

Platform Overview

September 2022



What is Zorro





Zorro is a **technology startup** using advanced analytics to **optimize** and reduce the costs of employee benefits.

We leverage a new regulation called **ICHRA** (Individual Contribution Health Reimbursement Arrangement) that gives businesses the ability to **offer a stipend to employees to purchase any individual medical plan** they want, instead of purchasing and administering a group plan.

Zorro's platform makes this process **highly personalized**, cross-referencing employees' **individual preferences** against thousands of **benefit options**, leveraging dozens of **APIs** and using an **Artificial Intelligence model** trained by millions of data-points.

We couple this with **world-class design** and an unmatched **operational support** team to deliver a first-of-its-kind **product experience.**

ICHRA Overview



ICHRA is an innovative product that gives flexibility, cost predictability and choice to employers and employees.



ICHRA advantages similar to traditional group plans

- Eligible for commission on each individual policy selected
- Tax-free for both employer and employee)
- Qualifies as group health coverage to satisfy ACA requirements



ICHRA solves several pain-points in the traditional model

- Cost control
 –client can set budget and allowances once and not worry about premium hikes
- Carrier & plan flexibility—each employee can choose their own
- Ease of administration
 –no need to administer a group plan

Who is ICHRA a fit for?





Clients **not currently offering coverage** who want to offer benefits without dealing with the administrative hassle



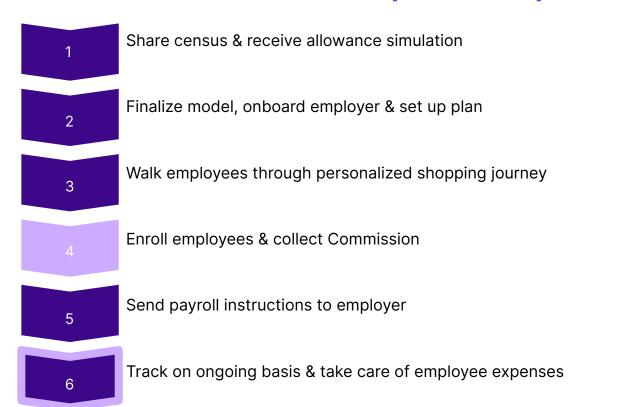
Clients **offering coverage facing large premium hikes** because of outsized claims



Clients with **workforce in multiple geographies** who want to offer carrier & plan flexibility

Zorro's solution is a comprehensive, E2E platform that takes care of all steps of the process





Combined



The Platform

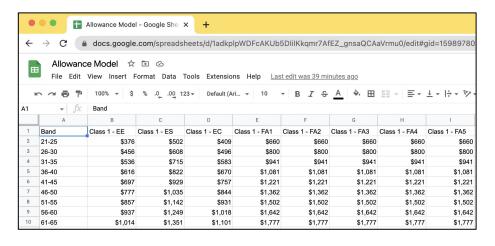
Step 1:

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Share census & receive allowance simulation

- We send you the Zorro census template
- You collect employee data with your employer client
 - Full address
 - o DOB
 - Spouse+dependent DOBs
- You share additional goals and objectives
 - Employee classes if employer wants to give different allowances based on category (e.g. management vs. regular employees, salaried vs. hourly)
 - Budget
 - Desired design goals

- We run our Artificial Intelligence algorithm and determine an optimal allowance amount by:
 - Employee age
 - Coverage type (employee-only, spouse, family etc)
 - Employee category
- We share the allowance model with you and with your employer client

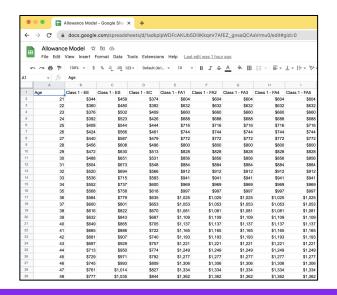


Step 2:

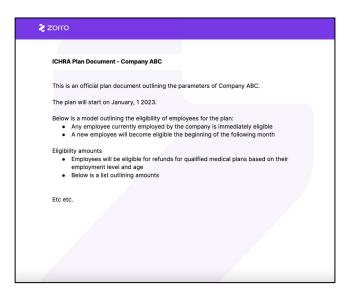
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Finalize model, onboard employer & set-up plan

- We finalize model with employer client
- We check that model is compliant with affordability rules and safe-harbors
- We set up client and onboard them onto Zorro platform



- We finalize administrative and regulatory requirements, including:
 - Writing and sharing employee announcement email
 - Writing and storing plan document



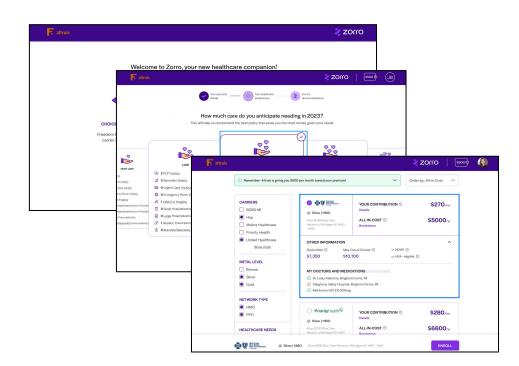
Step 3:

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Walk employees through personalized shopping journey

- We send our communication to employees that is it Open or Special Enrollment Period
- Employees log in to Zorro, where their information is pre-filled, and input
- We guide employees through our personalization onboarding flow to collect information about their health needs
- We run our algorithm and share ranked recommendations
- Employees select the desired plan they want to enroll in

EMPLOYEE PLATFORM DEMO



Step 4 (today):

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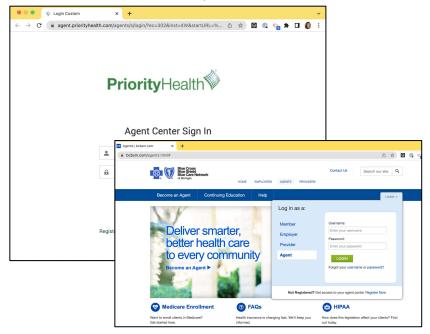
Enroll employees & collect commission

- We send you a list of all employees with all info needed for enrollment
 - Employee+spouse/dependent names, SSNs, DOBs and addresses
 - Carrier and plan selections
 - Plan costs and employer/employee shares

Employee						Selected Coverage							
Employee Name	Gender	DOB	SSN	Address	Plan Type	Carrier	Plan	Plan ID	Start Date	Premium	Employer	Employee	
John Snow	М	1/1/1990	123-45-6789	500 Forest	EE	Priority	Silver HDHP	XY-123	1/1/2023	\$750	\$500	\$250	
Sarah Lee	F	1/1/1985	123-45-6789	500 Forest	ES	BCBSM	Gold Priority 80%	AB-123	1/1/2023	\$1,000	\$600	\$400	
Adam Smith	M	1/1/1980	123-45-6789	500 Forest	FA	BCBSM	Bronze HMO	XY-456	1/1/2023	\$1,000	\$650	\$350	
Yan Lu	F	1/1/1975	123-45-6789	500 Forest	FA	Priority	Bronze HMO	XY-456	1/1/2023	\$1,200	\$800	\$400	
Jared King	М	1/1/1970	123-45-6789	500 Forest	EC	Priority	Gold PPO 75%	AB-456	1/1/2023	\$1,000	\$500	\$500	

Amanda Smith	F	1/1/1990	123-45-6789	500 Forest	EC	BCBSM	Silver HDHP	XY-123	1/1/2023	\$750	\$500	\$250	
Lauren Hall	F	1/1/1985	123-45-6789	500 Forest	FA	BCBSM	Gold Priority 80%	AB-123	1/1/2023	\$1,000	\$600	\$400	
Joe Turkz	M	1/1/1980	123-45-6789	500 Forest	FA	Priority	Bronze HMO	XY-456	1/1/2023	\$1,000	\$650	\$350	
John Black	M	1/1/1975	123-45-6789	500 Forest	EE	Priority	Bronze HMO	XY-456	1/1/2023	\$1,200	\$800	\$400	
Holly Baker	F	1/1/1970	123-45-6789	500 Forest	EE	Priority	Gold PPO 75%	AB-456	1/1/2023	\$1,000	\$500	\$500	

- You log-in to your producer portal at the designated carriers to enroll employees
- You collect commission directly from carriers



Step 4 (future state):

Enrollment is automatic



- We are working on an enrollment platform that will allow us to streamline and automate process
 - We will have a streamlined process for automatic enrollment
 - We will automatically calculate and track your commission
 - We will have an agent dashboard that aggregates all of your employer client

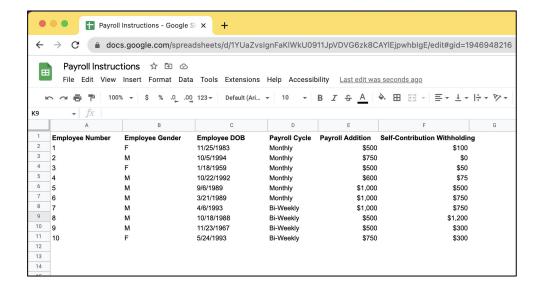
(We will create an illustration of the agent dashboard as we have it in our roadmap)

Step 5:

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Send payroll instructions to employer

- We prepare detailed payroll instructions to send your employer client that includes indication of:
 - Allowances: how much to add tax-free based on what employee selected (e.g. making sure they did not opt out of coverage)
 - Tax-free withholdings: how much to withhold pre-tax for the added amounts that each employee chose to add to their allowance based on the plan they selected



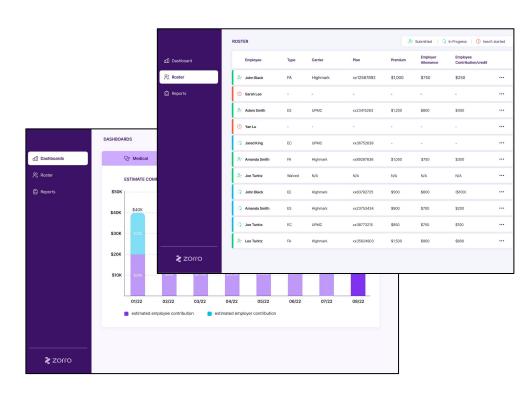
Step 6:

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Track on ongoing basis & take care of employee expenses

- You or client can log-in to track roster and spend
- We help you take care of substantiation and authentication of employee expenses

EMPLOYER PLATFORM DEMO





Next Steps

Pricing



Our service for this OEP period will be white-glove and specialized for early agent adopters.

Special promotion for limited time

Customers joining in the upcoming OEP receive special pricing for 1st year

PEPM (Per Employee Per Month): \$30 → \$15

Monthly Platform Fee: \$50 → \$25

Scheduling a follow up



If you have a client for whom you think Zorro/ICHRA could be a fit, please reach out to us. We're happy to elaborate or discuss as needed.

Email: contact@myzorro.co

Phone: 646.202.0923

Calendar: Book time