



LIFEEXEC EMPLOYER TERMS AND CONDITIONS

By registering your company as a LifeExec employer partner (employer), the employer acknowledges that by their participation with LifeExec they and the company they register and represent are contracting with 541 Software, LLC (dba "LifeExec"), its affiliates, subsidiaries, and successor corporations to provide benefits coverage to their employees and associates. The employer acknowledges the following:

- **COMMITMENT TO EXCELLENCE AND MEMBER ADVOCACY.** LifeExec is committed to providing the best benefits service to its employer partners and members. LifeExec reserves the right to add, change, or discontinue benefits should LifeExec determine with reasonable discretion that the benefit provider and its services have failed to meet LifeExec's quality standards, or if LifeExec has an alternative solution with significantly enhanced member services.
- **NO MINIMUM COMMITMENT.** Unless defined otherwise, benefit programs can be offered without minimum participation requirements. At the employer's discretion, benefits can be provided on a voluntary basis, partially sponsored, or entirely sponsored.
- **BILLING.** An employer's total benefit elections are aggregated into a single monthly bill payable via ACH deduction and/or credit card. Employers are responsible for the total payment of all sponsored, stipend, and voluntary enrollments purchased via electronic portal as defined in the LifeExec Employer Program. Members are responsible for voluntary enrollments via credit card payment when direct member billing is the selected payment option. The payment process must be set up prior to the initial submission of employee benefit elections.
- **PRICE CHANGES.** LifeExec reserves the right to update pricing (increases or decreases) based upon benefit provider costs, negotiated contracts, tax requirements, service changes, or service fees.
- **TAX RESPONSIBILITIES.** It is the employer's sole responsibility to report, remit, and satisfy all state and federal tax requirements associated with offering LifeExec benefits.
- **EMPLOYER PROGRAM EXPIRATION.** LifeExec will honor agreement parameters and promotions for 30 days after agreement date. Employers are required to schedule an enrollment date and provide the required documentation for the initial enrollment within 30 days of registering. If the employer has not met the initial enrollment requirements, the employer will be subject to new price changes.
- **BENEFIT ELECTION ENROLLMENTS.** Benefit elections are month to month. All benefit election enrollments must be submitted to LifeExec via the electronic benefits portal by 4pm PST on the 24th of each month (or the 23rd if the 24th falls on a Saturday or Sunday) to receive benefits by the first of the following month.
- **BENEFIT CANCELLATIONS AND REFUNDS.** Benefit elections are paid month to month. Benefit elections can be cancelled at any time without penalty. Once a benefit enrollment has been submitted, the benefit member is enrolled in their benefit(s) for the subsequent month until the benefit is cancelled and processed. Cancellation requests received and processed by 4pm PST on the 24th (or the 23rd if the 24th falls on a Saturday or Sunday) of the current active month will terminate the benefit election for the following month. Cancellation requests received and processed after the cancellation deadline of the current month terminate the benefit at the end of the subsequent month. Payment for the following month is required. Benefit cancellation requests can be processed electronically or submitted to memberservices@LifeExec.com. No refunds, partial or total, are available within an active benefit month.
- **BUSINESS CANCELLATION.** Employers can cancel any time with 30-day notice. If the employer cancels during an active month, all employee elections are available through the end of the month. The employer is responsible for payment of all benefit elections payments for the following month if the cancellation is made after 4pm PST on the 24th of each month (or the 23rd if the 24th falls on a Saturday or Sunday) of the month in which the agreement was cancelled.
- LifeExec is a member organization. As such, all members agree to become part of The Excepted and Non-Medical Benefit Plan Trust #1.
- **CONFIDENTIAL DATA.** Employer agrees to the terms and conditions contained in the LifeExec Terms of Use and end user



licensing agreement (EULA) which can be found during registration, on LifeExec.com, and within each user account. LifeExec does not share or resell end user data.