

# The employee benefit that's better than a raise.

# FLEXWAGE™

## WageBank®

*Every employee's financial situation is different, but when unplanned expenses upset the delicate balance of their budget, your employees should have access to the funds they have earned without resorting to predatory lenders.*

### Introducing WageBank

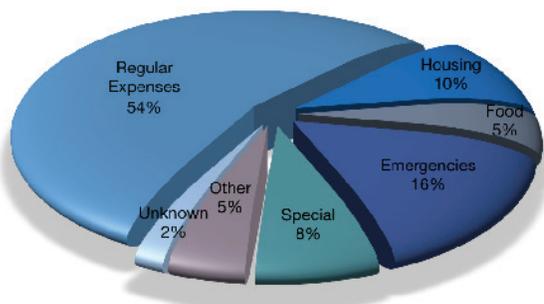
WageBank is a proprietary solution that enhances your payroll process with a transformative benefit. WageBank provides on demand, instant access to a managed portion of earned, but unpaid wages. Millions of working Americans frequently find themselves in need of funds between paydays. When faced with financial shortfalls, employees without access to traditional credit resort to expensive alternatives. A few bounced checks, or using high-cost loan products create a difficult-to-escape debt trap resulting in additional financial hardship and increase stress. The impact on employee health, productivity and effectiveness costs employers money. WageBank solves the problem by providing automated access to a portion of earned but unpaid wages, based on employer policies. This can save employees over \$700 annually and keep them focused on their work, not their finances. WageBank is not a high-cost loan, but a responsible low-cost, risk-free way to deal with employee cash flow challenges.

### Simple Payroll Integration

WageBank integrates with a variety of payroll and HRMS solutions, utilizing existing data to track and value wage accrual throughout the pay cycle. The patent pending WageBank cloud service combines financial innovation with technology, yielding a user friendly mobile and web portal. Payroll time & labor data are synchronized with WageBank, providing access to available accrued wages, account balance, and transaction history.

### Easy to Implement, Easy to Manage

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



PAYDAY LENDING USAGE  
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### Employer Benefits

- Reduce payroll costs
- Improve employee productivity
- Improve employee satisfaction and retention
- Reduce absenteeism
- Eliminate requests for manual payroll advances
- Stop payday and check casher verifications
- Make incidental payments with the simple Direct Disbursement

### Employee Benefits

- Instant access to wages, as needed
- Eliminate check cashing fees
- Eliminate payday loans, payroll advance requests and overdraft fees
- No low balance checking account fees
- Financial empowerment, with or without a traditional bank account
- No credit history requirement, income verification or securitization
- Nationwide ATM access
- Web and mobile account access
- Shop, dine and pay for services anywhere Visa or MasterCard are accepted
- 100% Visa Fraudulent Use Protection
- 24/7/365 Customer Service

Short term capital, without a loan.  
No credit check, complete privacy.

**FLEXWAGE™**

## The Existing Payday Loan Debt Trap

In the traditional retail model, borrowers visit a payday lending store and secure a small cash loan, with payment due in full at the borrower's next payday. The borrower writes a postdated check to the lender in the full amount of the loan plus fees. On the maturity date, the borrower is expected to return to the store to repay the loan in person. If the borrower does not repay the loan in person, the lender may redeem the check or take title to the collateral. If the account is short on funds to cover the check, the borrower may now face a bounced check fee from their bank in addition to the costs of the loan, and the loan may incur additional fees and/or an increased interest rate as a result of the failure to pay.

## WageBank Employee Savings Calculations

Title Loan Amount	\$950.00
Title Loan Rollover Fee/Mo	\$237.50
Months to Retire Loan	10
Monthly Total:	\$332.50
Interest and Fees	\$2,375.00 (\$237.50 x 10)

Payday Loan Amount	\$375.00
Payday Loan Rollover Fee	\$60.00 (\$30.00 x 2)
Monthly Interest	\$93.75 (300%)
Monthly Total:	\$153.75
Interest & Fees	\$1,537.50 (\$153.75 x 10)

<b>WageBank Paycard*</b>	<b>\$0.00</b>
<b>WageBank Transfer Fee</b>	<b>\$5.00 (\$5.00 x 10)</b>
<b>Online Balance Inquiry</b>	<b>\$0.00</b>
<b>Signature Transaction Fee</b>	<b>\$0.00</b>
<b>PIN Transaction Fee</b>	<b>\$2.00 (\$0.50 x 4 x 12)</b>
<b>Allpoint ATM Fee</b>	<b>\$4.00 (\$2.00 x 2 x 12)</b>
<small>(2 free per month**)</small>	
<b>Annual WageBank Cost</b>	<b>\$122.00</b>

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

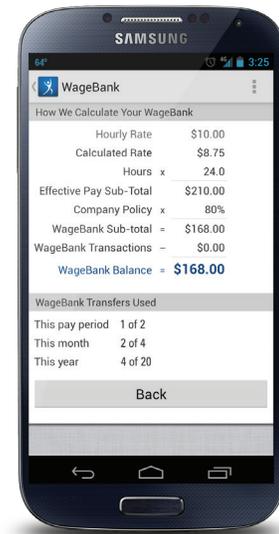
\*\* ATM transactions outside of the Allpoint Network are subject to ATM owner fees.

## 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](http://www.flexwage.com). Follow FlexWage on Facebook, [Facebook.com/FlexWage](https://www.facebook.com/FlexWage), and Twitter, [Twitter.com/FlexWage](https://twitter.com/FlexWage).

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## Short Term Liquidity Impact

Payday loan fees exceed \$7.4 billion annually at 20,000 storefronts and hundreds of websites. Bank overdraft fees exceeded \$32 billion. These loans are a highly controversial form of credit. Borrowers find fast relief but often struggle for months to repay obligations marketed to bridge until payday. 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 employees with expensive debt that is usually impossible to retire on the borrower's next payday.

## Fast Facts

- 69% use the funds to cover a "normal" expense\*
- Only one in seven can retire the loan as originated\*
- 52% overdrafted their checking accounts last year, 27% of those cited the loan as the reason\*
- 41% needed a cash infusion to pay off their loan\*
- 12 million employees use a payday loan each year\*
- 66% have a household income of less than \$30,000\*\*

\*[pewtrust.org/small-loans](http://pewtrust.org/small-loans)  
\*\*[consumerist.com/2013/04/26](http://consumerist.com/2013/04/26)