

FRONTLINE

FOR PUBLIC SAFETY

powered by **360 Advantage**

HEALTHIER PEOPLE. STRONGER DEPARTMENTS. BETTER-SERVED COMMUNITIES.

Keep your people. Lead with confidence.

Frontline helps public safety agencies and municipalities take care of their people and strengthen retention by combining personalized employee support with earlier insight that equips leadership to identify challenges, take action, and creates meaningful financial value for their organization.

ONE PROGRAM. TWO SIDES OF RETENTION.

360 ADVANTAGE

Support the person.

360 Advantage supports each person with personalized physical and mental health support, helping identify concerns early and guide next steps.

FRONTLINE PULSE
FOR PUBLIC SAFETY

Give leaders earlier clarity.

Pulse gives leadership a clearer view of the employee experience, with recurring feedback, assigned actions and documented follow-through.

“Our mission is to help public safety agencies keep the people who make the difference by supporting employees, giving leaders earlier clarity, and creating stronger departments people want to stay with.”

Here’s how you keep the people your community depends on.

WHY THIS MATTERS EVEN WHEN FULLY STAFFED

Fully staffed today? That's when retention matters most.

Retention is not only about filling vacancies. It is about protecting experience, continuity, morale, leadership depth and readiness before those advantages are lost. The strongest workforce strategy is not waiting until good people leave.

YOUR PEOPLE

Keep experience on the team.

Support employees before stress, health concerns, or disengagement become another vacancy to fill.

YOUR COMMUNITY

Keep experience serving the community.

From first responders to the broader municipal workforce, retaining experienced employees protects institutional knowledge, continuity, and the services residents rely on every day.

HOW IT WORKS

Support that reaches people. Insight that leads to action.

Two connected parts. One purpose: create more opportunities to support employees and respond to the conditions that influence whether they stay.

360 ADVANTAGE

Personal health support built around the employee.

This isn't another one size fits all wellness program. Each employee receives personalized physical and mental health support designed around their individual needs, with practical guidance on what to do next.

PERSONAL
Built around the individual.

PRACTICAL
Help with real health and mental needs.

ACTIONABLE
Clear guidance on what to do next.

FRONTLINE PULSE
FOR PUBLIC SAFETY

See what happens before someone walks out the door.

1. **Listen**
   Short, recurring employee check-ins.
2. **Understand**
   See patterns in the feedback over time.
3. **Respond**
   Assign a concern to the right leader.
4. **Follow through**
   Track the response and next steps.

EASY FOR EMPLOYEES

60-120 second mobile-friendly check-ins.
No employee account, password or app.

BUILT FOR LEADERS

See what you may not be hearing. Identify patterns. Respond earlier. Track follow-through.

360 ADVANTAGE

Take care of the people who take care of your organization.



What employees see — a private experience on their own phone. Not a benefits portal, and never shared with the employer.

THE EMPLOYEE EXPERIENCE

1. AWARENESS

A moment.
A private, simple experience gives employees a moment to pause, pay attention to their health, and see what may deserve a closer look.

2. INSIGHT

An insight.
Personal health signals are translated into informational insights that help employees understand what may deserve their attention.

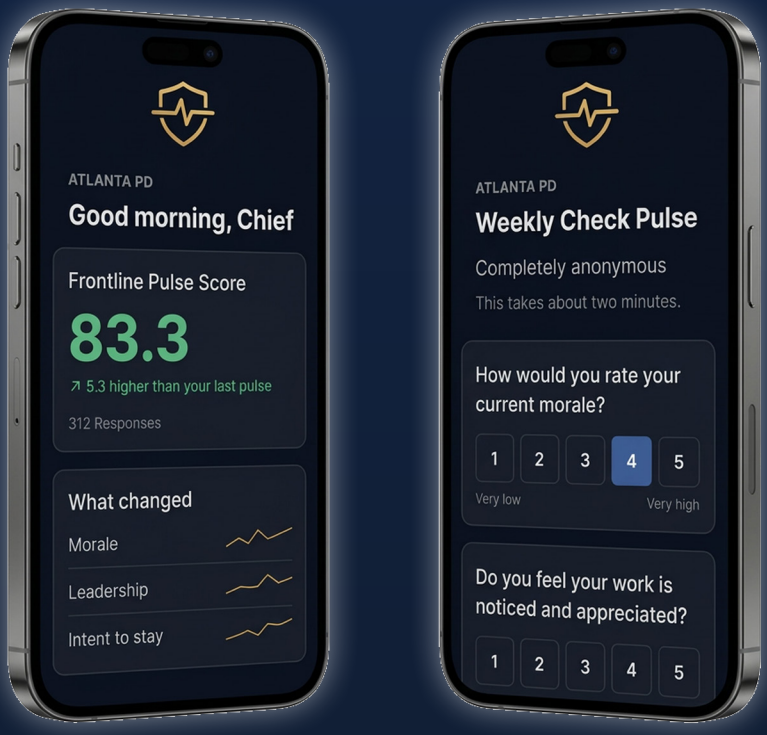
3. ACTION

A next step.
Personalized prompts, relevant resources, and 360 support help employees know where to go from there.

FRONTLINE PULSE
FOR PUBLIC SAFETY

Hear the signal before the exit interview.

By the you know someones thinking about leaving they could have already decided.
Frontline Pulse gives employees a fast, private way to be heard — and gives leadership a clear view of the patterns that deserve attention, before small problems become resignations.



Leadership sees organizational patterns over time — not individual health information. Pulse is designed to help people be heard, not to monitor them.

HOW IT WORKS

1.

FOR EMPLOYEES

60-120 seconds.

No app. No password. No complicated survey. Just a simple recurring check-in designed for people who already have enough on their plate.

2.

FOR LEADERS

A clear signal.

See patterns over time, understand where attention may be needed, and document what happens next.

3.

FOR THE ORGANIZATION

Full circle.

When employees see that their feedback leads to meaningful action, trust grows and participation becomes more valuable over time.

THE EMPLOYER SIDE OF THE OPPORTUNITY: ILLUSTRATIVE 350-PERSON ORGANIZATION

What keeping 10-15 more people could mean.

The scenario below models a 2.7% improvement in retention, plus a separate Section 125 savings component based on a 350-member organization.

350
Employees

8% » 5.3%
Modeled annual turnover

9.45
Fewer departures per year

01 / PROJECTED AVOIDED TURNOVER COST

$661,500 PER YEAR

350 employees × 2.7% = 9.45 additional people retained.
9.45 × $70,000 assumed cost per departure = $661,500.

02 / SEPARATE SECTION 125 COMPONENT

$430,500 PER YEAR

350 participating employees × $1,230 in assumed annual savings.
This scenario assumes full eligibility and enrollment.

SCAN TO SEE WHAT FRONTLINE COULD LOOK LIKE FOR YOUR ORGANIZATION.

*SCAN ME**

COMBINED FIVE-YEAR PROJECTED IMPACT

$5,460,000

$3,307,500 retention value + $2,152,500 Section 125 savings

Illustrative gross impact, before program fees and implementation costs. Projections are not guaranteed outcomes. Assumptions and review requirements appear on page 4.

ROLE-SPECIFIC VALUE

What Frontline delivers across your organization.

CHIEF / SHERIFF / FIRE CHIEF

Keep experience. Sustain readiness.

Support the people doing the work while strengthening continuity, morale and workforce stability.

MAYOR / CITY MANAGER / COUNTY LEADERSHIP

Protect the workforce your community depends on.

Evaluate employee support, workforce stability, service continuity and responsible economics together.

HR / BENEFITS

Support people without creating another benefits headache.

Evaluate employee value, privacy, eligibility, current benefits coordination, enrollment and communication.

FINANCE / PAYROLL

Make the numbers survive scrutiny.

Validate census, participation, payroll mechanics, fees and employer effect before anyone relies on a projection.

MULTI-STAKEHOLDER REVIEW

Built for the table that actually makes the decision.

Frontline is designed to be reviewed, questioned and validated by the stakeholders responsible for your people and your organization.

Built to give leaders confidence.

Three layers of employer protection through 360 Advantage.

1.

INSURANCE BACKING

$3 million per incident

360 Advantage's corporate Errors & Omissions policy backs its contractual indemnification commitment to your organization.

2.

CONTRACTUAL INDEMNIFICATION

Protection in writing

Your service agreement includes indemnification provisions that define 360 Advantage's contractual protection for your organization.

3.

PLAN STRUCTURE & DOCUMENTS

A documented foundation

Written Section 125 cafeteria and Section 105 reimbursement plan documents support the program's compliance framework.

Protection summary based on 360 Advantage's "How We Protect Employers." Coverage and indemnification are subject to the applicable policy and signed agreement, including limits, exclusions and conditions. These protections do not guarantee an audit outcome or an IRS determination.

PAGE 3 / PROJECTION ASSUMPTIONS

Retention. The 2.7-point improvement and $70,000 cost per departure are planning assumptions, not validated program outcomes. Modeled turnover falls from 8% to 5.3%. Avoided costs may include productivity value, not cash savings.

Section 125. The assumed $1,230 per participant requires validation by HR, finance and benefits advisers. Results depend on eligibility, enrollment, payroll and plan design. Five-year totals hold assumptions constant, before fees, implementation costs or discounting.

THE VALUE BEHIND RETENTION

Keep the people who make the difference.

The steady voice on a difficult call. The mentor a new hire trusts. The people who know your community.

WHAT YOU ARE WORKING TO PROTECT

Keep experience in your organization.

Every experienced employee carries years of knowledge, trusted relationships, and judgment that can't be replaced with a new hire. Frontline helps you protect that experience by supporting the people behind it.

Take care of the people who carry the load.

When good people leave, the burden falls on those who remain. More overtime. More pressure. Greater risk of burnout. Frontline helps you support your people before those challenges lead to another resignation.

Give leadership the insight to act sooner.

You can't address what you don't know. Frontline Pulse helps leadership identify emerging concerns, understand workforce trends, and take meaningful action before small problems become reasons good people leave.

Build an organization people want to stay with.

Support the person. Give leaders clarity. Strengthen the organization.

THE NEXT STEP IS SIMPLE.

Let’s explore what Frontline could mean for your organization.

Our implementation team starts the process and coordinates the next steps with your organization.

FROM YOUR YES TO IMPLEMENTATION

1. Give us the go-ahead.

Tell us you’re ready to move forward with Frontline.

2. We connect with your team.

We coordinate with HR, Finance/Payroll, Benefits, and the appropriate city, county, or department leadership.

3. We do the heavy lifting.

Our implementation team gathers the information, coordinates required reviews and approvals, and guides your organization through setup and launch.

Support your people. Give leadership clarity.

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FrontlinePublicSafety.com

SCAN TO LEARN ABOUT THE PROGRAM