



## 401(play)<sup>TM</sup> FAQs

### Employers

Q: Is a 401(play)<sup>TM</sup> plan simple to administer?

A: Yes, after completing the enrollment form, the initial employee onboarding process is simple and easy, ~~and n~~ New hires during the plan year need only enroll by clicking on a link that will allow them to sign-up on the 401(play) platform. At the end of the plan year, there is an easy audit of your personnel to prepare for renewal.

Q: How much does a 401(play)<sup>TM</sup> plan cost an Employer?

A: The initial year costs just \$9.95 per participating employee. Each renewal year costs \$9.95 per participating employee as of the end of the previous year. As employees come and go, there are no additional charges through the year – just an up-front, once per year fee for participating employees.

Q: As an employer offering a 401(play)<sup>TM</sup> plan, do I need to do anything when an employee leaves?

A: Yes, at the end of the plan year, you will need to indicate which individuals are no longer employed so that they are not counted toward your subsequent renewal headcount.

Q: Will a 401(play)<sup>TM</sup> plan conflict with other benefits that my company already offers?

A: No, ~~A~~ 401(play)<sup>TM</sup> plan is completely independent of any other plan that your company offers.

Q: How does a 401(play)<sup>TM</sup> plan encourage an employee to take vacation time and travel?

A: The Vacation Savings Accounts that contain the funds saved under the 401(play)<sup>TM</sup> plan are integrated into our online social platform. ~~Out online social platfor-that~~ has easy-to-use trip planning, budgeting, social collaboration, and booking tools that also allows users to invite friends and family to join them. We have discovered that one of the biggest challenges to taking a vacation is the allocation of money toward such trips. 401(play) solves this by helping ~~them~~ individuals travel in a financially responsible way.

Q: Where are the funds deducted under the 401(play)<sup>TM</sup> plan held?

A: ~~Funds in your~~All funds are held in a Vacation Savings Account (or “VSA”) are held at First Savings Bank (Beresford, S.D., ~~of South Dakota~~), an FDIC insured financial institution.

Q: Are the 401(play) accounts individual accounts or one large account under 401(play)?

A: Each account is an individual prepaid debit card account ~~bank account~~ that is in the account holder's name.

Q: What type of bank account is this?

A: There are numerous ways that offering 401(play)<sup>TM</sup> benefits an employer. For example, employees who use most or all vacation time enjoy a remarkable improvement to their health, including reduced stress, which ultimately leads to taking fewer sick days. Employees that take more vacations experience reduced burn-out, are more efficient, have stronger workplace morale, and are more productive. Implementing a 401(play)<sup>TM</sup> plan speaks volumes about the culture of an organization. By encouraging employees to vacation, you are telling them that you care about them as individuals. This, in turn, increases employee retention rates and ultimately provides a distinct competitive advantage in attracting highly desirable talent.

Q: Can an employee easily access his/her funds?

A: Yes, they may access their saved funds to use for any reason with their ~~Travel Savings Card~~prepaid debit card. ~~Although the intended use of the prepaid debit card is to book vacation travel, the employee may use the prepaid debit card~~, ~~a prepaid debit card that can be used~~ to pay for goods and services anywhere Visa is accepted. ~~It~~The prepaid debit card can also be used at participating ATMs for cash withdrawals. (Fees may apply for cash withdrawals).

## Employees

Q: What is 401(play)<sup>TM</sup>?

A: 401(play)<sup>TM</sup> is a program that ~~we have~~was developed to help you save for your vacation travels. It allows you to set aside a portion of your paycheck into a Vacation Savings Account

(or “VSA”). You may elect to set aside a dollar amount or a percentage of your paycheck into your VSA.

Q: Are 401(play)<sup>TM</sup> contributions to my VSA tax-free or tax-deferred?

A: No. All 401(play)<sup>TM</sup> contributions to your VSA are made from your net earnings (after taxes have been withheld by your employer).

Q: Where ~~do~~ are my funds deducted under the 401(play)<sup>TM</sup> plan held?

A: ~~Funds in your~~ All funds are held in a Vacation Savings Account (or “VSA”) are held at First Savings Bank (Beresford, S.D.) ~~of South Dakota~~, an FDIC insured financial institution.

Q: Is my money FDIC insured?

A: Yes. First Savings Bank is an FDIC insured financial institution located in South Dakota. All of ~~the funds on the prepaid debit card~~ your saved funds are insured by FDIC.

Q: How do I access my money?

A: Your saved funds are easily accessed by using the Visa prepaid debit card that is mailed to you after enrollment. You may spend them for travel or any other purchase that you would like to make. You may even withdraw ~~al~~ cash at an ATM~~l~~. (Fees may apply for cash withdrawals).

A: Yes. You can use your prepaid debit card to purchase goods and services everywhere Visa debit cards are accepted. ATM withdrawals are prohibited in Jamaica and Dominican Republic.

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Q: Do I earn interest on the funds in my Vacation Savings Account?

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A: No. It is a ~~Prepaid-prepaid debit~~ card that does not accumulate interest. ~~To put this into perspective; Savings for vacation is considered short term. With Savings Accounts averaging less than 1% interest, we're guessing that you're not missing much here.~~

Q: My employer does not currently offer a 401(play)<sup>TM</sup> plan. Am I still able to participate?

A: Yes, as long as your employer offers direct deposit, you may print a Direct Deposit enrollment form from the 401play.org site and submit that to your employer for processing. Please note that your employer may have their own direct deposit form that they require to be completed.

Q: If my Employer offers a 401(play)<sup>TM</sup> plan, does it cost me anything as an Employee?

A: ~~Typically, the cost of your~~ ~~It could, the cost of your~~ 401(play)<sup>TM</sup> plan is ~~typically~~ paid by your employer. Although in some cases, the employer can request the annual fee be paid directly by the participating employee.

Q: What happens if I quit or am terminated?

A: Your 401(play)<sup>TM</sup> will continue throughout the remainder of the plan year and you~~r~~ will be responsible for the cost of renewing your account at the end of that plan year (currently \$9.95 per year).

Q: Will a 401(play)<sup>TM</sup> plan conflict with other benefits that my company already offers?

A: No, a 401(play)<sup>TM</sup> plan is completely independent of any other plan that your company offers.

Q: Do I need to wait for my company's open enrollment to sign up?

A: No, you are eligible to sign-up at any time during your participating employer's plan year for the remainder of that year.

Q: Do I have to use the 401(play) website to book travel using money saved in my 401(play)<sup>TM</sup> plan or can I book elsewhere?

A: ~~No, you~~ You may book travel with any provider that you choose. However, one of the benefits of a 401(play) ~~Account-account~~ is having free access to a wholesale travel provider that, in many instances, is much cheaper than booking with other online travel providers.

Q: Are there any limitations regarding deposits or balances in a VSA?

A: ~~As of the time of this writing~~ Currently, a 401(play) account user is allowed to maintain a maximum of a total of \$10,000 in their VSA at any given time. ~~Note that the limit stated may be subject to change, so you should check with First Savings Bank's Cardholder Agreement & Disclosure for the current limit to be sure. Please see the Prepaid Cardholder Agreement that was provided via an email from your employer and also available when setting up your 401(play) profile.~~

Q: Am I required to use my ~~Does money in a 401(play)<sup>TM</sup> prepaid debit card for travel expenses only? Can it be used for travel?~~

A: No. ~~The funds on the prepaid card can be spent however you prefer. It is your money, and you may spend it wherever or however you like.~~

Q: What if my ~~prepaid debit card Travel Savings Card~~ is lost or stolen?

~~You are not permitted to use the information on this card to make purchases or to use the information to make a withdrawal from your account. If you believe a transfer has been made using the information from your Card or PIN without your permission, you should immediately call 1-855-BLAZE (1-855-252-9287) or write to BlazePays Customer Services, PO Box 85416, Sioux Falls, SD 57118-5416. You should also call the number or write the address listed above if you believe a transfer has been made using the information from your Card or PIN without your permission.~~