis and needs assessment
- Collaborative assistance
- Tailored solutions
- Detailed HR review and road-mapping
- Onboarding and training
- Benefits administration
- Performance management
- Employee relations
- Compensation strategies
- Policy development
- Leave management
- Termination and transition
- Labor relations



By providing a masterclass in compliance, we help charter schools stay ahead of the curve in a constantly evolving regulatory landscape. Our experts ensure your school adheres to all legal standards set by the Occupational Safety and Health Administration, the U.S. Department of Education, and other federal associations—while fostering a secure and well-regulated environment for students.

- Educational standards (Every Student Succeeds Act, etc.)
- Civil rights laws (ADA, Title IX)
- Health and safety regulations
- Financial accountability
- Student privacy (Family Education Rights and Privacy Act, etc.)
- Special education laws (Individuals with Disabilities Education Act, etc.)
- State-specific charter laws
- Employee regulations
- Assessment and accountability

SchoolCloud™ Services– Risk Management



ExtensisHR's risk experts empower staff and school safety by comparing current workplace operations against industry standards and providing support on risk management needs such as workers' compensation management.

- Compliance regulations
- Workers' Compensation
- OSHA standards
- Health and safety
- Liability
- Human resource management
- Operational risks



- ✓ Dedicated service team
- ✓ SchoolCloud™ Portal
- ✓ Vector Solutions training and LOA support
- ✓ SHRM-Certified HR professionals
- ✓ **11 second** customer response time
- ✓ **97%** same day case resolution
- ✓ IRS Certified PEO (CPEO), ESAC and CI Accredited, SOC 1 Type 2 certified

ExtensisHR Key Differentiators



Our Partners and Ancillary Benefits Offerings



- ✓ Medical
- ✓ Dental
- ✓ Vision



- ✓ Medical



- ✓ Group Short-Term Disability
- ✓ Group Long-Term Disability
- ✓ Life and AD&D Insurance



- ✓ Dental
- ✓ Vision



- ✓ Critical Illness
- ✓ Accident
- ✓ Hospital Indemnity
- ✓ Short-Term Disability



- ✓ Prevention
- ✓ Support Services



- ✓ 401(k) Retirement Saving Plan



- ✓ FSA
- ✓ HSA
- ✓ Commuter Plans



- ✓ Identity Theft Protection
- ✓ Finance Planning Assistance



- ✓ Home
- ✓ Auto



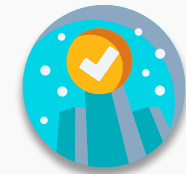
- ✓ Pet Discounts



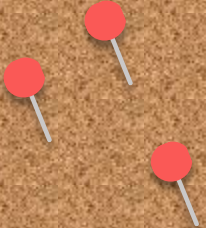
- ✓ Pet Insurance



- ✓ Pet Insurance



Additional Benefits That Make a Difference



A B C

1 2 3

ExtensisHR Charter School Team

A+



Jeannine Johnson
VP, Product



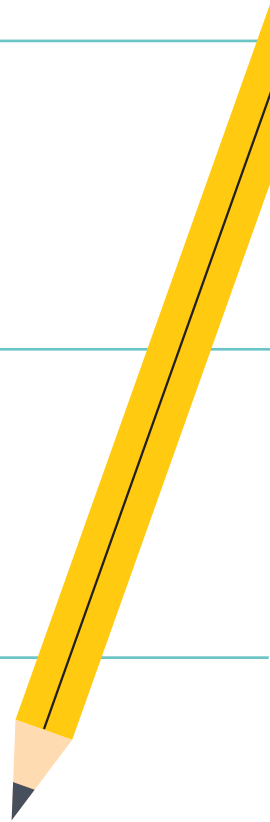
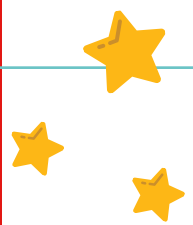
Ryan Yannetta
VP, Implementation



Sherri Hospedales
School Account Manager



Niki Martin
VP, HR Services



Meet Sherri – Your School Account Manager!

Sherri is your primary contact for all things ExtensisHR! She serves as the conduit between your school and our service teams—ensuring your needs are understood, met, and exceeded.

- ✓ A SHRM-Certified professional with 12 years of experience in various HR roles within charter and independent schools, as well as higher education.
- ✓ Expertise across all areas of HR including benefits, payroll, onboarding, training, compliance, performance management, and employee relations.
- ✓ Served as the inaugural HR Director for an established private school with 300 employees and 700 students.

- ✓ Established an HR infrastructure for a growing charter school network with 300 employees across multiple EINs in several states.
- ✓ Active member and volunteer for the Organization Development Network (ODN) and the Association for Talent Development NYC (ATDNYC).
- ✓ Fun fact! Sherri loves to participate in commencement/graduation and other student-focused activities so feel free to invite her! 😊



Sherri Hospedales, SHRM-CP



Supported by a dedicated service team, including **SHRM-Certified HR Managers** with an average of **13+ years** experience and **Payroll Specialists** with **11+ years** experience.



Sign In Now

Enter your Username & Password

Username
Enter Username

Password
Enter Password

Sign In

By logging in to this application you agree to our
Terms of use and privacy policy

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John Doe

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Active Associates
35

On LOA
10

In Onboarding
2000

In Open Enrollement
10000

Upcoming School Events

[View All →](#)

Teacher Workshop

Sep 13, 2023

First Day at school

Sep 13, 2023

1 Month Remaining

Sep 13, 2023

Upcoming Tasks

[View All →](#)

Next Payroll Due

Sep 13, 2023 • 10:00 AM

Next Payroll Due

Sep 13, 2023 • 10:00 AM

Next Payroll Due

Sep 13, 2023 • 10:00 AM

Month's Birthdays and Anniversaries

[View All →](#)

Wade Warren

Birthday • Sep 13, 2023

Kim John

Work Anniversary • Sep 13, 2023

John Cena

Birthday • Sep 13, 2023

Payroll History

[View All →](#)

202325

CL 03 Bonus Payroll • Dec 29, 2023

202324

Semi Monthly • Dec 29, 2023

202323

Semi Monthly • Dec 15, 2023

ExtensisHR School Cloud - Letters & Notices



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NY Pay Rate Acknowledgment

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 Update Template

Title*

NY Pay Rate Acknowledgment

Description*

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For Document Management Searches

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Document Status*

Active Inactive

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School Year Calendar

[+ Create School Year](#)

2023 - 2024

Upload Import Template

Download Import Template

< June > < 2023 >

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30 Event Name #1 Event Name #2	31 Event Name #1	1 Event Name #1	2 Event Name #1	3 Event Name #1	4 Event Name #1	5 Event Name #1
6 Event Name #1	7 Event Name #1	8 Event Name #1	9 Event Name #1 Event Name #2	10 Event Name #1	11 Event Name #1	12 Event Name #1
13 Event Name #1	14 Event Name #1	15 Event Name #1	16 Event Name #1	17 Event Name #1	18 Event Name #1	19 Event Name #1
20 Event Name #1	21 Event Name #1	22 Event Name #1	23 Event Name #1	24 Event Name #1	25 Event Name #1	26 Event Name #1
27 Event Name #1	28 Event Name #1	29 Event Name #1	30 Event Name #1	1 Event Name #1	2 Event Name #1	3 Event Name #1



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Document List

Add Document

Document Title	Teacher/Associate	Document Date	Import Date	Category	Signature Status	Action
Teacher Certification Document	Ed Rooneyohn	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Darlene Robertson	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Kathryn Murphy	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Jacob Jones	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Eleanor Pena	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Dianne Russell	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Ronald Richards	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Arlene McCoy	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Jenny Wilson	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Ralph Edwards	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Floyd Miles	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Jerome Bell	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	
Teacher Certification Document	Theresa Webb	Sep 13, 2023	Sep 13, 2023	General EE Documents	Signed	

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SCHOOL NAME

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[← Add Document](#)

Document Title* Document Title 1	Teacher/Associate* All Teachers/Associates
Document Type* General EE Documents	Document Signature Status* Signed
Document Date* 07/22/2023	
Document 3.doc File Size: 20 MB	

Add **Reset**

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Certificate List

[+ Add Certificate](#)

Teacher Associate	Certification	From	To	Status	Notes	Action
Ed Rooneyohn	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Theresa Webb	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification for XYZ exam lorem ipsum.	
Marvin McKinney	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Courtney Henry	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Arlene McCoy	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Leslie Alexander	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Robert Fox	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Albert Flores	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Floyd Miles	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Ralph Edwards	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Darlene Robertson	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Esther Howard	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	
Kristin Watson	Personal Certificate	Sep 13, 2023	Sep 13, 2023	Active	Coaching Certification	

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← Add Certificate

Teacher/Associate* Charles Kingfield	Certification Name* Personal Certificate
Valid From* 07/22/2023	Valid To* 07/28/2023
Status* Active	Application Type* Application type 1234
Note* Coaching Certification	

Add **Reset**



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Templates Processes

Create Template

<p>Process Name will go here Process Type: Onboarding 2 Tasks Attached </p>	<p>Process Name will go here Process Type: Onboarding 2 Tasks Attached </p>	<p>Process Name will go here Process Type: Onboarding 2 Tasks Attached </p>
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← **Manage Process**

Process Name Teacher Onboarding	Teacher/Associate Name John Doe	Status Completed
Date Started Sep 13, 2023	Date Completed Sep 23 2023	
Task 1		
Task Name Assign Network ID	Assign To Sarah Technologist	Notes to Assignee Grant 24X7 Access
Task 2		
Task Name Get Building ID	Assign To System	Notes to Assignee Only to main office network



Thank you!





Presented To: Chantal Zuniga
Company Name: Brooklyn Rise Charter School
Address: 9 Hanover Pl. Brooklyn , NY
Presented By: Adam Menkes
Proposal Date: May 16, 2024
Number of Employees: 48
Industry: Schools
Payroll Cycle: Bi-Weekly

Current Benefits Provider: Aetna
Current PEO Provider: Justworks

First ExtensisHR Payroll: July 5, 2024
Benefits Start Date: July 1, 2024
*** Proposal Expires on:** June 30, 2024

* Quoted Medical Rates Valid for 90 days from Proposal date.



ExtensisHR™ Financial Analysis Detail

	Brooklyn Rise Charter School's 48 Employees	Current	ExtensisHR with BCBS	ExtensisHR with Aetna
People & Payroll	Price Per Employee Per Month (PEPM)	\$99	\$140	\$140
	Annual Admin Fee	\$57,024	\$80,640	\$80,640
	Payroll Services	Included	Included	Included
	SchoolCloud Technology	N/A	Included	Included
	Workers Compensation Insurance	\$25,152	\$17,794	\$17,794
	SUTA 5.9% current / 2.2% ExtensisHR	\$35,400	\$13,200	\$13,200
	Employer Protection Program (EPP)	-	\$3,427	\$3,427
Your Employees	Medical (Extensis rates good through 10/31/25)	\$406,054	\$371,124	\$400,680
	Dental	-	Available	Available
	Vision	-	Available	Available
	Life / ADD <small>Mandatory - \$10k coverage</small>	-	\$605	\$605
	LTD <small>50% up to \$1k/month FTE</small>	-	\$1,382	\$1,382
	Teladoc	-	Included	Included
	FSA / HSA	-	Included	Included
Tech. / Tools	Time and Labor Software	-	Included	Available
	Time and Labor - Clocks	-	Available	Available
	Expense Reporting (ExpensePath)	-	Available	Available
	Performance Management (15Five)	-	Available	Available
	Applicant Tracking System (ATS)	-	Available	Available
Included	HRCloud Technology and Mobile App	-	Included	Included
	Learning Management System (LMS)	-	Included	Included
	Employee Solution Center (ESC)	-	Included	Included
	401(k) and Fiduciary Services	-	Included	Included
	Recruiting Services	-	Included	Included
Other	One-time Initial Investment	-	\$8,592	\$8,592
	First Month Admin Fee Waived	-	(\$8,592)	(\$8,592)
Total		\$523,630	\$488,172	\$517,728
(Savings) / Investment			(\$35,457)	(\$5,901)



Medical Benefits Options for: Aetna D3 HDHP EPO \$5,000

	Current		ExtensisHR Solution 1	ExtensisHR Solution 2	
	Aetna D3 HDHP EPO \$5,000		Empire BA EPO HSA 6400	Aetna National EPO HSA 5000 Y	
In-Network	Preventative / Primary Care / Specialist Deductible (CYD)		\$0 / 0% after Ded. \$5,000 / 2x	\$0 / 0% after Ded. \$6,400 / 2x	\$0 / 0% after Ded. \$5,000 / 2x
	Coinsurance (Carrier / Member Pays)		100% / 0%	100% / 0%	100% / 0%
	Maximum Out of Pocket		\$5,500 / 2x	\$6,400 / 2x	\$5,500 / 2x
	Hospitalization		\$0 after Ded.	0% after Ded.	0% after Ded.
	Hospital Emergency Room		\$0 after Ded.	0% after Ded.	0% after Ded.
	Outpatient Surgery		\$0 after Ded.	0% after Ded.	0% after Ded.
	Lab Services / X-rays & Complex Imaging		\$0 after Ded.	0% after Ded.	0% after Ded.
	Urgent Care		\$0 after Ded.	0% after Ded.	0% After Ded.
	OOB	Deductible (CYD)		Not covered	Not Covered
Maximum Out of Pocket		Not covered	Not Covered	Not Covered	
Coinsurance (Member Pays)		Not covered	Not Covered	Not Covered	
Rx	Rx Deductible		Integrated w/ Medical	Integrated w/ Medical	Integrated w/ Medical
	Copay - Generic/Brand/Non-Formulary		\$10 / \$55 / \$100 after Ded.	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply		2x	2x	2x
Rates	Enrolled				
	Employee	6	\$672.42	\$589.00	\$664.00
	Employee / Spouse	1	\$1,422.52	\$1,266.00	\$1,432.00
	Employee / Child(ren)	2	\$1,292.22	\$1,149.00	\$1,299.00
	Employee / Family	1	\$2,042.34	\$1,826.00	\$2,065.00
Premiums	Monthly Premium		\$10,083.82	\$8,924.00	\$10,079.00
	Difference			(\$1,159.82)	(\$4.82)
	Annualized Premium		\$121,005.84	\$107,088.00	\$120,948.00
	Difference			(\$13,917.84)	(\$57.84)



Medical Benefits Options for: Aetna G2 HDHP POS \$3,000

		Current	ExtensisHR Solution 1	ExtensisHR Solution 2	
		Aetna G2 HDHP POS \$3,000	Empire BA PPO HSA 3000 *	Aetna National HSA 3000 Y	
In-Network	Preventative / Primary Care / Specialist Deductible (CYD)	\$0 / 10% after Ded. \$3,000 / 2x	\$0 / 0% after Ded. \$3,000 / 2x	\$0 / 10% after Ded. \$3,000 / 2x	
	Coinsurance (Carrier / Member Pays)	90% / 10%	100% / 0%	90% / 10%	
	Maximum Out of Pocket	\$5,500 / 2x	\$3,000 / 2x	\$5,000 / 2x	
	Hospitalization	10% after Ded.	0% after Ded.	10% after Ded.	
	Hospital Emergency Room	10% after Ded.	0% after Ded.	10% after Ded.	
	Outpatient Surgery	10% after Ded.	0% after Ded.	10% after Ded.	
	Lab Services / X-rays & Complex Imaging	10% after Ded.	0% after Ded.	10% after Ded.	
	Urgent Care	10% after Ded.	0% after Ded. * 250% MC	10% after Ded.	
OOB	Deductible (CYD)	\$6,000 / 2x	\$6,000 / 2x	\$6,000 / 2x	
	Maximum Out of Pocket	\$12,000 / 2x	\$9,000 / 2x	\$10,000 / 2x	
	Coinsurance (Member Pays)	40%	20% after Ded.	40% after Ded.	
Rx	Rx Deductible	Integrated w/ Medical	Integrated w/ Medical	Integrated w/ Medical	
	Copay - Generic/Brand/Non-Formulary	\$10 / \$45 / \$70 ater Ded.	0% after Ded.	\$10 / \$55 / \$100	
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	
Covered Employees and Rates		Enrolled			
Rates	Employee	14	\$742.03	\$680.00	\$752.00
	Employee / Spouse	0	\$1,609.57	\$1,463.00	\$1,623.00
	Employee / Child(ren)	1	\$1,464.98	\$1,327.00	\$1,472.00
	Employee / Family	0	\$2,260.24	\$2,109.00	\$2,342.00
Totals					
Premiums	Monthly Premium		\$11,853.40	\$10,847.00	\$12,000.00
		Difference		(\$1,006.40)	\$146.60
	Annualized Premium		\$142,240.80	\$130,164.00	\$144,000.00
		Difference		(\$12,076.80)	\$1,759.20



Medical Benefits Options for: Aetna C2 EPO \$2,000

		Current	ExtensisHR Solution 1	ExtensisHR Solution 2	
		Aetna C2 EPO \$2,000	Empire BA EPO 30/1500	Aetna National EPO 30/2000 Y	
In-Network	Preventative / Primary Care / Specialist Deductible (CYD)	\$0 / \$30 / \$65 \$2,000 / 2x	\$0 / \$30 / \$50 \$1,500 / 2.5x	\$0 / \$30 / \$65 \$2,000 / 2x	
	Coinsurance (Carrier / Member Pays)	80% / 20%	80% / 20%	80% / 20%	
	Maximum Out of Pocket	\$6,500 / 2x	\$5,000 / 2.5x	\$6,500 / 2x	
	Hospitalization	20% after Ded.	\$750 per day (5 days Max.)	20% after Ded.	
	Hospital Emergency Room	\$400	\$200	\$400	
	Outpatient Surgery	20% after Ded.	\$300	20% after Ded.	
	Lab Services / X-rays & Complex Imaging	20% after Ded.	20% after Ded. / \$50 / 20% after Ded.	20% after Ded.	
	Urgent Care	\$75	\$75	\$75	
	OOB	Deductible (CYD)	Not covered	Not Covered	Not covered
Maximum Out of Pocket		Not covered	Not Covered	Not covered	
Coinsurance (Member Pays)		Not covered	Not Covered	Not covered	
Rx	Rx Deductible	\$100 / \$300	\$0	\$100 Ded. / \$300 Ded.	
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100 after Ded.	\$20 / \$40 / \$60	\$10 / \$55 / \$100	
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	
Covered Employees and Rates		Enrolled			
Rates	Employee	4	\$779.12	\$772.00	\$773.00
	Employee / Spouse	0	\$1,651.76	\$1,659.00	\$1,664.00
	Employee / Child(ren)	0	\$1,500.19	\$1,505.00	\$1,509.00
	Employee / Family	0	\$2,372.82	\$2,392.00	\$2,402.00
Premiums	Totals				
	Monthly Premium		\$3,116.48	\$3,088.00	\$3,092.00
		Difference		(\$28.48)	(\$24.48)
	Annualized Premium		\$37,397.76	\$37,056.00	\$37,104.00
	Difference		(\$341.76)	(\$293.76)	

ExtensisHR™ Medical Benefits Options for: Aetna B3 EPO \$1,000

	Current		ExtensisHR Solution 1	ExtensisHR Solution 2	
	Aetna B3 EPO \$1,000		Empire BA EPO 30/1500	Aetna National EPO 30/2000 Y	
In-Network	Preventative / Primary Care / Specialist Deductible (CYD)	\$0 / \$20 / \$65	\$0 / \$30 / \$50	\$0 / \$30 / \$65	
		\$1,000 / 2x	\$1,500 / 2.5x	\$2,000 / 2x	
	Coinsurance (Carrier / Member Pays)	80% / 20%	80% / 20%	80% / 20%	
	Maximum Out of Pocket	\$5,500 / 2x	\$5,000 / 2.5x	\$6,500 / 2x	
	Hospitalization	20% after Ded.	\$750 per day (5 days Max.)	20% after Ded.	
	Hospital Emergency Room	\$400	\$200	\$400	
	Outpatient Surgery	20% after Ded.	\$300	20% after Ded.	
	Lab Services / X-rays & Complex Imaging	20% after Ded.	20% after Ded. / \$50 / 20% after Ded.	20% after Ded.	
Urgent Care	\$75	\$75	\$75		
OOB	Deductible (CYD)	Not covered	Not Covered	Not covered	
	Maximum Out of Pocket	Not covered	Not Covered	Not covered	
	Coinsurance (Member Pays)	Not covered	Not Covered	Not covered	
Rx	Rx Deductible	\$100 / \$300	\$0	\$100 Ded. / \$300 Ded.	
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100 after Ded.	\$20 / \$40 / \$60	\$10 / \$55 / \$100	
	Mail Order - Multiple for 90-Day Supply	x	2x	2x	
Covered Employees and Rates		Enrolled			
Rates	Employee	7	\$852.52	\$772.00	\$773.00
	Employee / Spouse	0	\$1,809.44	\$1,659.00	\$1,664.00
	Employee / Child(ren)	0	\$1,643.20	\$1,505.00	\$1,509.00
	Employee / Family	0	\$2,600.11	\$2,392.00	\$2,402.00
Totals					
Premiums	Monthly Premium		\$5,967.64	\$5,404.00	\$5,411.00
		Difference		(\$563.64)	(\$556.64)
	Annualized Premium		\$71,611.68	\$64,848.00	\$64,932.00
		Difference		(\$6,763.68)	(\$6,679.68)

ExtensisHR™ Medical Benefits Options for: Aetna A4 EPO \$0

		Current	ExtensisHR Solution 1	ExtensisHR Solution 2	
		Aetna A4 EPO \$0	Empire BA EPO 30/0	Aetna National EPO 45/0 Y	
In-Network	Preventative / Primary Care / Specialist Deductible (CYD)	\$0 / \$45 / \$65 \$0	\$0 / \$30 / \$50 \$0	\$0 / \$45 / \$65 \$0	
	Coinsurance (Carrier / Member Pays)	100% / 0%	100% / 0%	100% / 0%	
	Maximum Out of Pocket	\$5,500 / 2x	\$3,000 / 2.5x	\$5,500 / 2x	
	Hospitalization	\$500	\$750 per day (2 days Max.)	\$500 per day (5 days Max.)	
	Hospital Emergency Room	\$400	\$400	\$400	
	Outpatient Surgery	\$0	\$300	Covered at 100%	
	Lab Services / X-rays & Complex Imaging	\$0	\$0 / \$0 / \$100	Covered at 100%	
	Urgent Care	\$75	\$75	\$75	
OOB	Deductible (CYD)	Not covered	Not Covered	Not covered	
	Maximum Out of Pocket	Not covered	Not Covered	Not covered	
	Coinsurance (Member Pays)	Not covered	Not Covered	Not covered	
Rx	Rx Deductible	\$100 / \$300	\$100 Ded. / \$200 Ded.	\$100 Ded. / \$300 Ded.	
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100 after Ded.	\$15 / \$35 / \$75	\$10 / \$55 / \$100	
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	
Covered Employees and Rates		Enrolled			
Rates	Employee	3	\$938.83	\$888.00	\$936.00
	Employee / Spouse	0	\$2,042.53	\$1,909.00	\$2,016.00
	Employee / Child(ren)	0	\$1,858.57	\$1,731.00	\$1,828.00
	Employee / Family	0	\$2,870.30	\$2,752.00	\$2,908.00
Totals					
Premiums	Monthly Premium		\$2,816.49	\$2,664.00	\$2,808.00
		Difference		(\$152.49)	(\$8.49)
	Annualized Premium		\$33,797.88	\$31,968.00	\$33,696.00
		Difference		(\$1,829.88)	(\$101.88)



All ExtensisHR Empire Medical Plans

	Benefits	Empire PPO 25/0 *	Empire PPO 25/0 M	Empire BA PPO 30/0 *	Empire EPO 30/0
In-Network	Preventative / Primary Care / Specialist	\$0 / \$25 / \$40	\$0 / \$25 / \$40	\$0 / \$30 / \$50	\$0 / \$30 / \$50
	Deductible (CYD)	\$0	\$0	\$0	\$0
	Coinsurance (Carrier / Member Pays)	100% / 0%	100% / 0%	100% / 0%	100% / 0%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$2,000 / 2.5x	\$2,000 / 2.5x	\$4,000 / 2.5x	\$4,000 / 2.5x
	Hospitalization	\$500	\$500 / admission	\$500 per day (3 Days Max.)	\$500 per day (3 days Max.)
	Hospital Emergency Room	\$250	\$250	\$400	\$400
	Outpatient Surgery	\$200	\$200	\$200	\$200
	Lab Services / X-rays & Complex Imaging	\$0 / \$0 / \$100	\$0 / \$0 / \$100	\$0 / \$0 / \$100	\$0 / \$0 / \$100
	Urgent Care	\$75	\$75	\$75	\$75
		* 80% Fair Health	* 140% of MC	* 80% Fair Health	
OOB	Deductible (CYD)	\$500 / 2.5x	\$500 / 2.5x	\$3,000 / 2.5x	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	\$4,000 / 2.5x	\$4,000 / 2.5x	\$8,000 / 2.5x	Not Covered
	Coinsurance (Member Pays)	20% after Ded.	20% after Ded.	25% after Ded.	Not Covered
Rx	Deductible	\$0	\$0	\$0	\$0
	Copay - Generic/Brand/Non-Formulary	\$10 / \$30 / \$60	\$10 / \$30 / \$60	\$10 / \$50 / \$80	\$10 / \$50 / \$80
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
		Monthly Rates			
Rates	Employee	\$1,576.00	\$1,493.00	\$1,162.00	\$961.00
	Employee Plus Spouse	\$3,389.00	\$3,211.00	\$2,497.00	\$2,065.00
	Employee Plus Child(ren)	\$3,074.00	\$2,912.00	\$2,265.00	\$1,873.00
	Family	\$4,887.00	\$4,630.00	\$3,601.00	\$2,977.00
		Premium and Contribution Details			
Premiums	Annual Premium	\$852,984.00	\$808,068.00	\$628,812.00	\$520,020.00
	Monthly Premium	\$71,082.00	\$67,339.00	\$52,401.00	\$43,335.00
	Minimum Employer Contribution [50% EE]	\$368,784.00	\$349,362.00	\$271,908.00	\$224,874.00



All ExtensisHR Empire Medical Plans

	Benefits	Empire PPO 35/500 *	Empire BA EPO 30/0	Empire BA PPO 20/1000 *	Empire EPO 30/1500
In-Network	Preventative / Primary Care / Specialist	\$0 / \$35 / \$60	\$0 / \$30 / \$50	\$0 / \$20 / \$40	\$0 / \$30 / \$50
	Deductible (CYD)	\$500 / 2.5x	\$0	\$1,000 / 2.5x	\$1,500 / 2.5x
	Coinsurance (Carrier / Member Pays)	80% / 20%	100% / 0%	80% / 20%	80% / 20%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$5,000 / 2.5x	\$3,000 / 2.5x	\$6,000 / 2.5x	\$5,000 / 2.5x
	Hospitalization	20% after Ded.	\$750 per day (2 days Max.)	20% after Ded.	\$750 per day (5 days Max.) after Ded.
	Hospital Emergency Room	\$250	\$400	\$200	\$200
	Outpatient Surgery	20% after Ded.	\$300	20% after Ded.	\$300
	Lab Services / X-rays & Complex Imaging	20% after Ded. / \$60 / 20% after Ded.	\$0 / \$0 / \$100	20% after Ded. / \$40 / 20% after Ded.	20% after Ded. / \$50 / 20% after Ded.
	Urgent Care	\$75	\$75	\$75	\$75
		* 70% Fair Health		* 285% MC	
OON	Deductible (CYD)	\$1,500 / 2.5x	Not Covered	\$4,000 / 2.5x	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	\$8,000 / 2.5x	Not Covered	\$12,000 / 2.5x	Not Covered
	Coinsurance (Member Pays)	40% after Ded.	Not Covered	30% after Ded.	Not Covered
Rx	Deductible	\$100 Ded. / \$200 Ded.	\$100 Ded. / \$200 Ded.	n/a	\$0
	Copay - Generic/Brand/Non-Formulary	\$10 / \$35 / \$60	\$15 / \$35 / \$75	\$10 / \$35 / \$70	\$20 / \$40 / \$60
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
		Monthly Rates			
Rates	Employee	\$954.00	\$888.00	\$861.00	\$821.00
	Employee Plus Spouse	\$2,051.00	\$1,909.00	\$1,851.00	\$1,766.00
	Employee Plus Child(ren)	\$1,861.00	\$1,731.00	\$1,679.00	\$1,602.00
	Family	\$2,958.00	\$2,752.00	\$2,669.00	\$2,546.00
		Premium and Contribution Details			
Premiums	Annual Premium	\$516,336.00	\$480,552.00	\$465,972.00	\$444,384.00
	Monthly Premium	\$43,028.00	\$40,046.00	\$38,831.00	\$37,032.00
	Minimum Employer Contribution [50% EE]	\$223,236.00	\$207,792.00	\$201,474.00	\$192,114.00



All ExtensisHR Empire Medical Plans

	Benefits	Empire BA EPO 45/500	Empire PPO 35/2000	Empire BA EPO 30/1500	Empire PPO 40/3000 *
In-Network	Preventative / Primary Care / Specialist	\$0 / \$45 / \$65	\$0 / \$35 / \$50	\$0 / \$30 / \$50	\$0 / \$40 / \$70
	Deductible (CYD)	\$500 / 2.5x	\$2,000 / 2.5x	\$1,500 / 2.5x	\$3,000 / 2.5x
	Coinsurance (Carrier / Member Pays)	100% / 0%	80% / 20%	80% / 20%	70% / 30%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$4,500 / 2.5x	\$6,850 / 2.5x	\$5,000 / 2.5x	\$6,850 / 2.5x
	Hospitalization	\$500 per day (5 days Max.) after Ded.	20% after Ded.	\$750 per day (5 days Max.)	30% after Ded.
	Hospital Emergency Room	\$300	\$300	\$200	\$250
	Outpatient Surgery	\$250	20% after Ded.	\$300	30% after Ded.
	Lab Services / X-rays & Complex Imaging	0% after Ded. / \$65 / 0% after Ded.	20% after Ded. / \$50 / 20% after Ded.	20% after Ded. / \$50 / 20% after Ded.	30% after Ded. / \$70 / 30% after Ded.
	Urgent Care	\$100	\$75	\$75	\$75
		* 150% of MC		* 80% Fair Health	
OOB	Deductible (CYD)	Not Covered	\$5,000 / 2.5x	Not Covered	\$7,500 / 2.5x
	MOOP (Copays RX, Deduct. and Coinsurance)	Not Covered	\$10,000 / 2.5x	Not Covered	\$13,700 / 2.5x
	Coinsurance (Member Pays)	Not Covered	40% after Ded.	Not Covered	50% after Ded.
Rx	Deductible	\$100 Ded. / \$200 Ded.	\$100 Ded. / \$200 Ded.	\$0	\$100 Ded. / \$200 Ded.
	Copay - Generic/Brand/Non-Formulary	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	\$15 / \$35 / \$75	\$20 / \$40 / \$60	\$10 / \$35 / \$60
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$813.00	\$796.00	\$772.00	\$772.00
	Employee Plus Spouse	\$1,748.00	\$1,712.00	\$1,659.00	\$1,660.00
	Employee Plus Child(ren)	\$1,585.00	\$1,553.00	\$1,505.00	\$1,506.00
	Family	\$2,521.00	\$2,469.00	\$2,392.00	\$2,394.00
Premium and Contribution Details					
Premiums	Annual Premium	\$439,992.00	\$430,848.00	\$417,768.00	\$417,840.00
	Monthly Premium	\$36,666.00	\$35,904.00	\$34,814.00	\$34,820.00
	Minimum Employer Contribution [50% EE]	\$190,242.00	\$186,264.00	\$180,648.00	\$180,648.00



All ExtensisHR Empire Medical Plans

	Benefits	Empire BA PPO 35/2000	Empire EPO 35/2500	Empire BA PPO 40/2500 *	Empire PPO HSA 3000 *
In-Network	Preventative / Primary Care / Specialist	\$0 / \$35 / \$50	\$0 / \$35 / \$50	\$0 / \$40 / \$70	\$0 / 0% after Ded.
	Deductible (CYD)	\$2,000 / 2.5x	\$2,500 / 2.5x	\$2,500 / 2.5x	\$3,000 / 2x
	Coinsurance (Carrier / Member Pays)	80% / 20%	70% / 30%	70% / 30%	100% / 0%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$6,850 / 2.5x	\$6,000 / 2.5x	\$6,850 / 2.5x	\$3,000 / 2x
	Hospitalization	20% after Ded.	30% after Ded.	30% after Ded.	0% after Ded.
	Hospital Emergency Room	\$300	\$300	\$250	0% after Ded.
	Outpatient Surgery	20% after Ded.	30% after Ded.	30% after Ded.	0% after Ded.
	Lab Services / X-rays & Complex Imaging	20% after Ded. / \$50 / 20% after Ded.	30% after Ded. / \$50 / 30% after Ded.	30% after Ded. / \$70 / 30% after Ded.	0% after Ded.
	Urgent Care	\$75	\$75	\$75	0% after Ded.
		* 150% of MC		* 80% Fair Health	* 250% MC
OOB	Deductible (CYD)	\$5,000 / 2.5x	Not Covered	\$7,500 / 2.5x	\$6,000 / 2x
	MOOP (Copays RX, Deduct. and Coinsurance)	\$10,000 / 2.5x	Not Covered	\$13,700 / 2.5x	\$9,000 / 2x
	Coinsurance (Member Pays)	40% after Ded.	Not Covered	50% after Ded.	20% after Ded.
Rx	Deductible	\$100 Ded. / \$200 Ded.	\$100 Ded. / \$200 Ded.	\$100 Ded. / \$200 Ded.	Integrated w/ Medical
	Copay - Generic/Brand/Non-Formulary	\$15 / \$35 / \$75	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	\$10 / \$35 / \$60	0% after Ded.
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
		Monthly Rates			
Rates	Employee	\$747.00	\$737.00	\$730.00	\$727.00
	Employee Plus Spouse	\$1,605.00	\$1,584.00	\$1,570.00	\$1,565.00
	Employee Plus Child(ren)	\$1,456.00	\$1,436.00	\$1,424.00	\$1,419.00
	Family	\$2,315.00	\$2,283.00	\$2,263.00	\$2,256.00
		Premium and Contribution Details			
Premiums	Annual Premium	\$404,232.00	\$398,796.00	\$395,100.00	\$393,552.00
	Monthly Premium	\$33,686.00	\$33,233.00	\$32,925.00	\$32,796.00
	Minimum Employer Contribution [50% EE]	\$174,798.00	\$172,458.00	\$170,820.00	\$170,118.00



All ExtensisHR Empire Medical Plans

	Benefits	Empire BA PPO 40/3000	Empire GC EPO 25/1750	Empire BA PPO HSA 1500 *	Empire PPO 40/4000 *
In-Network	Preventative / Primary Care / Specialist	\$0 / \$40 / \$70	\$0 / \$25 / \$45	\$0 / 20% after Ded.	\$0 / \$40 / \$70
	Deductible (CYD)	\$3,000 / 2.5x	\$1,750 / 2.5x	\$1,500 / 2x	\$4,000/ 2.5x
	Coinsurance (Carrier / Member Pays)	70% / 30%	80% / 20%	80% / 20%	70% / 30%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$6,850 / 2.5x	\$5,000 / 2.5x	\$3,500 / 2x	\$6,850 / 2.5x
	Hospitalization	30% after Ded.	\$750 per day (5 days Max.) after Ded.	20% after Ded.	30% after Ded.
	Hospital Emergency Room	\$250	\$200	20% after Ded.	\$250
	Outpatient Surgery	30% after Ded.	20% after Ded.	20% after Ded.	30% after Ded.
	Lab Services / X-rays & Complex Imaging	\$70 / 30% after Ded. / 30% after Ded.	\$45 / 20% after Ded. / 20% after Ded.	20% after Ded.	30% after Ded. / \$70 / 30% after Ded.
	Urgent Care	\$75	\$75	20% after Ded.	\$75
	* 80% Fair Health		* 250% MC	* 80% Fair Health	
OOB	Deductible (CYD)	\$7,500 / 2.5x	Not Covered	\$6,000 / 2x	\$7,500 / 2.5x
	MOOP (Copays RX, Deduct. and Coinsurance)	\$13,700 / 2.5x	Not Covered	\$9,000 / 2x	\$13,700 / 2.5x
	Coinsurance (Member Pays)	50% after Ded.	Not Covered	40% after Ded.	50% after ded
Rx	Deductible	\$100 Ded. / \$200 Ded.	\$0	Integrated w/ Medical	\$100 Ded. / \$200 Ded.
	Copay - Generic/Brand/Non-Formulary	\$10 / \$35 / \$60	\$20 / \$40 / \$60	20% after Ded.	\$10 / \$35 / \$60
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$722.00	\$722.00	\$714.00	\$710.00
	Employee Plus Spouse	\$1,552.00	\$1,552.00	\$1,534.00	\$1,526.00
	Employee Plus Child(ren)	\$1,408.00	\$1,408.00	\$1,391.00	\$1,384.00
	Family	\$2,238.00	\$2,238.00	\$2,212.00	\$2,201.00
Premium and Contribution Details					
Premiums	Annual Premium	\$390,744.00	\$390,744.00	\$386,340.00	\$384,228.00
	Monthly Premium	\$32,562.00	\$32,562.00	\$32,195.00	\$32,019.00
	Minimum Employer Contribution [50% EE]	\$168,948.00	\$168,948.00	\$167,076.00	\$166,140.00



All ExtensisHR Empire Medical Plans

	Benefits	Empire BA EPO 35/2500	Empire BA PPO HSA 3000 *	Empire EPO 40/4000	Empire SC EPO 40/3000
In-Network	Preventative / Primary Care / Specialist	\$0 / \$35 / \$50	\$0 / 0% after Ded.	\$0 / \$40 / \$75	\$0 / \$40 / \$70
	Deductible (CYD)	\$2,500 / 2.5x	\$3,000 / 2x	\$4,000 / 2.5x	\$3,000 / 2.5x
	Coinsurance (Carrier / Member Pays)	70% / 30%	100% / 0%	70% / 30%	70% / 30%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$6,000 / 2.5x	\$3,000 / 2x	\$6,400 / 2.5x	\$4,000 / 2.5x
	Hospitalization	30% after Ded.	0% after Ded.	30% after Ded.	30% after Ded.
	Hospital Emergency Room	\$300	0% after Ded.	\$200	\$250
	Outpatient Surgery	30% after Ded.	0% after Ded.	30% after Ded.	30% after Ded.
	Lab Services / X-rays & Complex Imaging	30% after Ded. / \$50 / 30% after Ded.	0% after Ded.	30% after Ded. / \$75 / 30% after Ded.	\$70 / 30% after Ded. / 30% after Ded.
	Urgent Care	\$75	0% after Ded.	\$75	\$75
* 250% MC					
OOB	Deductible (CYD)	Not Covered	\$6,000 / 2x	Not Covered	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	Not Covered	\$9,000 / 2x	Not Covered	Not Covered
	Coinsurance (Member Pays)	Not Covered	20% after Ded.	Not Covered	Not Covered
Rx	Deductible	\$100 Ded. / \$200 Ded.	Integrated w/ Medical	\$100 Ded. / \$200 Ded.	\$100 Ded. / \$200 Ded.
	Copay - Generic/Brand/Non-Formulary	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	0% after Ded.	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	\$10 / \$35 / \$50
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$689.00	\$680.00	\$657.00	\$639.00
	Employee Plus Spouse	\$1,481.00	\$1,463.00	\$1,412.00	\$1,374.00
	Employee Plus Child(ren)	\$1,343.00	\$1,327.00	\$1,280.00	\$1,246.00
	Family	\$2,135.00	\$2,109.00	\$2,035.00	\$1,980.00
Premium and Contribution Details					
Premiums	Annual Premium	\$372,852.00	\$368,076.00	\$355,500.00	\$345,816.00
	Monthly Premium	\$31,071.00	\$30,673.00	\$29,625.00	\$28,818.00
	Minimum Employer Contribution [50% EE]	\$161,226.00	\$159,120.00	\$153,738.00	\$149,526.00



All ExtensisHR Empire Medical Plans

	Benefits	Empire BA EPO HSA 4500	Empire EPO HSA 6400	Empire BA EPO 40/4000	Empire BA EPO HSA 6400
In-Network	Preventative / Primary Care / Specialist	\$0 / 0% after Ded.	\$0 / 0% after Ded.	\$0 / \$40 / \$75	\$0 / 0% after Ded.
	Deductible (CYD)	\$4,500 / 2x	\$6,400 / 2x	\$4,000 / 2.5x	\$6,400 / 2x
	Coinsurance (Carrier / Member Pays)	100% / 0%	100% / 0%	70% / 30%	100% / 0%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$4,500 / 2x	\$6,400 / 2x	\$6,400 / 2.5x	\$6,400 / 2x
	Hospitalization	0% after Ded.	0% after Ded.	30% after Ded.	0% after Ded.
	Hospital Emergency Room	0% after Ded.	0% after Ded.	\$200	0% after Ded.
	Outpatient Surgery	0% after Ded.	0% after Ded.	30% after Ded.	0% after Ded.
	Lab Services / X-rays & Complex Imaging	0% after Ded.	0% after Ded.	30% after Ded. / \$75 / 30% after Ded.	0% after Ded.
	Urgent Care	0% after Ded.	0% after Ded.	\$75	0% after Ded.
OON	Deductible (CYD)	Not Covered	Not Covered	Not Covered	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	Not Covered	Not Covered	Not Covered	Not Covered
	Coinsurance (Member Pays)	Not Covered	Not Covered	Not Covered	Not Covered
Rx	Deductible	Integrated w/ Medical	Integrated w/ Medical	\$100 Ded. / \$200 Ded.	Integrated w/ Medical
	Copay - Generic/Brand/Non-Formulary	\$10 / \$35 / \$70	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.	\$10 after Ded. / \$35 after Ded. / \$70 after Ded.
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$631.00	\$630.00	\$614.00	\$589.00
	Employee Plus Spouse	\$1,356.00	\$1,354.00	\$1,320.00	\$1,266.00
	Employee Plus Child(ren)	\$1,230.00	\$1,229.00	\$1,197.00	\$1,149.00
	Family	\$1,955.00	\$1,953.00	\$1,903.00	\$1,826.00
Premium and Contribution Details					
Premiums	Annual Premium	\$341,460.00	\$340,968.00	\$332,280.00	\$318,780.00
	Monthly Premium	\$28,455.00	\$28,414.00	\$27,690.00	\$26,565.00
	Minimum Employer Contribution [50% EE]	\$147,654.00	\$147,420.00	\$143,676.00	\$137,826.00



All ExtensisHR Aetna Medical Plans

	Benefits	National POS 15/0 Y *	National POS 30/0 Y *	National POS 30/0 YM	National POS 20/750 Y
In-Network	Preventative / Primary Care / Specialist	\$0 / \$15 / \$20	\$0 / \$30 / \$50	\$0 / \$30 / \$50	\$0 / \$20 / \$40
	Deductible (CYD)	\$0	\$0	\$0	\$750 / 2x
	Coinsurance (Carrier / Member Pays)	100% / 0%	100% / 0%	100% / 0%	90% / 10%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$2,000 / 2x	\$5,000 / 2x	\$5,000 / 2x	\$6,500 / 2x
	Hospitalization	\$250 per day (3 days Max.)	\$500 per day (3 days Max.)	\$500 per day (5 days Max.)	10% after Ded.
	Hospital Emergency Room	\$250	\$400	\$350	\$350
	Outpatient Surgery	\$75	\$75	\$75 Copay	10% after Ded.
	Lab Services / X-rays & Complex Imaging	0% after Ded.	Covered at 100%	0% after Ded.	10% after Ded.
	Urgent Care	\$75	\$75	\$75	\$75
	* 80% UCR	* 80% UCR			
OOB	Deductible (CYD)	\$300 / 2.5x	\$3,000 / 2.5x	\$3,000 / 2.5x	\$3,000 / 2.5x
	MOOP (Copays RX, Deduct. and Coinsurance)	\$2,000 / 2x	\$9,000 / 2.5x	\$9,000 / 2.5x	\$12,000 / 2.5x
	Coinsurance (Member Pays)	20% after Ded.	30% after Ded.	30% after Ded.	40% after Ded.
Rx	Deductible	n/a	n/a	n/a	n/a
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
	Monthly Rates				
Rates	Employee	\$1,826.00	\$1,291.00	\$1,214.00	\$1,089.00
	Employee Plus Spouse	\$3,933.00	\$2,777.00	\$2,613.00	\$2,345.00
	Employee Plus Child(ren)	\$3,563.00	\$2,518.00	\$2,369.00	\$2,126.00
	Family	\$5,673.00	\$4,007.00	\$3,771.00	\$3,382.00
	Premium and Contribution Details				
Premiums	Annual Premium	\$988,548.00	\$698,784.00	\$657,204.00	\$589,572.00
	Monthly Premium	\$82,379.00	\$58,232.00	\$54,767.00	\$49,131.00
	Minimum Employer Contribution [50% EE]	\$427,284.00	\$302,094.00	\$284,076.00	\$254,826.00



All ExtensisHR Aetna Medical Plans

	Benefits	National EPO 30/0 Y	National POS 25/1000 Y	National EPO 45/0 Y	National EPO 20/1000 Y
In-Network	Preventative / Primary Care / Specialist	\$0 / \$30 / \$65	\$0 / \$25 / \$50	\$0 / \$45 / \$65	\$0 / \$20 / \$65
	Deductible (CYD)	\$0	\$1,000 / 2x	\$0	\$1,000 / 2x
	Coinsurance (Carrier / Member Pays)	100% / 0%	80% / 20%	100% / 0%	80% / 20%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$5,000 / 2x	\$7,000 / 2x	\$5,500 / 2x	\$5,500 / 2x
	Hospitalization	\$750 per admission	20% after Ded.	\$500 per day (5 days Max.)	20% after Ded.
	Hospital Emergency Room	\$400	\$350	\$400	\$400
	Outpatient Surgery	Covered at 100%	20% after Ded.	Covered at 100%	20% after Ded.
	Lab Services / X-rays & Complex Imaging	Covered at 100%	20% after Ded.	Covered at 100%	20% after Ded.
	Urgent Care	\$75	\$75	\$75	\$75
OOB	Deductible (CYD)	Not covered	\$3,000 / 2.5x	Not covered	Not covered
	MOOP (Copays RX, Deduct. and Coinsurance)	Not covered	\$12,000 / 2.5x	Not covered	Not covered
	Coinsurance (Member Pays)	Not covered	50% after Ded.	Not covered	Not covered
Rx	Deductible	\$100 Ded. / \$300 Ded.	n/a	\$100 Ded. / \$300 Ded.	\$100 Ded. / \$300 Ded.
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$1,030.00	\$949.00	\$936.00	\$848.00
	Employee Plus Spouse	\$2,217.00	\$2,041.00	\$2,016.00	\$1,824.00
	Employee Plus Child(ren)	\$2,011.00	\$1,850.00	\$1,828.00	\$1,654.00
	Family	\$3,200.00	\$2,947.00	\$2,908.00	\$2,633.00
Premium and Contribution Details					
Premiums	Annual Premium	\$557,640.00	\$513,648.00	\$506,784.00	\$459,012.00
	Monthly Premium	\$46,470.00	\$42,804.00	\$42,232.00	\$38,251.00
	Minimum Employer Contribution [50% EE]	\$241,020.00	\$222,066.00	\$219,024.00	\$198,432.00



All ExtensisHR Aetna Medical Plans

	Benefits	National POS 25/2000 Y	National POS 30/2000 Y	National HSA 1500 (Non-Embedded) Y	National EPO 30/2000 Y
In-Network	Preventative / Primary Care / Specialist	\$0 / \$25 / 75	\$0 / \$30 / \$60	\$0 / \$30 after Ded. / \$45 after Ded.	\$0 / \$30 / \$65
	Deductible (CYD)	\$2,000 / 2x	\$2,000 / 2x	\$1500 / 2x	\$2,000 / 2x
	Coinsurance (Carrier / Member Pays)	100% / 0%	80% / 20%	100% / 0%	80% / 20%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$8,000 / 2x	\$7,000 / 2x	\$3,000 / 2x	\$6,500 / 2x
	Hospitalization	0% after Ded.	20% after Ded.	\$750 per admission	20% after Ded.
	Hospital Emergency Room	\$500	\$350	\$400 after Ded.	\$400
	Outpatient Surgery	0% after Ded.	20% after Ded.	\$300 Copay, 0% after Ded.	20% after Ded.
	Lab Services / X-rays & Complex Imaging	0% after Ded.	20% after Ded.	0% after Ded.	20% after Ded.
	Urgent Care	\$100	\$75	\$75 after Ded.	\$75
OOB	Deductible (CYD)	\$5,000 / 2.5x	\$5,000 / 2.5x	\$6,000 / 2x	Not covered
	MOOP (Copays RX, Deduct. and Coinsurance)	\$15,000 / 2.5x	\$15,000 / 2.5x	\$14,000 / 2x	Not covered
	Coinsurance (Member Pays)	30% after Ded.	50% after Ded.	30% after Ded.	Not covered
Rx	Deductible	n/a	n/a	Integrated w/ Medical	\$100 Ded. / \$300 Ded.
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$837.00	\$818.00	\$815.00	\$773.00
	Employee Plus Spouse	\$1,801.00	\$1,760.00	\$1,753.00	\$1,664.00
	Employee Plus Child(ren)	\$1,633.00	\$1,596.00	\$1,589.00	\$1,509.00
	Family	\$2,598.00	\$2,538.00	\$2,531.00	\$2,402.00
Premium and Contribution Details					
Premiums	Annual Premium	\$453,072.00	\$442,776.00	\$441,132.00	\$418,500.00
	Monthly Premium	\$37,756.00	\$36,898.00	\$36,761.00	\$34,875.00
	Minimum Employer Contribution [50% EE]	\$195,858.00	\$191,412.00	\$190,710.00	\$180,882.00



All ExtensisHR Aetna Medical Plans

	Benefits	National HSA 3000 Y	National EPO 30/3000 Y	National EPO HSA 5000 Y	National EPO 40/4000 Y
In-Network	Preventative / Primary Care / Specialist	\$0 / 10% after Ded.	\$0 / \$30 / \$65	\$0 / 0% after Ded.	\$0 / \$40 / \$80
	Deductible (CYD)	\$3,000 / 2x	\$3,000 / 2x	\$5,000 / 2x	\$4,000 / 2x
	Coinsurance (Carrier / Member Pays)	90% / 10%	80% / 20%	100% / 0%	80% / 20%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$5,000 / 2x	\$7,500 / 2x	\$5,500 / 2x	\$7,500 / 2x
	Hospitalization	10% after Ded.	20% after Ded.	0% after Ded.	20% after Ded.
	Hospital Emergency Room	10% after Ded.	\$400	0% after Ded.	\$400
	Outpatient Surgery	10% after Ded.	20% after Ded.	0% after Ded.	20% after Ded.
	Lab Services / X-rays & Complex Imaging	10% after Ded.	20% after Ded.	0% after Ded.	20% after Ded.
	Urgent Care	10% after Ded.	\$75	0% After Ded.	\$75
OOB	Deductible (CYD)	\$6,000 / 2x	Not covered	Not Covered	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	\$10,000 / 2x	Not covered	Not Covered	Not Covered
	Coinsurance (Member Pays)	40% after Ded.	Not covered	Not Covered	Not Covered
Rx	Deductible	Integrated w/ Medical	\$100 Ded. / \$300 Ded.	Integrated w/ Medical	\$100 Ded. / \$300 Ded.
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$752.00	\$723.00	\$664.00	\$651.00
	Employee Plus Spouse	\$1,623.00	\$1,556.00	\$1,432.00	\$1,401.00
	Employee Plus Child(ren)	\$1,472.00	\$1,409.00	\$1,299.00	\$1,269.00
	Family	\$2,342.00	\$2,245.00	\$2,065.00	\$2,021.00
Premium and Contribution Details					
Premiums	Annual Premium	\$407,388.00	\$391,320.00	\$359,640.00	\$352,356.00
	Monthly Premium	\$33,949.00	\$32,610.00	\$29,970.00	\$29,363.00
	Minimum Employer Contribution [50% EE]	\$175,968.00	\$169,182.00	\$155,376.00	\$152,334.00



All ExtensisHR Aetna Medical Plans

	Benefits	National HSA 5000 Y	National POS 15/4500 Y	National HSA 6350 Y	National EPO 15/6350 Y
In-Network	Preventative / Primary Care / Specialist	\$0 / 20% after Ded.	\$0 / \$15 / \$90	\$0 / 0% after Ded.	\$0 / \$15 / \$90
	Deductible (CYD)	\$5,000 / 2x	\$4,500 / 2x	\$6,350 / 2x	\$6,350 / 2x
	Coinsurance (Carrier / Member Pays)	80% / 20%	60% / 40%	100% / 0%	100% / 0%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$6,900 / 2x	\$8,550 / 2x	\$6,900 / 2x	\$8,550 / 2x
	Hospitalization	20% after Ded.	40% after Ded.	0% after Ded.	0% after Ded.
	Hospital Emergency Room	20% after Ded.	\$500	0% after Ded.	\$500
	Outpatient Surgery	20% after Ded.	40% after Ded.	0% after Ded.	0% after Ded.
	Lab Services / X-rays & Complex Imaging	20% after Ded.	\$35 copay for lab. / 40% after Ded.	0% after Ded.	0% after Ded.
	Urgent Care	20% after Ded.	\$100	0% After Ded.	\$100
OON	Deductible (CYD)	\$10,000 / 2x	\$10,000 / 2.5x	\$10,000 / 2x	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	\$14,000 / 2x	\$15,000 / 2.5x	\$15,000 / 2x	Not Covered
	Coinsurance (Member Pays)	50% after Ded.	50% after Ded.	30% after Ded.	Not Covered
Rx	Deductible	Medical ded applies, waived for preventive medications	n/a	Integrated w/ Medical	\$100 / \$300
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100	\$10 / \$55 / \$100	0% after Ded.	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply	2x	2x	2x	2x
Monthly Rates					
Rates	Employee	\$648.00	\$645.00	\$630.00	\$617.00
	Employee Plus Spouse	\$1,395.00	\$1,389.00	\$1,357.00	\$1,328.00
	Employee Plus Child(ren)	\$1,265.00	\$1,258.00	\$1,230.00	\$1,205.00
	Family	\$2,014.00	\$2,003.00	\$1,959.00	\$1,918.00
Premium and Contribution Details					
Premiums	Annual Premium	\$350,832.00	\$349,152.00	\$341,112.00	\$334,068.00
	Monthly Premium	\$29,236.00	\$29,096.00	\$28,426.00	\$27,839.00
	Minimum Employer Contribution [50% EE]	\$151,632.00	\$150,930.00	\$147,420.00	\$144,378.00



All ExtensisHR Aetna Medical Plans

	Benefits	National EPO HSA 5500 Y
In-Network	Preventative / Primary Care / Specialist	\$0 / 20% after Ded.
	Deductible (CYD)	\$5,500 / 2x
	Coinsurance (Carrier / Member Pays)	80% / 20%
	MOOP (Copays RX, Deduct. and Coinsurance)	\$7,000 / 2x
	Hospitalization	20% after Ded.
	Hospital Emergency Room	20% after Ded.
	Outpatient Surgery	20% after Ded.
	Lab Services / X-rays & Complex Imaging	20% after Ded.
	Urgent Care	20% after Ded.
OON	Deductible (CYD)	Not Covered
	MOOP (Copays RX, Deduct. and Coinsurance)	Not Covered
	Coinsurance (Member Pays)	Not Covered
Rx	Deductible	Medical ded applies, waived for preventive medications
	Copay - Generic/Brand/Non-Formulary	\$10 / \$55 / \$100
	Mail Order - Multiple for 90-Day Supply	2x
Monthly Rates		
Rates	Employee	\$579.00
	Employee Plus Spouse	\$1,246.00
	Employee Plus Child(ren)	\$1,130.00
	Family	\$1,798.00
Premium and Contribution Details		
Premiums	Annual Premium	\$313,440.00
	Monthly Premium	\$26,120.00
	Minimum Employer Contribution [50% EE]	\$135,486.00



All Dental Plans from Aetna

	Benefits	AETNA DMO	AETNA PPO 1000 (UCR)	AETNA PPO 1500 (MAC)	AETNA PPO 2000 (UCR)
In-Network	Office Visit Copay	N/A	N/A	N/A	N/A
	Annual Deductible Individual/Family (applies to basic and major services)	N/A	\$50 / \$150	\$50 / \$150	\$50 / \$150
	Annual Benefit Maximum	N/A	\$1,000	\$1,500	\$2,000
	Preventable Service Covered Percent	100%	IN: 100% OON: 80%	100%	100%
	Basic Service Covered Percent	Schedule of Fees	80%	80%	80%
	Major Service Covered Percent	Schedule of Fees	50%	50%	50%
	Orthodontic Lifetime Maximum	Schedule of Fees	Not Covered	\$1,000 (Children Only)	\$1,500
Monthly Rates					
Rates	Employee	\$17.00	\$41.00	\$42.00	\$59.00
	Employee / Spouse	\$33.00	\$83.00	\$84.00	\$114.00
	Employee / Child(ren)	\$36.00	\$81.00	\$81.00	\$111.00
	Employee / Family	\$54.00	\$116.00	\$117.00	\$160.00
Premium and Contribution Details					
Premiums	Annual Premium	\$0.00	\$0.00	\$0.00	\$0.00
	Monthly Premium	\$0.00	\$0.00	\$0.00	\$0.00
	Employer Contribution [50%]	\$0.00	\$0.00	\$0.00	\$0.00



All Dental Plans from Aetna

	Benefits	AETNA PPO 5000 (UCR)	AETNA FOC DMO/PPO
In-Network	Office Visit Copay	N/A	N/A / N/A
	Annual Deductible Individual/Family (applies to basic and major services)	\$50 / \$150	\$0 / \$50 / \$100
	Annual Benefit Maximum	\$5,000	N/A / \$1,000
	Preventable Service Covered Percent	100%	100% (\$5 Co-Pay Office Visit) / 90%
	Basic Service Covered Percent	90%	100% / 60%
	Major Service Covered Percent	50%	60% / 50%
	Orthodontic Lifetime Maximum	\$2,500	50% - 24 Month Treatment Limit Covered Adult & Child / N/A
Monthly Rates			
Rates	Employee	\$81.00	\$33.00
	Employee / Spouse	\$165.00	\$64.00
	Employee / Child(ren)	\$161.00	\$62.00
	Employee / Family	\$230.00	\$94.00
Premium and Contribution Details			
Premiums	Annual Premium	\$0.00	\$0.00
	Monthly Premium	\$0.00	\$0.00
	Employer Contribution [50%]	\$0.00	\$0.00



All Dental Plans from MetLife

	Benefits	MetLife DMO	MetLife Low PPO \$1,000	MetLife PPO Max \$1500	MetLife High PPO \$2,000
In-Network	Office Visit Copay	N/A	N/A	N/A	N/A
	Annual Deductible Individual/Family (applies to basic and major services)	N/A	\$50 / \$150	\$50 / \$150	\$50 / \$150
	Annual Benefit Maximum	N/A	\$1,000	\$1,500	\$2,000
	Preventable Service Covered Percent	100%	IN: 100% OON: 80%	100%	100%
	Basic Service Covered Percent	Schedule of Fees	80%	80%	80%
	Major Service Covered Percent	Schedule of Fees	50%	50%	50%
	Orthodontic Lifetime Maximum	Schedule of Fees	Not Covered	\$1,500 (Children Only)	\$1,500
Monthly Rates					
Rates	Employee	\$12.00	\$38.00	\$42.00	\$57.00
	Employee / Spouse	\$23.00	\$77.00	\$85.00	\$113.00
	Employee / Child(ren)	\$24.00	\$75.00	\$82.00	\$111.00
	Employee / Family	\$34.00	\$107.00	\$118.00	\$160.00
Premium and Contribution Details					
Premiums	Annual Premium	\$0.00	\$0.00	\$0.00	\$0.00
	Monthly Premium	\$0.00	\$0.00	\$0.00	\$0.00
	Employer Contribution [50%]	\$0.00	\$0.00	\$0.00	\$0.00



All Dental Plans from MetLife

	Benefits	MetLife Enhanced PPO \$5,000
In-Network	Office Visit Copay	N/A
	Annual Deductible Individual/Family (applies to basic and major services)	\$50 / \$150
	Annual Benefit Maximum	\$5,000
	Preventable Service Covered Percent	100%
	Basic Service Covered Percent	90%
	Major Service Covered Percent	50%
	Orthodontic Lifetime Maximum	\$2,500
Monthly Rates		
Rates	Employee	\$81.00
	Employee / Spouse	\$165.00
	Employee / Child(ren)	\$161.00
	Employee / Family	\$230.00
Premium and Contribution Details		
Premiums	Annual Premium	\$0.00
	Monthly Premium	\$0.00
	Employer Contribution [50%]	\$0.00



All Vision Plans from Aetna

	Benefits	AETNA VISION STANDARD	AETNA VISION PREMIUM
In-Network	Eye Exam Copay	\$10	\$0
	Lenses Single/Bifocal	\$20 / \$20	\$0 / \$0
	Contact Lens Allowance	\$130	\$150
	Frame Allowance	\$130	\$150
	Frame Frequency	Every 2 Calendar Years	Once Every Calendar Year
Monthly Rates			
Rates	Employee	\$4.00	\$8.00
	Employee / Spouse	\$8.00	\$14.00
	Employee / Child(ren)	\$8.00	\$14.00
	Employee / Family	\$10.00	\$18.00
Premium and Contribution Details			
Premiums	Annual Premium	\$0.00	\$0.00
	Monthly Premium	\$0.00	\$0.00
	Employer Contribution [0%]	\$0.00	\$0.00



All Vision Plans from MetLife

	Benefits	MetLife VSP Standard	MetLife VSP Premium	MetLife Superior Standard	MetLife Superior Premium
In-Network	Eye Exam Copay	\$10	\$0	\$10	\$0
	Lenses Single/Bifocal	\$20 / \$20	\$0 / \$0	\$20 / \$20	\$0 / \$0
	Contact Lens Allowance	\$130	\$150	\$130	\$150
	Frame Allowance	\$130	\$150	\$130	\$150
	Frame Frequency	24 Months from Last Received	12 Months from Last Received	24 Months from Last Received	12 Months from Last Received
Monthly Rates					
Rates	Employee	\$4.00	\$8.00	\$4.00	\$8.00
	Employee / Spouse	\$6.00	\$13.00	\$6.00	\$13.00
	Employee / Child(ren)	\$6.00	\$13.00	\$6.00	\$13.00
	Employee / Family	\$8.00	\$18.00	\$8.00	\$18.00
Premium and Contribution Details					
Premiums	Annual Premium	\$0.00	\$0.00	\$0.00	\$0.00
	Monthly Premium	\$0.00	\$0.00	\$0.00	\$0.00
	Employer Contribution [50%]	\$0.00	\$0.00	\$0.00	\$0.00

ExtensisHR Additional Offerings

Group Life and AD&D Insurance - Employer Paid

Provider: The Standard
Premiums: Employer Paid
Coverage: Mandatory / Voluntary

Worksite employees must be scheduled to work a minimum of 30 hours a week. Coverage effective on the first day of active, full-time employment coinciding with or next following completion of the waiting period.

	\$0.105 per \$1k per Month Per \$1,000 per month
Mandatory \$10,000 Life and AD&D	\$0.13
Voluntary Life Insurance Coverage Levels	
\$10,000	\$0.13
\$15,000	\$0.13
\$25,000	\$0.13
\$40,000	\$0.13
\$50,000	\$0.13
\$90,000	\$0.13
\$100,000	\$0.13
Class 1*: Flat \$100k	\$0.13
Class 2**: Flat \$50k	\$0.13
Class 1*: 1x annual earnings to max \$500k	\$0.13
Class 2**: 1x annual earnings to max	\$0.13
Class 1*: 1x annual earnings to max \$300k	\$0.13
Class 2**: Flat \$10k	\$0.13
1x annual earnings up to \$50,000	\$0.13
1x annual earnings up to \$100,000	\$0.13
1x annual earnings up to \$500,000	\$0.13
1x annual earnings up to \$1,000,000	\$0.13
2x annual earnings up to \$150,000	\$0.13
2x annual earnings up to \$500,000	\$0.13
2x annual earnings up to \$1,000,000	\$0.13
3x annual earnings up to \$2,000,000	\$0.13



*Class 1: Corporate Officers, Partners, Sole-Proprietors, Managing Directors, Executive Directors, Attorneys, & Physicians
 **Class 2: All other members

Group Supplemental Life - Employee Paid

Provider: The Standard
Premiums: Employee Paid
Coverage: Age Banded

Eligible employees may purchase term life insurance at reduced rates for themselves, spouses and children*. Employees may select up to 5x salary to \$1,000,000 of coverage. Evidence of insurability may be required for some amounts. Guarantee Issue up to \$500,000 during initial eligibility.*

Age:	Rate/Month
Under 30	\$0.06
30 to 34	\$0.07
35 to 39	\$0.09
40 to 44	\$0.10
45 to 49	\$0.15
50 to 54	\$0.23
55 to 59	\$0.43
60 to 64	\$0.65
65 to 69	\$1.17
70+	\$1.91

** Employees must elect voluntary coverage in order to elect Spousal / Child coverage
 Spouses may apply for Dependent Life Insurance in multiples of \$10,000, ranging from \$10,000 to \$100,000.*

** Dependent Children age 6 months to 25 years are eligible for a flat \$10,000 in coverage. One Rate provides \$10k coverage for multiple dependent children*

Request Plan Details from your Sales Manager for additional information / guidelines

Group Short Term Disability Insurance - Employer Paid

Provider: The Standard
Premiums: Employer Paid
Coverage: Voluntary

Benefits begin on the 8th day for non-work related accidents or illness. This benefit must be elected for all employees (FT and PT).



Option	Weekly Benefit	Backdoor Integration	Max. Weekly Benefit	Max. Weekly Salary	Max. Benefit Period	Waiting Period	Rate Per \$10
Option 1	60%		\$1,000	\$1,667	180 Days	7 Days	\$0.160
Option 2	60%	Yes	\$1,000	\$1,667	180 Days	7 Days	\$0.170
Option 3	60%		\$1,500	\$2,500	180 Days	7 Days	\$0.167
Option 4	60%	Yes	\$1,500	\$2,500	180 Days	7 Days	\$0.177
Option 5	60%		\$2,000	\$3,334	180 Days	7 Days	\$0.171
Option 6	60%	Yes	\$2,000	\$3,334	180 Days	7 Days	\$0.181
Option 7	60%		\$2,500	\$4,167	180 Days	7 Days	\$0.172
Option 8	60%	Yes	\$2,500	\$4,167	180 Days	7 Days	\$0.182
Option 9	60%		\$2,000	\$3,334	90 Days	7 Days	\$0.137
Option 10	60%	Yes	\$2,000	\$3,334	90 Days	7 Days	\$0.147

Group Short Term Disability Insurance - Employee Paid

Provider: The Standard / AFLAC
Premiums: Employee Paid
Coverage: Voluntary

If the Employer opts out of Group Short Term Disability for their employees, the employees have the option to purchase their own Short Term Disability from 2 Carriers



Waiting Period	Age Bands	13 Week Benefit / \$100	26 Week Benefit / \$100
7 Days	Under 30	\$0.631	\$0.782
7 Days	30 to 34	\$0.738	\$0.931
7 Days	35 to 39	\$0.607	\$0.800
7 Days	40 to 44	\$0.576	\$0.784
7 Days	45 to 49	\$0.680	\$0.932
7 Days	50 to 54	\$0.762	\$1.044
7 Days	55 to 59	\$1.017	\$1.393
7 Days	60+	\$1.263	\$1.731

\$2,500 Maximum Weekly Benefit

Waiting Period	Age Bands	Rate/\$100 Benefit/Mo.	Benefit Duration
7 Days	18 to 49	\$2.58	3 Months
7 Days	50 to 64	\$2.70	3 Months
7 Days	65 to 74	\$3.07	3 Months
7 Days	18 to 49	\$3.46	6 Months
7 Days	50 to 64	\$3.61	6 Months
7 Days	65 to 74	\$4.51	6 Months

Issue Age: Employees 18 years and older
\$3,000 Maximum Monthly Benefit

ExtensisHR Additional Offerings (cont.)

Group Long Term Disability Insurance - Employer Paid

Provider: The Standard
Premiums: Employer Paid
Coverage: Voluntary

*Benefits begin after the applicable elimination period is completed.
 The Benefit must be elected for all benefit eligible employees.*

Option	Class	Monthly Benefit *	Max Monthly Benefits	Benefit Waiting Period	Rate / \$100
Option 1		60%	\$5,000	180 Days	\$0.208
Option 2		50%	\$5,000	180 Days	\$0.133
Option 3		60%	\$15,000	180 Days	\$0.257
Option 4		50%	\$1,000	180 Days	\$0.120
Option 5	1	60%	\$10,000	180 Days	\$0.249
Option 5	2	60%	\$5,000	180 Days	\$0.249
Option 6		60%	\$10,000	180 Days	\$0.245
Option 7	1	60%	\$15,000	180 Days	\$0.250
Option 7	2	60%	\$5,000	180 Days	\$0.250
Option 8		60%	\$5,000	90 Days	\$0.250
Option 9		60%	\$10,000	90 Days	\$0.290
Option 10		60%	\$15,000	90 Days	\$0.300
Option 11		60%	\$20,000	180 Days	\$0.291
Option 12		60%	\$20,000	90 Days	\$0.307



* % of Pre-Disability Income Replaced

Long Term Disability Insurance - Employee Paid

Provider: The Standard
Premiums: Employee Paid
Coverage: Voluntary

If the Employer Opts out of providing Long Term Disability, Employees can purchase one coverage type below from the Standard based on the Age Banded Rates and Waiting Period:

Waiting Period	Age Bands	Rate / \$100	Waiting Period	Age Band	Rate / \$100
90 Days	<25	\$0.172	180 Days	<25	\$0.163
90 Days	25-29	\$0.179	180 Days	25-29	\$0.164
90 Days	30-34	\$0.339	180 Days	30-34	\$0.312
90 Days	35-39	\$0.606	180 Days	35-39	\$0.565
90 Days	40-44	\$0.862	180 Days	40-44	\$0.759
90 Days	45-49	\$1.187	180 Days	45-49	\$1.047
90 Days	50-54	\$1.604	180 Days	50-54	\$1.404
90 Days	55-59	\$1.762	180 Days	55-59	\$1.519
90 Days	60+	\$1.884	180 Days	60+	\$1.627

\$10,000 Maximum Monthly Benefit

\$10,000 Maximum Monthly Benefit

AFLAC Voluntary Employee Paid Accident, Critical Illness and Hospital Insurance

AFLAC Accident Insurance:

Group Accident Insurance pays cash benefits if you are injured in a covered accident. Aflac's accident insurance plan can help cover expenses such as:

- Ambulance rides
- Bone fractures and dislocations
- Emergency room or urgent care visits
- Surgery and anesthesia
- Burns

Plan Coverage	Low Option	High Option
Employee	\$10.66	\$13.36
Employee / Spouse	\$16.58	\$20.72
Employee / Child(ren)	\$21.99	\$28.04
Employee / Family	\$27.91	\$35.40



AFLAC Critical Illness Insurance:

AFLAC CRITICAL ILLNESS INSURANCE: Pays cash benefits if you or a covered dependent is diagnosed with a covered condition. Benefits are paid directly to you, unless assigned, and can be used in any way you see fit. Benefits include:

- Guaranteed Issue coverage so you don't have to answer any health questions
- No Pre-Existing Condition Limitations; diagnosis must occur after the plan effective date
- Health screening benefit (see brochure or certificate for full list of covered screenings)

Age	\$15,000 Policy	\$30,000 Policy
18-24	\$2.25	\$3.40
25-29	\$3.00	\$4.90
30-34	\$4.05	\$7.00
35-39	\$5.55	\$10.00
40-44	\$8.40	\$15.70
45-49	\$12.90	\$24.70
50-54	\$18.90	\$36.70
55-59	\$26.70	\$52.30
60-64	\$38.70	\$76.30
65+	\$54.60	\$108.10

AFLAC Hospital Indemnity Insurance

Pays cash benefits directly to you, if you or a covered dependent is hospitalized due to illness or injury.*

Benefits include the following:

- Hospital Confinement Benefit
- Hospital Admission Benefit
- Hospital Intensive Care Benefit

Plan Coverage	Low Option	High Option
Employee	\$5.85	\$10.55
Employee / Spouse	\$12.45	\$24.01
Employee / Child(ren)	\$11.50	\$21.99
Employee / Family	\$18.10	\$35.45

- Employee / Spouse Eligible if at least 18 years old; Children must be under 26
- Spousal Rates calculated separately and based on Employee Age
- Spouse eligible for 100% of Employee Coverage Amount
- Child Coverage included at 50% of Employee amount at no additional cost

* Issue Age: Employee / Spouse 18+ and Children under 26

ExtensisHR Additional Offerings (cont.)

InsurChoice: HOME AND AUTO INSURANCE

InsurChoice is a one-of-a-kind auto and home insurance program with multiple insurance discounts, to give access to different products and policies. The program shops auto and home insurance across more than 20 of the top-rated insurance carriers so participants can get the best rates. With InsurChoice you get the following features:

- o Access to a team of licensed agents who tailor policies to fit your individual needs*
- o Rate Protection Plan – if your rate increases more than 20% the program automatically shops out your coverage to all the carriers*

Affinity Federal Credit Union:

As a member of Affinity, employees and their families will have easy access to a wide selection of banking services including savings, checking, loans, mortgages and much more.

MetLife Pre Paid Legal Services

MetLife Legal Plans: National legal coverage with immediate access to a choice of local attorneys. Legal representation provided for traffic offences, family matters, civil lawsuits, debt collection defense, wills, small claims assistance, documentation preparation, court appearance, and many other matters.

Cost: **\$19.50 / Month**

HealthEquity - Flexible Spending Accounts (FSA)

HealthEquity (HE): Employees annually set aside up to \$3,050 for medical costs such as co-pays, deductibles, prescriptions, dental and vision care (with FSA Debit Card). Provided by HE the FSA is conveniently accessible online to view account information and upload receipts to file claims. Plus, its EZReceipts mobile app facilitates on-the-go account access.

HealthEquity - Commuter Benefit Plan (Employer Paid)

HealthEquity offers mass transit and parking. By enrolling in a commuter benefit plan, employees can pay for qualified workplace mass transit and parking expenses with tax-free contributions, meaning they will not pay federal income taxes, social security (FICA) taxes, or state income taxes (may vary by state) on these expenses. There is no set-up fee; the monthly cost per participant is \$2.80. Note Rate may be periodically adjusted by Provider. BRI provides convenient access for enrollees to check their balance at any time by registering online or downloading the mobile app.

ID Watchdog - Identity Protection

ID Watchdog monitors billions of data points in both public and private databases and alerts you of any new and updated information associated with your personal, identifiable and financial information. ID Watchdog is everywhere you can't be — monitoring your credit and helping you better protect your identity.

Employee Only: **\$10.90 / Month**
 Employee & Family: **\$18.50 / Month**

ExpensePath - Expense Reporting

With ExpensePath, employees provide expense details and receipts through mobile app or website, reports are automatically routed to reviewers, and approved data is exported for reimbursement in the next payroll run in HRCloud. ExpensePath is a full-featured solution including policy, GL mapping, reporting, and much more.

Cost Per Active User: **\$5.00 / Month**

401 (k) Savings Programs

TransAmerica: TransAmerica has focused on Retirement Plans for over 80 Years and has \$21.3 Billion PEO assets under management. Offering a 401 (k) is an excellent way to retain valuable employees, and the Employer is able to match. Participants can defer between 1% and 90% of compensation and invest from a variety of investment options. The ExtensisHR 401(k) Enrollment and other Fees are below:

<i>One Time Set-Up Fees:</i> \$750	<i>Annual Loan Fee:</i> \$50
<i>Asset Transfer Fees:</i> \$950	<i>De-Conversion Fee:</i> \$100
<i>Loan Initial Set-Up Fee:</i> \$50	<i>Distribution Fee:</i> \$50

Insubuy - International Trip & Medical Insurance

Travelers and Students can take advantage of Insubuy's Trip and International Insurance, including Medical.

Section 529 College Savings Plan

John Hancock Freedom 529 College Savings Plan: A great, flexible way to save for qualified higher education expenses. Tax-advantaged growth on earnings and contributions. Tax-free withdrawals set 529 Plans apart from other investments used for college savings.

HealthEquity - Dependent Care Flexible Spending Accounts

HealthEquity (HE): Employees annually set aside up to \$5,000 before taxes to pay for dependent care expenses such as day care, child care, nursery school, after school programs and summer day-camp up until age 13. The Dependent Care FSA is also provided by HE which allows for online and mobile application account accessibility.

HealthEquity - Health Spending Accounts (HSA)

HealthEquity: HealthEquity HSA accounts are available to individuals with a qualified high-deductible health plan (HDHP). HealthEquity makes it easy to pay for eligible expenses. Employees can use the HealthEquity Card that acts as a debit card; use cash, credit card, or personal check and then withdraw HSA funds to pay themselves back; or pay the provider from their account. HealthEquity Mobile App available to manage accounts.

DDS Employee Screening Service - Background Checks and Drug Testing

Background searches available include criminal and driving records, credit reports, and social security trace, as well as drug testing. The cost associated with this service varies based on the scope of work needed, but ExtensisHR offers discounted rates through DDS.

Pet Insurance, Vet and Prescription Discount

3 Unique offerings from 4 Vendors (Pet Insurance, Veterinary Discount Plans and Pet Prescription Savings Plans)



Pet Insurance for Accidents

Varies by Pet



Pet Insurance for Accidents

Varies by Pet



Veterinary Discount Plan

\$7/Mon: All Pets



Pet Prescription

\$3.75/Mon. / Pet

\$7.50 / Mon. For All Pets



Implementation Guidelines for Select Services

Additional Services	Cost	Implementation
Time and Labor - Tracking	\$250 Setup Fee / \$4.50 PEPM	Avg 30 Days from First Payroll
Time and Labor - Hardware	\$1,500 / Year / Clock, \$420 for Mobile Tablet & Kiosk App Rental - \$125 / Clock / Month	Avg 30 Days from First Payroll
ExpensePath	\$150 Standard Setup / \$300 Credit Card Setup \$5 Per Active User Per Month	Avg 45 Days from First Payroll
Group Life & LTD	Dependent on Coverage Selected - See Group Life Section Above	Available on Benefits Start Date
Advanced Recruiting	Included	Available on Start Date
Applicant Tracking System (ATS)	\$99 / Month / Client	Available 4-6 weeks from Start Date
401k Offering	\$750 Implementation + Add'l \$950 if Moving Assets	From Start Date: 60 Days (New) / 90 Days (Rollover)
Learning Management System (LMS)	Included	Available on Start Date
FSA Administration	Included	Available For Benefits Start Date
HSA	Included	Available For Benefits Start Date
PTO	Included	2-3 Week Implementation including First Payroll Run
GL Reporting Setup	Included	30-90 Days After First Payroll
Performance Management Cloud	Request Quote	6-8 Week Implementation including Training



Workers Compensation Insurance Detail

State	# of Emps	Code	Wages	Current Rate	Current Charges	ExtensisHR Rate	ExtensisHR Charges
NY	48	8861	\$3,542,480	0.710	\$25,152	0.502	\$17,794

Total: \$17,794



Acknowledgement and Non-Disclosure

Acknowledgement & Disclosure: Client acknowledges the rates and plans indicated here are subject to a final review and approval process and may be revised if census changes occur after the initial rates are issued. Rates and plans contained herein include applicable state and PPACA fees and assessments imposed on insurance carriers. Client elects health and dental benefits in all coverage areas according to the carriers and products available and life and long-term disability at the mandatory minimum benefit levels. Client must have and maintain at least 70 percent participation among eligible Worksite Employees or, if greater, a minimum participation of five Worksite Employees. Client must generally make a contribution of at least 50 percent of the single premium rate for each medical plan. Client acknowledges the rates are subject to change if the Client's Worksite Employee enrollment increases or decreases by more than ten percent from the enrollment assumptions used in establishing the rates and/or there is a change in rates by the insurance carrier and/or there is a change in any law, regulation, or required assessment of tax that changes the insurance carrier's costs in offering the plan. Client acknowledges that if it has previously elected to offer coverage through a high deductible health plan (HDHP), any decision to terminate the HDHP coverage option may have an adverse tax effect on its Worksite Employees if such Worksite Employees elected to contribute to a Health Savings Account (HSA).

Subject to any further limitations set forth in the terms and provisions of the applicable plan documents and insurance contracts, only regular, full-time, employees of an ExtensisHR Group worksite employer residing or working in the United States are eligible to participate in the medical, dental, vision, FSA or commuter plans. Worksite Employees must satisfy the minimum hours of service requirement, be in an eligible class and satisfy any applicable waiting period (in each case, as determined by the Client, subject to the terms and provisions of the applicable plan documents and insurance contracts), in order to participate in the plans. Individuals who are covered by a collective bargaining agreement, classified as an independent contractor or consultant, not in an eligible class, and/or are not a Worksite Employee are not eligible to participate in the plans, even if the individual satisfies all other eligibility requirements. Retirees are not eligible to participate in the plans.

Client acknowledges that subject to the terms and provisions of the Client Services Agreement (including, without limitation, the terms and provisions herein) and the terms and provisions of the applicable plan documents and insurance contracts, the rates and plans indicated in the CBE statement are valid for 90 days from issuance. Client acknowledges that Extensis incurs additional expenses associated with the administration of the benefits plans. ExtensisHR benefits administration services include Affordable Care Act Compliance Management.

The information contained in this document is proprietary and highly confidential. It is being provided with the understanding that it will not be used by the Client, its representatives, advisors or consultants for any purpose other than the evaluation of the Extensis Health and Welfare Plans. Under no circumstances is any of the information contained herein (including excerpts, summaries, extracts, and evaluations thereof) to be used, disseminated, disclosed or otherwise communicated to any person or entity other than the Client, its representatives, advisors and consultants, and their respective employees who are directly involved in the evaluation process without the expressed written consent of Extensis.

Pricing and Proposal Confidentiality. This Agreement, any and all pricing and discounts contained herein, and any related proposals or correspondence between Customer and Extensis shall be considered confidential information. Quotes, terms and pricing terms are negotiated between Customer and Extensis may be unique to the Customer. Therefore, and except as otherwise provided by law, Customer agrees to hold such information in strict confidence and not to disclose it to any third parties. Customer agrees to take all reasonable measures to protect the confidentiality of and avoid disclosure or use of such confidential information in order to prevent it from falling into the public domain or the possession of persons other than those persons authorized hereunder to have any such information, which measures shall include the highest degree of care that it utilizes to protect its own confidential information of a similar nature.