



BENEFITBRIDGE - EMPLOYER AGREEMENT

Workforce Purchasing Program

BenefitBridge, LLC

This Employer Agreement (“Agreement”) is entered into as of _____ (“Effective Date”) by and between:

BenefitBridge, LLC (“BenefitBridge” or “Provider”)

and

_____ (“Employer”).

1. PROGRAM OVERVIEW

BenefitBridge operates a voluntary employee purchasing platform that provides employees of participating organizations access to premium consumer products at discounted pricing through negotiated vendor partnerships.

The program is offered as an employer-sponsored voluntary benefit and is facilitated through the WorkPerks purchasing platform.

2. EMPLOYER PARTICIPATION

Employer agrees to:

- Permit communication of the program to employees
- Designate a primary program contact
- Provide workforce population estimates (non-confidential)
- Support initial rollout communication

Employer participation is voluntary and may be terminated in accordance with Section 10.

3. COST STRUCTURE

There is **no cost** to the Employer to offer the BenefitBridge purchasing program.

Employer is not responsible for:

- Product costs
- Platform fees
- Administrative fees
- Vendor payments

All purchases are voluntary and employee-paid transactions.

4. EMPLOYEE PARTICIPATION

Employees participate directly with BenefitBridge through catalog ordering or platform access.

Employer is not a party to individual purchase transactions.

5. ORDER PROCESSING & FULFILLMENT

BenefitBridge facilitates purchasing access only.

All orders are:

- Processed by BenefitBridge or its partners
- Fulfilled by manufacturers or authorized distributors
- Shipped directly to employees

Employer bears no responsibility for fulfillment, shipping, or order support.

6. LIABILITY LIMITATION

BenefitBridge is not the manufacturer of listed products.

Product responsibility rests with the vendor, including:

- Product performance
- Warranty coverage
- Defects
- Returns

Employer bears no liability related to employee purchases.

7. EMPLOYER DATA PRIVACY ADDENDUM

7.1 Data Scope

BenefitBridge collects limited employee data necessary for program administration, including:

- Name
- Email address
- Shipping address
- Phone number (optional)
- Employer affiliation

7.2 Data Not Collected

BenefitBridge does not collect:

- Social Security numbers
- Payroll information
- Compensation data
- Health or insurance records

7.3 Data Usage

Employee data is used solely for:

- Order processing
- Shipping fulfillment
- Customer service
- Platform communications

7.4 Data Sharing

Limited data may be shared with:

- Vendors
- Fulfillment partners
- Shipping carriers
- Payment processors

BenefitBridge does not sell employee data.

7.5 Employer Visibility

Employers do not receive:

- Individual purchase histories

- Product selections
- Spending activity

Only aggregate participation metrics may be shared.

7.6 Data Security

BenefitBridge maintains reasonable administrative and technical safeguards to protect collected data.

7.7 Breach Notification

In the event of a confirmed data breach, BenefitBridge will notify Employer within a reasonable timeframe and provide incident details.

8. CONFIDENTIALITY

Both parties agree to maintain confidentiality regarding:

- Pricing structures
- Vendor agreements
- Platform mechanics
- Proprietary materials

9. INDEPENDENT CONTRACTOR STATUS

BenefitBridge operates as an independent contractor.

Nothing in this Agreement creates:

- Partnership
- Joint venture
- Employment relationship

10. TERM & TERMINATION

This Agreement shall remain in effect:

- One year from Effective Date
- Ongoing until terminated

Either party may terminate with ___ days written notice.

11. GOVERNING LAW

This Agreement shall be governed by the laws of the State of _____.

12. ENTIRE AGREEMENT

This document constitutes the entire agreement between the parties regarding the BenefitBridge purchasing program and supersedes prior discussions or representations.

SIGNATURES

BenefitBridge, LLC

By: _____

Name: Mike Hammett

Title: Founder

Date: _____

Employer

By: _____

Name: _____

Title: _____

Company: _____

Date: _____