

# EXHIBIT 1 – PRICING

## Employee Assistance Program (EAP) Services — RFP #2026-067

Kindbridge Behavioral Health, Inc. | Submitted in Bidnet Envelope 2 – Pricing

*This document also serves as Kindbridge's service catalog and rate card pursuant to RFP Section 5.8 and published Q&A response #11.*

### 1. Categories Offered and Pricing Basis

Kindbridge Behavioral Health, Inc. offers both service categories under this solicitation:

- **Service Category #1 — Employee Assistance Program (EAP) Services:**  
Comprehensive EAP services priced on a fixed per-employee-per-month (PEPM) basis, tiered by organizational size, as set out in Section 2.
- **Service Category #2 — Other Ancillary Goods or Services:**  
Organizational consulting and workplace culture assessment; leadership coaching; behavioral health training beyond included allotments; peer support program development; behavioral threat assessment support and workplace violence prevention education; wellness program integration; and digital engagement tools (KindCompanion; AI-supported learning platform), priced on a fixed basis as set out in Section 4.

Pricing basis: FIXED PRICING for both categories. All rates in this document represent maximum allowable contract pricing, are fully transparent and auditable, contain no undisclosed or contingent fees, and remain valid for use by participating entities throughout the initial contract term. Participating entities may negotiate lower pricing or additional discounts.

### 2. Category 1 — EAP Services: PEPM Pricing by Organizational Size Tier

Kindbridge proposes fixed PEPM pricing tiered by organizational size, with the counseling session model selected by each member (session allotments apply per person, per issue, per year). Rates are derived transparently from a \$150 clinical session rate — inclusive of 24/7 helpline support costs — at a 6.0% annual counseling utilization assumption and an average of 3.5 sessions per case.

| Tier   | Employees   | 3-Session PEPM | 5-Session PEPM (Base) | 6-Session PEPM | 8-Session PEPM |
|--------|-------------|----------------|-----------------------|----------------|----------------|
| Tier 1 | 1–100       | \$3.24         | \$3.81                | \$4.11         | \$4.57         |
| Tier 2 | 101–500     | \$2.91         | \$3.42                | \$3.69         | \$4.10         |
| Tier 3 | 501–2,500   | \$2.69         | \$3.16                | \$3.41         | \$3.79         |
| Tier 4 | 2,501–5,000 | \$2.51         | \$2.95                | \$3.19         | \$3.54         |
| Tier 5 | 5,001+      | \$2.41         | \$2.84                | \$3.07         | \$3.41         |

**Tier-specific inclusions:**

| <b>Tier</b>          | <b>Tier-Specific Inclusions (within base PEPM)</b>                                                                                        |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Tier 1 (1–100)       | 1 virtual training and 1 critical incident response (CIR) event annually. A minimum annual fee of \$2,400 applies to very small entities. |
| Tier 2 (101–500)     | 1 virtual training and 1 CIR event annually.                                                                                              |
| Tier 3 (501–2,500)   | 3 trainings and 2 CIR events annually; enhanced quarterly reporting with benchmarking.                                                    |
| Tier 4 (2,501–5,000) | 4 trainings and 2 CIR events annually; enhanced quarterly reporting with benchmarking.                                                    |
| Tier 5 (5,001+)      | 6 trainings and 3 CIR events annually; enhanced quarterly reporting with benchmarking.                                                    |

### **Included in Base PEPM (all tiers)**

24/7/365 crisis helpline access (877-426-4258); intake, triage, and 24–48 hour outreach; short-term, solution-focused counseling per the member-selected session model (individual, couples, family, and group modalities; telephonic and virtual delivery, with in-person coordinated where members require it); behavioral health coaching within the session model; care navigation and referral coordination, including coordination with member-sponsored health plans at no additional charge; work-life services (legal consultation, financial consultation, childcare/eldercare referral, identity theft resources, online portal, resource library, and the Kindbridge mobile app); the tier-specific annual training and critical incident response allotments; standard quarterly and annual reporting; dedicated account management and quarterly business reviews; launch and sustainment communication materials; and implementation, with no separate implementation fee.

### **3. Category 1 — Additional and Supplemental Services**

The following services are available beyond base PEPM inclusions. Rates are fixed maximums; travel, where applicable, is passed through at cost and quoted in advance.

| <b>Service</b>                                      | <b>Rate (Fixed Maximum)</b>                                                              | <b>Notes</b>                                                                                                       |
|-----------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| Additional counseling sessions                      | \$150 per session                                                                        | Beyond the member-selected allotment, authorized by the member; same clinician continues care.                     |
| Critical incident response (beyond included events) | \$250/hour virtual; \$275/hour on-site (3-hour minimum)                                  | Activation consultation at no charge. Travel at cost, quoted in advance.                                           |
| Training (beyond included allotment)                | \$450 per virtual session; \$650 per in-person session                                   | Sessions up to 90 minutes; employee or supervisor audience. Travel at cost for in-person.                          |
| On-site services                                    | \$175/hour or \$1,200/day                                                                | Orientations, wellness events, benefits fairs, and similar. Travel at cost, quoted in advance.                     |
| Enhanced reporting / analytics                      | Enhanced monthly analytics package: \$200/month. Ad hoc custom reports: \$250 per report | Standard quarterly and annual reporting is included in base PEPM. All reporting is HIPAA-compliant, aggregate, and |

| Service                     | Rate (Fixed Maximum)                                                      | Notes                                                                                                                         |
|-----------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
|                             |                                                                           | de-identified with small-population suppression.                                                                              |
| Custom program integrations | One-time fee, scoped in the supplemental agreement; not to exceed \$5,000 | E.g., eligibility file automation, SSO, intranet embedding, or member-system integrations; itemized quote before work begins. |

## 4. Category 2 — Ancillary Services Pricing

Category 2 services may be purchased by any participating entity independently of Category 1 EAP services. Rates are fixed maximums; engagements are scoped through the member's supplemental agreement or statement of work.

| Service                                                                          | Rate (Fixed Maximum)                                                                    | Notes                                                                                                                   |
|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Organizational consulting and workplace culture assessment                       | \$250 per hour; fixed-fee assessments scoped and quoted in advance                      | Leadership advisory, culture and psychological-safety assessment, program design consultation.                          |
| Leadership coaching                                                              | \$300 per session; 6-session engagement \$1,650                                         | Structured coaching for executives and rising leaders; virtual delivery.                                                |
| Peer support program development                                                 | \$250 per hour (design and clinical backstopping); training at published training rates | Design, training, and clinical oversight for member-operated peer teams; particularly suited to public safety agencies. |
| Behavioral threat assessment support and workplace violence prevention education | Training at published training rates; consultation \$250 per hour                       | Delivered in coordination with the member's legal and security functions.                                               |
| Wellness program integration                                                     | \$250 per hour; scoped and quoted in advance                                            | Integration of EAP services with existing member wellness initiatives.                                                  |
| KindCompanion digital engagement companion                                       | \$0.35 PEPM add-on                                                                      | Extends support, psychoeducation, and connection between sessions and to employees not yet in care.                     |
| AI-supported learning platform                                                   | \$0.50 PEPM add-on, or \$30 per learner per year                                        | Simulated practice encounters with immediate feedback for supervisors, peer supporters, and helping professionals.      |

## 5. Pricing Assumptions and Conditions

- **Methodology and applicability.** PEPM rates apply uniformly across member types (municipalities, counties, school districts, special districts, governmental agencies, and nonprofit organizations); the applicable tier is determined by the member's benefits-eligible employee count.
- **TXShare administrative fee.** Rates include all costs of contract performance, including the 2.5% TXShare administrative fee that Kindbridge remits to NCTCOG. The administrative fee is not invoiced to members.

- **Eligibility scope.** Standard eligible population is employees plus household members (ages 11+), including dependents. Optional expanded eligibility (retirees; part-time, seasonal, and volunteer personnel) is priced in the member's supplemental agreement.
- **Utilization assumptions.** PEPM pricing assumes a 6.0% annual counseling utilization rate and an average of 3.5 sessions per case. There are no utilization caps; utilization assumptions are revisited only through the escalation process at renewal.
- **Minimums and implementation.** The only minimum participation requirement is the Tier 1 minimum annual fee of \$2,400. There is no implementation fee for standard implementations.
- **Geographic limitations and pass-through costs.** None. Kindbridge designates service to the entire State of Texas and to all fifty (50) states. Travel for on-site services is passed through at cost and quoted in advance; there are no other usage-based or pass-through costs beyond the rates stated in this document.
- **Renewal pricing and escalation.** Rates are fixed for the first six (6) months of the contract. Thereafter, escalation may occur only by written amendment, capped at the most recent 12-month CPI-U, per RFP Section 5.12.4. Price decreases may be made at any time. No retroactive price adjustments will be applied.
- **Health plan coordination.** Coordination with member-sponsored health plans for care navigation incurs no additional charge or pricing implications.
- **Scalability and incentives.** Tiered PEPM pricing scales across small, medium, and large entities. Kindbridge may extend volume-based discounts and cooperative purchasing incentives below the stated maximums without NCTCOG amendment.
- **Tax and freight.** Proposal pricing excludes sales tax (members are generally tax-exempt); freight and shipping are not applicable to services.