APPENDIX A.1
Pricing for TXShare Cooperative Purchase Program Participants

Carrier-compensated services with no direct member fee

Pricing Model Classification: Fixed Pricing

For Service Categories 1 and 2, Daybright proposes fixed pricing of $0 in direct member fees for the standard services identified in Section 5.2 when Daybright is appointed broker of record and receives standard carrier commissions. Discount pricing does not apply because Daybright is not proposing a list-price or hourly-rate structure. Carrier compensation will be disclosed as described in Section 5.4. Any nonstandard third-party expense will require advance written member approval.

5.1 Standard Carrier-Commission Model

Daybright proposes a carrier-compensated service model. Compensation will consist of the standard commissions paid by the applicable insurance carriers for coverage placed and serviced through Daybright. Commission schedules vary by carrier, product, case size, participation, premium and other underwriting factors. The applicable commission basis will be disclosed to the participating member before coverage is placed and in accordance with applicable disclosure requirements.

Daybright will not charge participating members separate hourly rates, retainers, project fees or personnel charges for the standard services included in the member's agreed engagement when Daybright receives standard carrier commissions. There is therefore no role-based rate card for executives, account executives, account managers, analysts, compliance resources, enrollment personnel, technology support, billing and reconciliation personnel, or employee-support staff.

5.2 Services Included at No Direct Charge

Included service	Scope included within carrier compensation
Strategic consulting and brokerage	Benefits strategy; renewal planning; carrier marketing and negotiation; plan-design analysis; benchmarking; funding and contribution discussions; vendor coordination; and leadership presentations.
Account management and client service	Executive oversight; dedicated account management; day-to-day carrier and vendor coordination; issue tracking; claims escalation support; and year-round stewardship.
Enrollment technology and implementation	Standard enrollment technology made available through Daybright; implementation planning; configuration coordination; eligibility support; carrier file coordination; testing; and payroll alignment.

Included service	Scope included within carrier compensation
Open enrollment and communications	Open enrollment planning; benefit guides and standard communications; employee education; enrollment support; and coordination of enrollment activities.
Billing and reconciliation	Standard enrollment-to-payroll-to-carrier reconciliation; invoice review; discrepancy identification; carrier coordination; documentation; and routine reporting.
Compliance support	Standard benefits compliance guidance, calendars, regulatory updates, notice support and coordination within the agreed scope. Legal opinions and legal representation are excluded.
Analytics and reporting	Standard carrier and vendor reports; enrollment and participation analysis; renewal analysis; stewardship reporting; and decision support using data reasonably available to Daybright.
Employee support	Employee Assistance Center access and assistance with enrollment, eligibility, benefit questions, carrier issues and claims escalation within the agreed service model.

5.3 Nonstandard or Third-Party Expenses

Daybright recognizes that a participating member may occasionally request a specialized service, tool or deliverable that is outside the standard carrier-compensated service model. One example may be the purchase or licensing of a third-party medical claims dashboard, data warehouse, actuarial resource, audit, legal service, customized technology, or other specialized solution that is not made available through the applicable carrier or existing Daybright resources.

No such expense will be incurred or passed to a participating member without advance discussion and written approval. Before the member commits, Daybright will identify the requested service or technology, the third-party provider when known, the purpose, scope, cost or cost basis, implementation considerations, and any ongoing fees. The member may then approve, decline or modify the request through the applicable supplemental agreement, statement of work or written authorization.

NO UNAPPROVED CHARGES

Potential third-party or nonstandard costs will be addressed case by case. Daybright will not purchase or commit a member to a separately priced service, technology or expense without the member's prior written approval.

5.4 Compensation Transparency

Before coverage is placed, Daybright will provide the participating member with a written description of the carrier-compensation structure applicable to the engagement. Daybright will disclose the carrier, line of coverage, commission rate or calculation basis, and other direct or indirect compensation attributable to the member's business in accordance with applicable requirements and the member agreement.

Daybright is prepared to provide an annual compensation statement by line of coverage and to execute the Benefits Advisor Compensation Disclosure Form requested by a participating member. Where applicable, Daybright will provide required 408(b)(2) disclosures.

5.5 TXShare Administrative Fee

Daybright acknowledges that the solicitation establishes a 2.5% administrative fee on Contract Sales as defined in SOL2026-064, payable quarterly with required sales reporting. The TXShare administrative fee will be paid by Daybright and will not be separately invoiced to participating members.

5.6 Pricing Commitment

The standard services described in Section 5.2 are offered at no direct charge to a participating member when Daybright receives standard carrier commissions for the applicable group. Because Daybright is not proposing hourly, PEPM, retainer or role-based charges for those services, a personnel rate card and discount-from-list schedule do not apply. Any separately priced, nonstandard service will be disclosed and approved in writing before it is ordered or performed.