

# Actually Transparent Pricing

No small print. No hidden fees. With Decent, get straightforward pricing for the benefits, payroll, and HR solutions your clients need. Our PEO admin fees are as follows:

**\$5**

per contractor

**\$25**

per employee

**35%+**

savings

## Your perfect back-office support



### Affordable Health Plans & Benefits

- Exclusive group health plans
- Full-service benefits administration
- Group dental
- Group vision
- Integrated FSA/HSA options
- Retirement benefit plan (401k)
- Cobra administration
- Benefit eligibility tracking



### Easy, Breezy Payroll

- Payroll processing
- Online payroll submissions
- Custom payroll reporting
- Time and attendance
- Direct deposit
- PTO management
- Manager and employee self-service
- General ledger mapping



### Risk & Compliance

- W2 and 1099 filings
- Payroll tax withholding and reporting
- Pre tax benefit withholding
- Federal, state and local tax filing
- I9 compliance
- Workers compensation administration
- Employment practices liability insurance (EPLI)



### HR Support

- Employee HRIS platform (web and mobile)
- Online employee onboarding and offboarding
- PTO policy development
- Performance management
- Digital HR document storage
- Org chart creation and updates
- Trusted advisor access



### Personalized Service

- Designated Customer Service Rep per member
- Designated Account Manager per employer
- Live support chat



### Available Add Ons

- Custom HR workflows
- HR support center
- Background checks
- Applicant tracking system
- Shift scheduling
- Employee geo tracking
- Branded and mailed swag

Have questions about Decent's health plans?



# Decent's exclusive health plans

Our health plans have premiums priced 30-40% below market rate along with benefits like free primary care, \$0 medical deductibles, and member specific designated customer support. Here's what you're missing,

Plan names	Zero	Traditional
Plan description	Our plan suite without medical deductibles and Direct Primary Care (DPC).	A HDHP that functions with a broader network of Primary Care Physicians (PCPs).
HSA-compatible?	No	Yes
Primary care	FREE primary care	Fully covered after deductible
PCP options	In-person & virtual DPCs	Broad network PCPs
Individual / Family deductible	See below	\$3,000/ \$6,000
Individual / Family medical deductible	\$0 / \$0	N/A
Individual / Family pharmacy deductible	\$5,500 - \$0 \$11,000 - \$0	No separate pharmacy deductible
Individual / Family out of pocket max	\$8,150 - \$2,000 \$16,300 - \$4,000	\$3,000 / \$6,000

Pharmacy	Zero	Traditional
Preventive medications	N/A	\$15 copay or less
Generic drugs	\$5 copay or less	Fully covered after deductible
Preferred brand drugs	\$25 copay or less	Fully covered after deductible
Non-preferred brand drugs	\$200 copay or less	Fully covered after deductible
Specialty drugs	50% coinsurance after pharmacy deductible	Fully covered after deductible

Extended care	Zero	Traditional
Labs	\$50 - \$0 copay	Fully covered after deductible
Specialist visits	\$85 - \$0 copay	Fully covered after deductible
Physical, occupational, and speech therapy	\$85 - \$0 copay	Fully covered after deductible
Mental health office visits	\$50 - \$0 copay	Fully covered after deductible
X-rays & diagnostic imaging	\$50 - \$0 copay	Fully covered after deductible
Emergency room visits	\$500 - \$0 copay	Fully covered after deductible
Urgent care	\$100 - \$0 copay	Fully covered after deductible
Emergency medical transportation	\$1,000 - \$0 copay	Fully covered after deductible
Outpatient facility	\$1000 - \$0 copay	Fully covered after deductible
Outpatient professional	\$500 - \$0 copay	Fully covered after deductible
Inpatient hospital	\$3,000 - \$500 copay per day for a max of 2 days	Fully covered after deductible