

Payroll Debit Cards

Every live paycheck issued on payday is costing more time and money than necessary. By paying employees who still receive paper checks with a FlexWage PayCard, you reduce the payroll costs, streamline your payroll processes, eliminate lost checks, and provide your employees with a faster, safer way to receive their pay. A payroll card program is complimentary to your direct deposit program, utilizes the same process and will help you achieve 100% electronic pay.

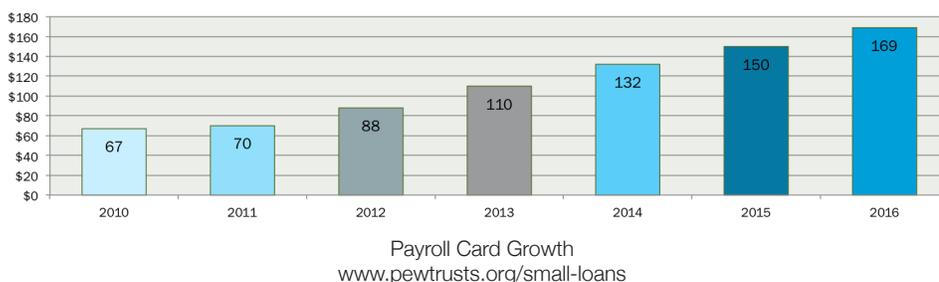
The FlexWage PayCard is a prepaid card that simplifies paying employees without bank accounts. It can be used anywhere Visa Debit cards are accepted for purchases (in-store and online), to pay bills, or to get cash. It provides financial empowerment for your unbanked employees, who will now enjoy the convenience and security of the core financial services many take for granted.

WageBank

WageBank, powered by FlexWage Solutions, is a proprietary solution that enhances your FlexWage PayCard program with a compelling benefit. Tens of millions of working Americans frequently find themselves in need of interim funds. When faced with financial shortfalls, employees without access to traditional credit often resort to expensive alternatives such as payday, car title and pawnshop loans. These high-cost loan products create a difficult-to-escape debt trap cycle resulting in additional financial hardship and more stress. The impact on employee health, productivity and effectiveness costs employers money. WageBank solves the problem by providing automated access to earned but unpaid wages based on employer policies. This can save employees over \$700 annually and help them stay focused on their job, not their finances. WageBank is not a high-cost loan, but a responsible low-cost, risk-free way to deal with life's unplanned expenses.

The Winning Combination

Employers can improve employee satisfaction and productivity, accelerate payroll card adoption and cost savings, while improving employee financial wellness with the FlexWage PayCard and WageBank. This simple to demonstrate, simple to sell, unrivaled marriage of financial innovation and technology, has achieved recognition from the Consumer Financial Protection Bureau and Pew Charitable Trust, and is recognized as one of the most innovative financial products for employers since the 401K.



Employer Benefits

- Reduce payroll processing time & expense
- Improve employee satisfaction and retention
- Simplify part time and seasonal pay
- Improve employee productivity
- Make incidental payments with simple Direct Disbursement feature

Employee Benefits

- Instant access to wages
- WageBank "Pre-Payroll" wage access
- No checking fees, time off to cash checks or to make installment payments
- Eliminate payday loans, payroll advance requests and overdraft fees
- Nationwide ATM access
- Web and mobile account access
- Shop, get cash, pay for services and dine anywhere Visa or MasterCard are accepted
- 100 Visa Fraudulent Use Protection
- 24/7/365 Customer Service



FlexWage Paycard Savings - Employer

Compare 2X Monthly Check Printing with Paycard

Printing	\$0.45
Distribution	\$1.00
Lost & Stolen	\$1.85 (amortized cost)
Reconciliation	\$1.40
Total:	\$4.35

[FlexWage Paycard \\$2.00/active card](#)

FlexWage Paycard Savings - Employee

Checkstore Cashing Fee	\$5.00
Transportation	\$5.00
Money Orders	\$10.00 (\$2.50 x 4)
Monthly Total:	\$40.00 (\$20.00 x 2)

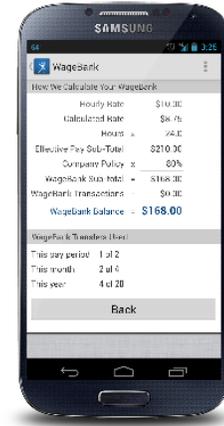
Bank Cashing Fee	\$6.00
Transportation	\$5.00
Money Orders	\$10.00 (\$2.50 x 4)
Monthly Total:	\$42.00 (\$21.00 x 2)

Store Branded Prepaid Card	\$9.95
Load Fee	\$6.00 (\$3.00 x 2)
Money Orders	\$7.20 (\$1.80 x 4)
Monthly total:	\$30.35

FlexWage Paycard*	\$0.00
Load Fee	\$0.00
Online Balance Inquiry	\$0.00
Signature Transaction Fee	\$0.00
PIN Transaction Fee	\$2.00 (\$0.50 x 4)
Allpoint ATM Fee	\$4.00 (\$2.00 x 2)
<small>(2 free per month**)</small>	
Monthly total:	\$6.00

* Fees are estimates based on current monthly usage patterns. A complete list of fees will be provided with the cardholder terms and conditions.

** ATM transactions outside of the Allpoint Network are subject to ATM owner fees.



WageBank Eliminates the Predatory Lender

Payday and Vehicle Title Loans

Payday loan borrowers spend approximately \$7.4 billion annually at 20,000 storefronts and hundreds of websites, plus additional sums at a growing number of banks. The loans are a highly controversial form of credit, as borrowers find fast relief but often struggle for months to repay obligations marketed as lasting only weeks. While proponents argue that payday lending is a vital way to help underserved people solve temporary cash-flow problems, opponents claim that the practice preys on overburdened people with expensive debt that is usually impossible to retire on the borrower's next payday.

Average loan	\$375.00
Interest over term	\$520.00
Total paid with interest	\$895.00
Average # of loans per year	10

69% use the funds to cover a "normal" expense

16% use the funds to cover an "emergency"

Lenders typically charge a fee of \$15 per \$100

12 million employees used a payday lender in 2010

72% have a household income of less than \$40,000 per year

About FlexWage Solutions LLC

FlexWage® Solutions LLC is a next generation payments company dedicated to providing financial empowerment to employers and employees via its patent pending WageBank solution. FlexWage offers the industry's only solution that provides employees responsible access to earned wages in advance of their scheduled payday. Through its products, FlexWage helps improve quality of life for employees, employee productivity and minimizes expense and environmental impact by reducing paper-based payroll delivery. For more information about FlexWage in North America, please visit the company website at www.flexwage.com. Follow FlexWage on Facebook, [Facebook.com/FlexWage](https://www.facebook.com/FlexWage), and Twitter, [Twitter.com/FlexWage](https://twitter.com/FlexWage).