



## INVEST IN YOUR WORKFORCE:

# Join the NC Tri-Share Child Care Program

## Why NC Tri-Share?

- ✓ Recruit and retain a reliable, productive workforce
- ✓ Strengthen your benefits package at a shared cost
- ✓ Reduce absenteeism and turnover
- ✓ Demonstrate commitment to family-friendly workplace values

Both the Employer and the Employee each contribute one-third of the price of child care plus a 9% administration fee. The State will cover one-third.

***It's simple:*** Your business is offered support to calculate costs, identify eligible employees, and manage payments.

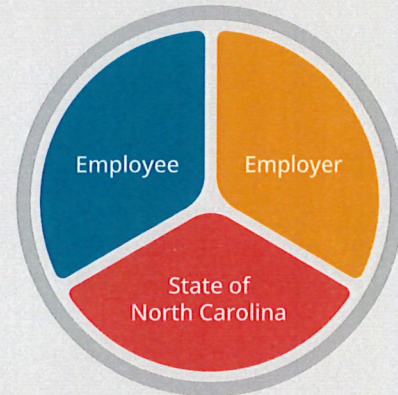
The amount of money that each employer chooses to put into this program is at their discretion, and is influenced by many factors such as the price of care, which varies greatly from county to county and by child age, and the number of employees eligible.

**Ready to strengthen your workforce?  
Join Tri-Share today — it's easy to get started.**



◀ Scan to get started!  
Learn more » [www.smartstart.org](http://www.smartstart.org)

## Price of Child Care Shared Three Ways



## Employee Eligibility Salary Levels

Household Size	Yearly Income (185%-300% of federal poverty level)
Two Person	\$40,034 – \$64,920
Three Person	\$50,542 – \$81,960
Four Person	\$61,050 – \$99,000
Five Person	\$71,558 – \$116,040
Six Person	\$82,066 – \$133,080
Seven Person	\$92,574 – \$150,120
Eight Person	\$103,082 – \$167,160

*To qualify, employees must also otherwise be ineligible for other subsidized child care. Levels are calculated annually*



**NCDHHS**  
Division of Child Development  
and Early Education

**Smart Start**  
Each Child. Every Community.



# STATE OF NORTH CAROLINA TRI-SHARE SERVICES AGREEMENT

## Employer Participation Pilot Program

**CLIENT:** Ashe County Government

<b>CLIENT CONTACTS:</b>	<b>Signatory Point of Contact ("SPOC")</b>	<b>Billing Point of Contact ("BPOC")</b>
	Name: Adam Stumb	Name:
	Phone	Phone:
	Email: adam.stumb@ashecountygov.com	Email:

**Subscription Term:** The initial term of this State of North Carolina Tri-Share Services Agreement Employer Participation Pilot Program ("Pilot") will commence on the Subscription Start Date and conclude on December 1, 2026 ("Initial Term").

**Subscription Start Date:**

**Prepared By:** Tonya Luckadoo

**Prepared Date:** 04/20/2026

ITEM	TOTAL
<b>Annual Fee for Pilot ("Subscription Fee")</b>	<b>\$0.00</b>
- Registered Participant(s) in Pilot	
- Administration of Pilot Employer Contribution	
<b>One Time Implementation &amp; Configuration Pilot Fee</b>	<b>\$0.00</b>

**Total Implementation Fee: \$0.00**  
**Total Subscription Fee: \$0.00**

**Master Terms:** The legal and commercial terms that apply to the TOOTRIS subscription are set forth in this agreement and in the TOOTRIS Customer Terms of Service, published at [tootris.com/terms-of-service](http://tootris.com/terms-of-service), incorporated herein by reference. This agreement and the TOOTRIS Customer Terms of Service together constitute the "Services Agreement".

**Term and Renewal:** The Initial Term for the Pilot commences on the Subscription Start Date. Following the conclusion of the Pilot, this Agreement will automatically renew and transition from the Pilot to the Standard Tri-Share Program ("TSP") for successive twelve (12) month periods (each a "Renewal Term"), with the first Renewal Term commencing on December 1, 2026.

**Notice of Non-Renewal:** Either party may give notice of non-renewal, in writing, at least Thirty (30) days prior to the end of the then-current term. In the event Client elects not to renew, Client shall provide notice to [cancel@tootris.com](mailto:cancel@tootris.com).

**Registered Participant:** A program participant who has been designated, approved, and assigned an employer contribution amount (from here on out, referred to as "RP").

**Registered Participant Contribution:** The employer contribution, equal to the funds assigned made available to the RP by the employer, after the RP, has been approved in the pilot or subsequent TSP ("RPC").

**Client Payment Terms:**

**Registered Participant Contribution (RPC):** All funding for the RPC account balance is due and payable a month in advance.

Upon activation of the services, Client shall fund an RPC balance equal to or greater than the sum of all current Registered Participants' individual monthly RPC amounts ("**Initial RPC Minimum Balance**").

After Client's initial funding based on the above calculation, Client shall maintain an RPC account minimum balance equal to the total of all active Registered Participants' individual monthly RPC amounts ("**RPC Minimum Balance**"). As Registered Participants are added to or removed from the program, the RPC Minimum Balance will be adjusted accordingly to reflect the sum of the then-current active participants' individual RPC amounts.

Payments made to maintain the RPC Minimum Balance shall be paid a month in advance. At the end of each month, any unused RPC funds shall roll over to the new billing period (the "**Rollover**") and the Client will be responsible for providing any funding required to raise the account level to the RPC Minimum Balance. If the unused RPC amounts exceed the RPC Minimum Balance, the excess funds will remain in the account for future use and will continue to roll over to the new billing period(s). Rollover funds do not expire. Any unused funds shall be returned to the Client within thirty (30) days of the termination of this agreement.

The RPC Funding Guidelines, attached as Exhibit A, incorporated herein by reference, set forth further terms and conditions applicable to RPC and RPC Minimum Balance, as well as sample calculations.

**Termination for RPC Non-Payment:** TOOTRIS may terminate this Agreement immediately if Client's RPC account balance remains negative for more than ten (10) business days after written notice, or if Client fails to fund required RPC amounts within ten (10) business days of notice of written notice to do so. Upon termination of this Agreement for any reason, Client remains fully responsible for all RPC obligations incurred through the effective date of termination, and TOOTRIS will cease making new RPC payments on Client's behalf effective immediately upon termination.

**Benefit Administration Fee:** The TOOTRIS provider enrollment fees published in the TOOTRIS platform are inclusive of a 9% Benefit Administration Fee. Client shall be responsible for paying the Benefit Administration Fee.

**Credit Card Processing Fee:** When an RP pays out-of-pocket provider enrollment fees with a credit/debit card, an inherent 3% credit/debit card processing fee will be added. Registered Participants shall be responsible for paying the Credit Card Processing Fees.

Client has read, understands and accepts the TOOTRIS Terms of Use published at [tootris.com/terms](http://tootris.com/terms), the TOOTRIS Customer Terms of Service published at [tootris.com/terms-of-service](http://tootris.com/terms-of-service), the TOOTRIS Privacy Policy published at [tootris.com/privacy](http://tootris.com/privacy) and the TOOTRIS Cookie Policy published at [tootris.com/cookies](http://tootris.com/cookies), all of which are incorporated herein by reference.

This Services Agreement along with a separately executed confidentiality agreement, if any, and/or a master services agreement and related statements of work/order forms, if any (the "Incorporated Documents"), which are hereby incorporated by reference, constitute the entire agreement between the parties. If and to the extent any terms in the Incorporated Documents conflict with the terms of the Services Agreement, the terms of the Services Agreement shall control.

IN WITNESS WHEREOF, the parties have executed this Services Agreement as of the dates listed below. This Services Agreement shall become effective upon execution by all parties.

TOOTRIS, LLC

Ashe County Government

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Name: Adam Stumb

Title: \_\_\_\_\_

Title: County Manager

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# EXHIBIT A

## RPC Funding Guidelines

As set forth in the Payment Terms in the Services Agreement to which these guidelines are attached and incorporated by reference, the RPC account balance must be funded upon activation of the services and the applicable RPC Minimum Balance must be maintained at all times. The following guidelines apply to RPC account balance funding:

- **Example calculation of Initial RPC Minimum Balance the RPC Minimum Balance:**

Upon activation of the services, if Client has the following Registered Participants with their respective monthly RPC amounts as determined by the Pilot Program:

- Employee A: \$150/month
- Employee B: \$275/month
- Employee C: \$200/month
- Employee D: \$325/month
- Employee E: \$180/month

Then the Initial RPC Minimum Balance would be equal to or greater than \$1,130 (the sum of all individual RPC amounts: \$150 + \$275 + \$200 + \$325 + \$180).

If at the end of the first month Employee C leaves the program, then the RPC Minimum Balance would be reduced to \$930 (\$150 + \$275 + \$325 + \$180), and any excess funds would remain in the account for future use.

If in the next month two new employees join the program:

- Employee F: \$240/month
- Employee G: \$190/month

Then the RPC Minimum Balance would increase to \$1,360 (\$150 + \$275 + \$325 + \$180 + \$240 + \$190), and Client would provide additional funding to meet or exceed the RPC Minimum Balance for the start of the following month.

- **Negative Balance**

If at any time Client's RPC account balance falls below zero:

- o Client will be charged the following:
  - A non-recoverable flat fee in the amount of \$250.00, and
  - Interest on the amount of the negative balance at the rate of Ten percent (10%) per annum, or the highest amount allowable by law, whichever is lower.
- o Upon written notice to Client (email shall be sufficient) TOOTRIS will be entitled to suspend services until Client restores its RPC account to the RPC Minimum Balance.

- **Modes of Funding RPC Account.**

Client may fund its RPC account by one of the following modes:

- o (Preferred mode) Electronic payments through the TOOTRIS Employer/Organization Benefit Portal: Payments by ACH will generate an inherent \$5.00 processing fee payable by Client.
- o Payment of TOOTRIS-generated invoice through Client's accounts payable process. This mode of payment will generate an Administrative Accounts Receivable Processing Fee in the amount of \$100.00.

- **Methods for Funding RPC Account Balance:**

- o (Preferred method) Automatic minimum balance set-up within the TOOTRIS Employer/Organization Benefit Portal whereby an automatic funds transfer is triggered when the RPC account balance reaches an amount lower than the RPC Minimum Balance. The amount of the automatic transfer of funds will be in an amount to restore the RPC account to the RPC Minimum Balance plus 10%. Client shall specify the primary source of the funding for the automatic funds transfer (ACH or Client's accounts payable process) plus a secondary, backup source for funding;
  - Recurring deposit of a calculated amount based on a specified cadence to maintain the current RPC Minimum Balance; or
  - Ad hoc payments as needed to maintain the RPC account balance in excess of the RPC Minimum Balance required.

### Certificate Of Completion

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Source Envelope:	
Document Pages: 3	Signatures: 0
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	
EnvelopeId Stamping: Enabled	Envelope Originator:
Time Zone: (UTC-05:00) Eastern Time (US & Canada)	Tonya Luckadoo
	1100 Wake Forest Road
	Raleigh, NC 27604
	tonya.grigg@ccpartnershipforchildren.com
	IP Address: 2603:6081:2a00:

### Record Tracking

Status: Original	Holder: Tonya Luckadoo	Location: DocuSign
4/20/2026 10:23:37 AM	tonya.grigg@ccpartnershipforchildren.com	

### Signer Events

Signature	Timestamp
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<p>Adam Stumb</p> <p>adam.stumb@ashecountygov.com</p> <p>County Manager</p> <p>Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b> Not Offered via Docusign</p>	<p>Sent: 4/20/2026 10:53:12 AM</p> <p>Resent: 4/22/2026 10:57:33 AM</p> <p>Resent: 4/27/2026 10:54:24 AM</p> <p>Viewed: 4/29/2026 8:30:30 AM</p>
<p>Brandy Camp</p> <p>bcamp@tootris.com</p> <p>Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b> Not Offered via Docusign</p>	

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp

Shannon White  
 Shannon.White@ccpartnershipforchildren.com  
 Security Level: Email, Account Authentication (None)  
**Electronic Record and Signature Disclosure:**

<b>Carbon Copy Events</b>	<b>Status</b>	<b>Timestamp</b>
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<b>Notary Events</b>	<b>Signature</b>	<b>Timestamp</b>
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<b>Envelope Summary Events</b>	<b>Status</b>	<b>Timestamps</b>
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<b>Payment Events</b>	<b>Status</b>	<b>Timestamps</b>
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<b>Electronic Record and Signature Disclosure</b>
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