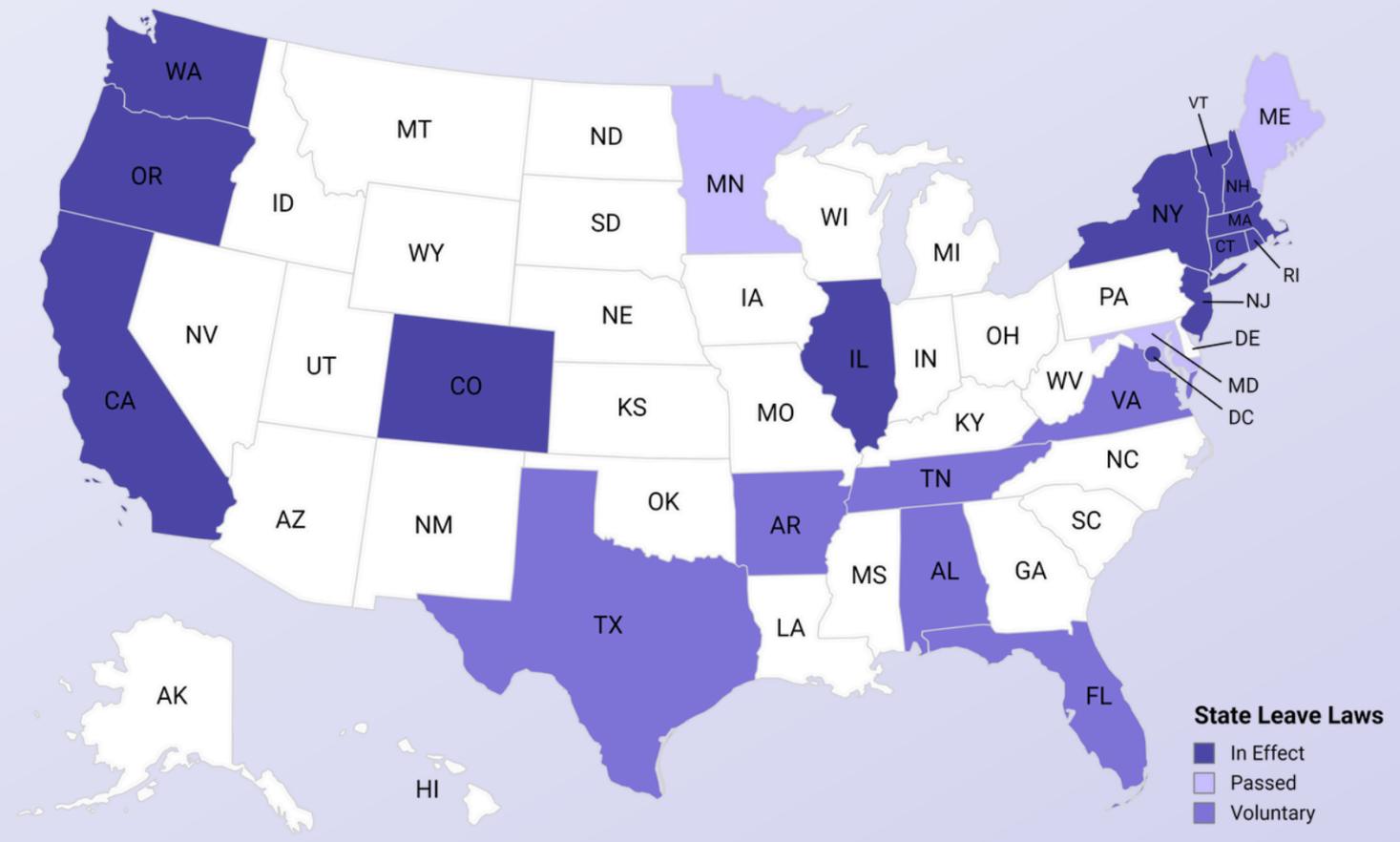


stiiira

LEAVE MANAGEMENT MADE EASY

THE PROBLEM

Employers are struggling to effectively manage government-regulated leaves of absence.



95% of employers are experiencing an annual increase in leave requests

107 potential leave policies for a west coast employer (CA, OR, WA)

20 hours of administration for one federal and state leave

200+ federal, state, and municipal leave laws

CURRENT OPTIONS ARE MISSING THE MARK

Legacy Players

Robust systems, limited options
Too expensive for non-enterprise



HCM Systems

Clunky add-on modules
Lack compliance tracking

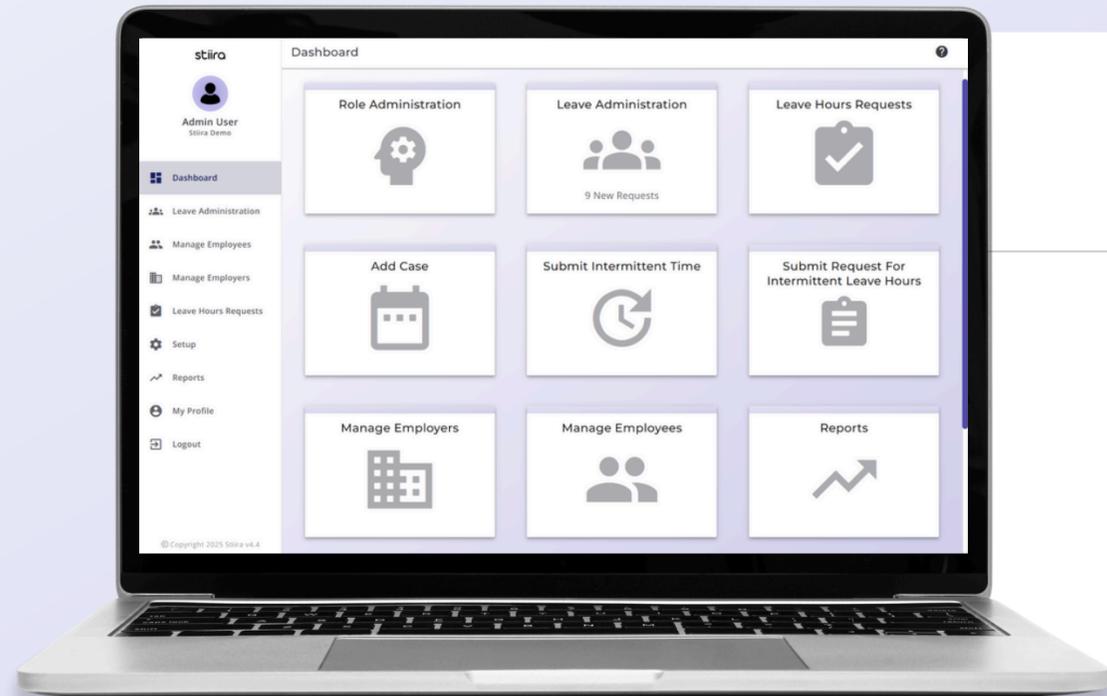


Manual Tracking

60% using spreadsheets
Seeking first solution



OUR SOLUTION



Specialized leave management software for...



Employers managing leave in-house



Third-Party Administrators offering leave services



Proactive Compliance

Built-in templates, action lists, forms, and tracking for federal and state regulations.



Integration & Automation

Compatible with all major HR systems to automate required administrative tasks.



Unparalleled Flexibility

More power for admins to configure policies, system settings, and roles to fit evolving needs.

BUSINESS MODEL



B2B SaaS - Annual Subscription Model

10% discount for annual payment

Single-Employer



Subscription Tiers

Based on total headcount

Subscription Cost

ACV - \$20K

Multi-Employer



Subscription Tiers

Based on new leave case volume

Subscription Cost

ACV - \$30K



Add-on Services - 20% additional revenue

Implementation, system integrations, specialty modules and features, custom configuration

GROWTH STRATEGY

HCM Systems



Benefit Brokers



TPAs & HR Tech



Industry-Specific



Location-Specific



Enterprise



TRACTION

CUSTOMERS: 10
REVENUE GENERATED: \$279K (\$127K ARR)



ER (\$94K)

TPA (\$185K)

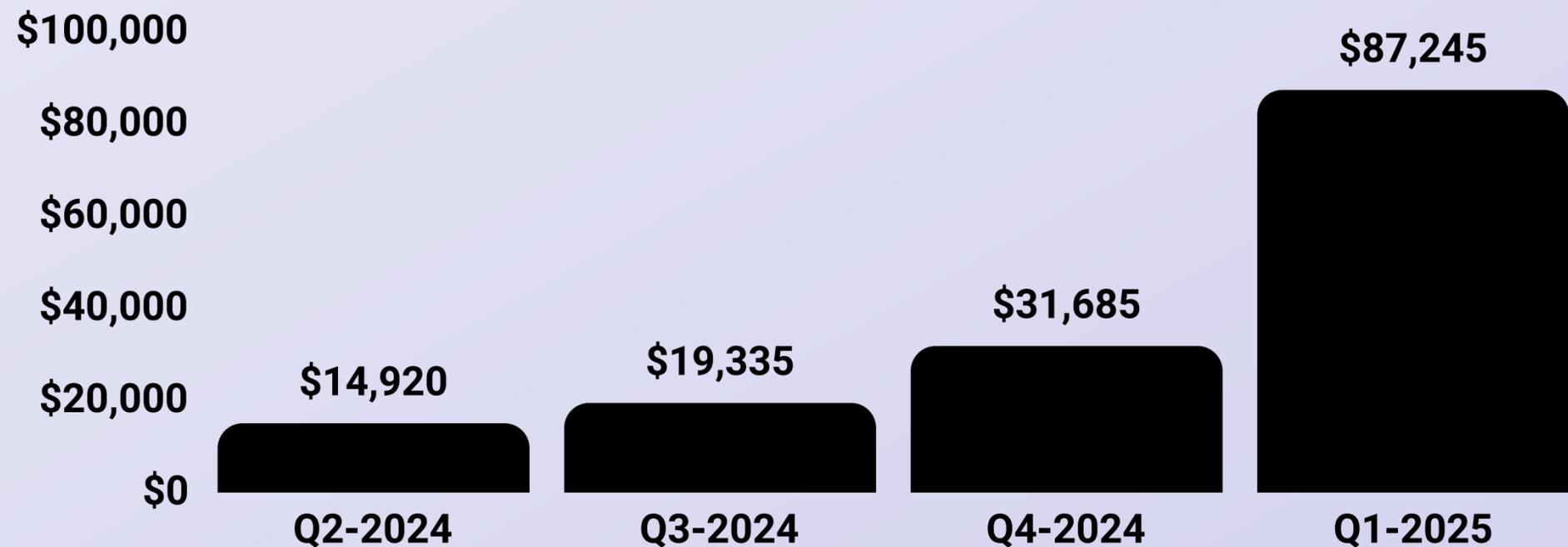
PENDING DEALS: 33*
POTENTIAL ARR: \$787K

**2 contracts pending (\$43K)*

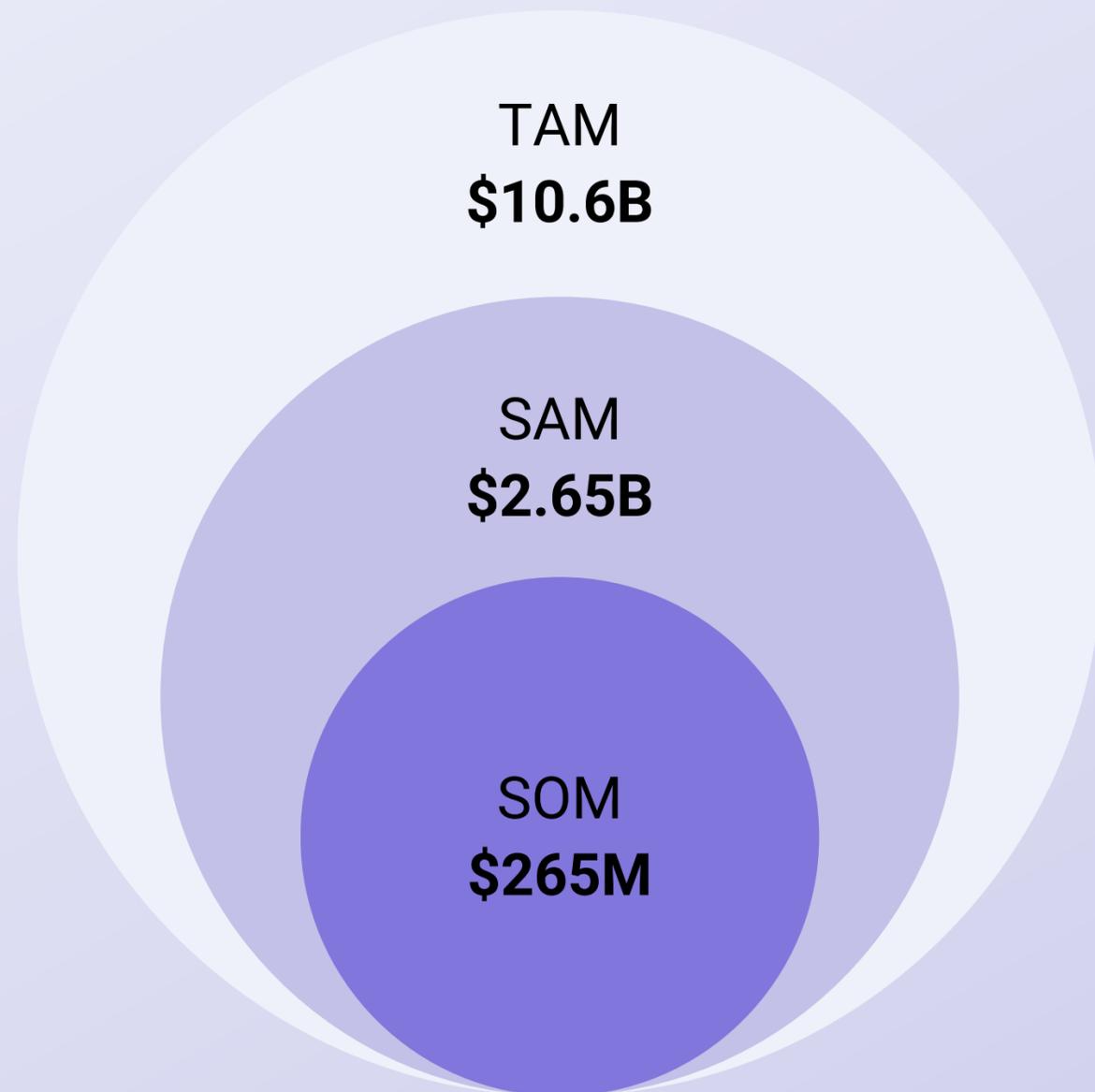
HCM INTEGRATIONS: 3



NEW DEAL REVENUE TREND



MARKET OPPORTUNITY



“We believe software can unlock \$1B in spending through managing leaves of absence alone by replacing existing services consumption.”

- Battery Ventures

“The current opportunity we are working on in the broader FMLA and leave management space is progressing sooner than expected.”

- VC/PE Firm

FINANCIAL PROJECTIONS

	2024	2025	2026	2027	2028	2029
REVENUE	\$77,478	\$224,630	\$972,978	\$3,854,728	\$10,528,835	\$23,953,256
COSTS	\$540,212	\$489,437	\$1,220,783	\$3,042,567	\$4,609,980	\$6,961,294
NET INCOME	(\$462,734)	(\$264,807)	(\$247,805)	\$812,161	\$5,918,855	\$16,991,961
CUSTOMERS	7	20	64	155	294	483

Breakout year
2026

- ★ Primary functionality gaps addressed
- ★ Top 10 integration partnerships in place
- ★ Primed for next wave of leave regulations

EXIT STRATEGY

HCM Technology Company



- Acquires Sora
- Founded in 2018
- Marketplace Partner for 3 years
- Acquisition (5-year exit)

HR Outsourcing Company



- Acquires Teamworks Group
- HR & payroll software solutions
- Founded in 1996
- Acquired in 2024

Insurance Broker/TPA



- Acquires LeaveLogic
- Founded in 2013
- 5 employees
- Acquired in 2018 (5-year exit)

Private Equity Firm

STONE POINT CAPITAL

- Majority stake in Prism HR in 2019
- Acquires Vensure Employer Services in 2021
- Acquires Namely in 2022

FOUNDING TEAM



Calvin Gower

CEO + Founder

10+ years of experience designing, managing, and marketing digital HR solutions.

Former Product Marketing Manager at Trüpp



Casey Rillahan

Head of Sales + Cofounder

12+ years of HR sales experience and bringing new leave services to market.

Former Head of Sales at Trüpp

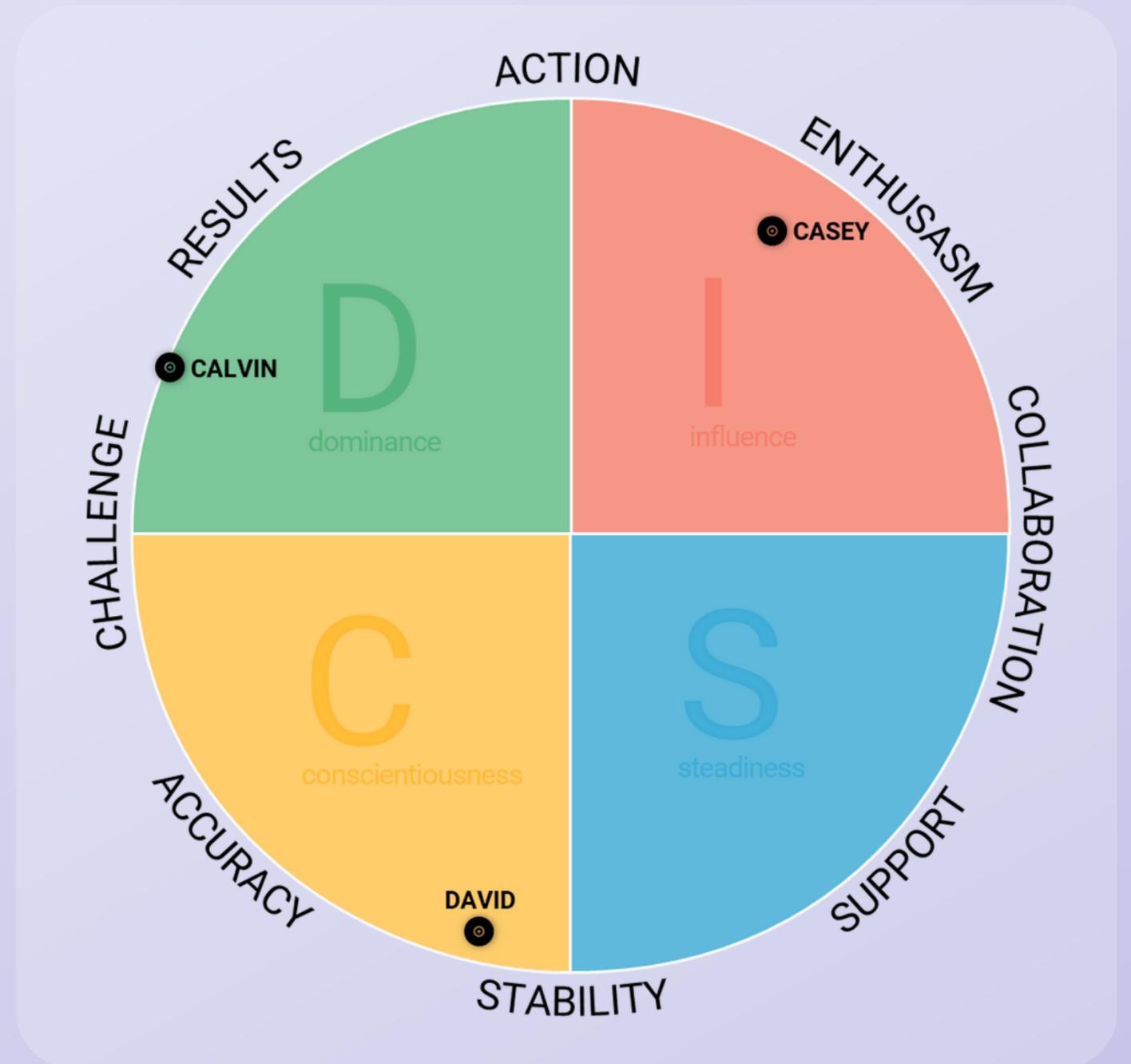


David Karstens

Head of Development + Cofounder

30+ years of experience building scalable software solutions and lead developer for several startups.

Former Development Manager at Trüpp



CURRENT ROUND

SAFE, Post-Money, \$7M Valuation Cap, 20% Discount Rate

\$1M

\$557.5K committed

Boost Product Development

Compress time of product roadmap to address key functionality gaps.

Compliance & Security

HIPAA/SOC 2 certifications and application hosting service upgrades.

Support Growth Strategy

Integrations, marketplace partnerships, and directory campaigns.

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