

Employee
Benefits
Corporation



Proposal for **City of Dodgeville**

07/30/2024

www.ebcflex.com |  

Proposed Services



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This proposal is for the services selected below:

- COBRA
- Flexible Spending Accounts (FSAs)
- Health Savings Account (HSA)
- Health Reimbursement Arrangement (HRA)
- Lifestyle Spending Account (LSA)
- Commuter Benefits
- Billing Services
- Premium Only Plan

Who We Are

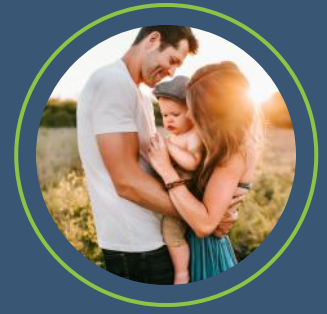
With roots dating back more than 35 years, Employee Benefits Corporation (EBC) is an experienced third-party administrator of consumer driven benefits. We're a dynamic company of employee owners who strive to empower organizations to help their employees live healthier, more secure lives.

We are committed to simplifying and enhancing benefits administration and making it more accessible for our clients and consumers. By educating our consumers, clients, and partners and leveraging technology we deliver solutions that make benefits easier to understand and use. Our commitment to continuously evolving and anticipating the demands of the market drives us to work relentlessly to launch new products and features that meet the needs of the organizations and individuals we serve.

We cultivate lasting relationships with employers and insurance professionals by building trust. Our culture empowers employees to make responsible decisions and do what it takes to get things done right. Clients are supported by team members who have an in-depth understanding of their plan(s) and are readily accessible to assist them. Beyond addressing inquiries as they arise, we proactively engage with clients and partners to keep them informed and ensure each interaction is a positive experience.

FSA

Proposed Pricing



Annual Fee <i>Includes one nondiscrimination test at plan year's end; includes all 9 IRS-required tests.</i>	\$450.00	
Monthly Administration Fee	\$5.00	per participant
Minimum Fee	\$60.00	per month
Benefits Card Option	\$0.00	
Electronic Enrollment Toolkits <i>All electronic information and enrollment materials are available at no additional cost.</i>	\$0.00	
Electronic Data Integration (EDI) <i>\$0 when provided in EBC format. \$150 per hour will be charged if provided in a different format. May not be applicable to all employers.</i> <i>Fees quoted include charges from third-party vendors for ongoing data integration services. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</i>	\$0.00	

Projected Expenses

Total Number of Employees	65
Expected Number of Participants	10
Total Monthly Cost	\$60.00
Total Annual Cost	\$1,170.00

Plan Features

- HSA-compatible FSA plan designs
- Smart technology allows all account-based products to be loaded onto one Benefits Card
- Claim submission via mobile app, online account, fax, and U.S. mail
- Secure employer and employee web portals
- Nondiscrimination testing at the end of the plan year, including all 9 required tests
- Runout, grace period, and/or rollover support for mid-year takeovers
- Annual Form 5500 filing (if required)
- Plan year runout, grace period, and/or rollover administration
- Multiple claim funding options

Benefits Card

The Benefits Card lets participants pay for eligible expenses directly from their health care FSA instead of waiting to be reimbursed.

- Provides easier access for quick payment
- Allows multiple products to be used on one card
- Compatible with digital wallets and use wherever Apple Pay, Samsung Pay, and Google Pay are accepted
- Benefits Cards can be managed online or within EBC Mobile
- Additional and replacement cards available at no cost
- Participant Services contact information on the back of the card



HRA

Proposed Pricing



Annual Fee	\$300.00
Monthly Administration Fee	\$4.50 per participant
Minimum Fee	\$60.00 per month
Benefits Card Option <i>HRA plan designs must reimburse first dollar coverage.</i>	\$0.00
Electronic Data Integration (EDI) <i>\$0 when provided in EBC format. \$150 per hour will be charged if provided in a different format. May not be applicable to all employers. Fees quoted include charges from third-party vendors for ongoing data integration services. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</i>	\$0.00

Projected Expenses

Total Number of Employees	65
Expected Number of Participants	~25
Total Monthly Cost	\$112.50
Total Annual Cost	\$1,650.00

Additional Services

Compliance Services

Wrap Document, 5500 Form Filing and Nondiscrimination Testing Services

[Learn More](#)

Plan Features

- Compatible with flexible spending accounts (FSAs) and health savings accounts (HSAs)
- Included Compliance Support:
 - Customized HRA Plan Document and Summary Plan Description
 - Required Summary of Benefits and Coverage (SBC)
 - Medicare Secondary Payer reporting for Centers for Medicare and Medicaid Services (CMS), when required
 - Report to assist with filing Patient Centered Outcomes Research Initiative (PCORI) fee
 - Nondiscrimination testing worksheet made available for self-testing

Plan Design Examples [Video Overview](#)

EBC has helped employers design thousands of plans to meet their organization's specific needs, including plans like the ones in the video overview that help offset rising health care costs, encourage employment longevity, and more.

Technology Features

Employer administration and participant account management is available all day, every day with our online accounts and mobile app, EBC Mobile. Participants have online and mobile claims processed within 2 business days and can have reimbursements sent electronically to their bank via direct deposit.

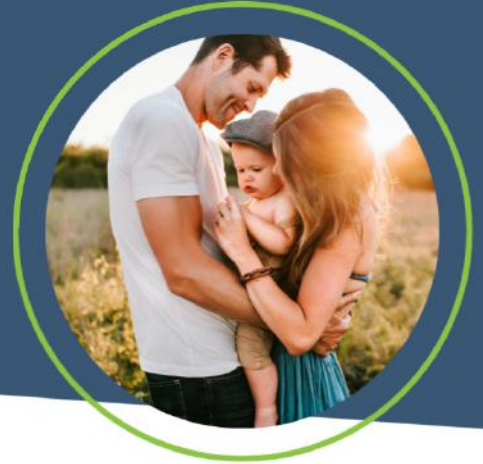


Flexible Spending Accounts

Help employees save on eligible health and dependent care expenses.



A flexible spending account (FSA) is a benefit that offers money-saving, tax-advantaged funds for participants to use on their everyday health and dependent care expenses. Employers choose from **health care, limited health, and/or dependent care** FSA options.



FSA Options

When choosing to offer an FSA, employers can offer one or more of the following account types:

Health Care FSA | Pay for eligible medical, vision, and dental expenses that are not covered by another health plan, including prescriptions and over-the-counter medications and products.

Limited Health FSA | Pay for eligible vision and dental expenses that are not covered by another health plan.

Dependent Care FSA | Pay for eligible dependent care expenses for children or other eligible dependents.



Plan Design Options

Customize your plan to fit your benefits offering.

Rollover is a popular plan option that allows up to a specified amount of unused funds to roll from one plan year to the next. Rollover is not available for dependent care FSAs.

Grace Period gives an additional period of time to incur claims after the end of the plan year when rollover is not offered.

Runout allows extra time after the end of the plan year to submit claims for eligible expenses incurred during the plan year.



Benefits Card

The Benefits Card lets participants pay for eligible expenses directly from their health care FSA or limited health FSA rather than needing to submit a claim and wait for reimbursement.

- Smart technology allows all account-based products to be loaded onto one Benefits Card
- Additional and replacement cards available at no cost
- Primary cardholders can add the Benefits Card to their digital wallet and use wherever Apple Pay, Samsung Pay, and Google Pay are accepted
- Benefits Card management available online and through *EBC Mobile*
- Participant Services contact information on the back of the card

The Benefits Card is available for the health care and limited health FSAs. Dependent care FSA participants can conveniently submit claims online or through the mobile app.



Technology Features

Employer administration and participant account management is available all day, every day with our online accounts and mobile app, *EBC Mobile*. Claims submitted through the online account or mobile app are processed within 2 business days and electronically deposited in the participant's bank account when direct deposit is set up.

Plan Features

- Runout, grace period, and/or rollover support for mid-year takeovers
- Multiple claim funding options
- Compatible with health savings account (HSA) and limited health reimbursement arrangement (HRA)
- Auto-convert feature available for participants with a standard health FSA who are interested in enrolling in an EBC HSA. Funds in the standard health FSA are automatically converted to a limited health FSA to maintain HSA-eligibility.

Included Compliance Support

- Nondiscrimination testing at the end of the plan year, including all 9 required tests for FSAs and cafeteria plans
- FSA Plan Document and Summary Plan Description
- Annual Form 5500 filing (if required)

Health Reimbursement Arrangement (HRA)

Your organization is unique, your benefit plan should be too.



An HRA is an employer-funded benefit plan where employees are reimbursed, tax-free, for qualified medical expenses up to a fixed dollar amount per year. An HRA allows you to design a benefit plan that complements your health insurance plan by covering your employees' out-of-pocket health care costs.

Flexible Design Options

An HRA offers flexible design options so you can customize each part of your plan, including:

- **Who** the benefit is for
- **What** the benefit will cover
- **When** participants have access to the benefits
- **How** the coverage will be broken down

Technology Features

Employer administration and participant account management is available all day, every day with our online accounts and mobile app, *EBC Mobile*. Participants have online and mobile claims processed within 2 business days and can have reimbursements sent electronically to their bank via direct deposit.

Data Integration

Employee Benefits Corporation (EBC) will work with employers to establish an electronic file feed.

Plan Features

- Compatible with flexible spending accounts (FSAs) and health savings accounts (HSAs)
- Included Compliance Support:
 - Customized HRA Plan Document and Summary Plan Description
 - Required Summary of Benefits and Coverage (SBC)
 - Medicare Secondary Payer reporting for Centers for Medicare and Medicaid Services (CMS), when required
 - Report to assist with filing Patient Centered Outcomes Research Initiative (PCORI) fee
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Plan Design Examples

EBC has helped employers design thousands of plans to meet their organization's specific needs, including plans like the ones shown below that help offset rising health care costs, encourage employment longevity, and more.

Deductible Coverage

Insured Plan Begins



Benefit Scenario | An employer is adjusting their health plan from a \$3,500 deductible to a \$5,000 deductible to help meet rising health coverage costs. They are looking for an HRA plan design to help their participants with this increased deductible.

Selected Plan Design | A two-tier HRA with aggregate coverage for the \$5,000 deductible. The participants pay the first \$3,500 of the deductible. The HRA then pays for the remaining \$1,500.

Eligible Expenses | Deductible

Additional Features | This plan design can also be set up to have an aggregate or embedded deductible.

Specific Coverage

Insured Plan Begins

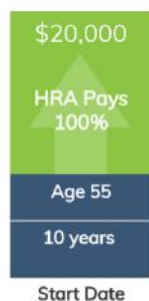


Benefit Scenario | An employer is looking to offer specific coverage, in this case dental, without enrolling in a specific dental insurance plan. They plan to offer this coverage alongside a health care FSA.

Selected Plan Design | A one-tier plan design where the HRA pays up to \$1,000 for eligible dental expenses.

Additional Features | The participant can choose to contribute to the health care FSA, which they can use to pay for dental expenses above the \$1,000 covered by the HRA or other Section 213-eligible expenses. The Benefits Card can be structured to use HRA dollars first for eligible dental expenses and then pull funds from the health care FSA for remaining qualified health care expenses.

Retiree Benefit



Benefit Scenario | A public sector employer is looking to provide funds for health care coverage to their employees after they retire.

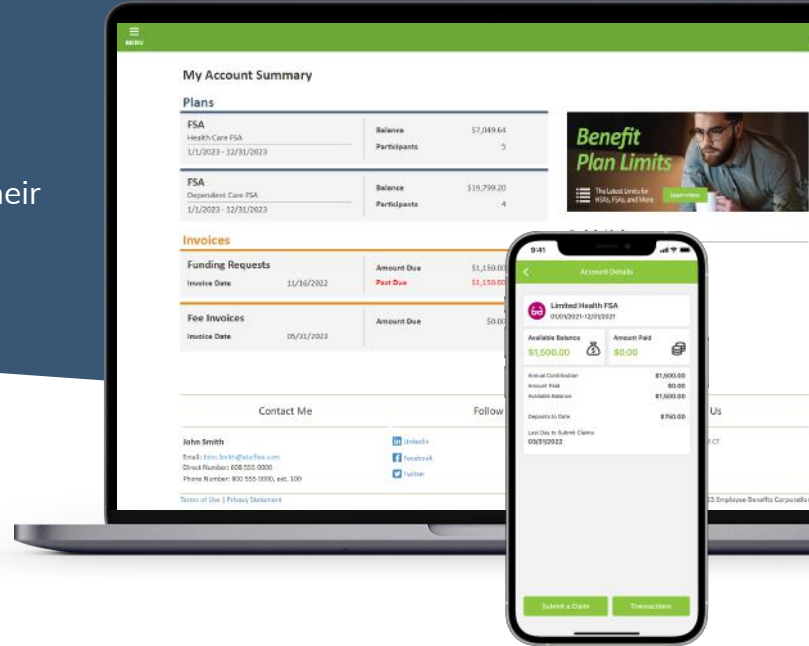
Selected Plan Design | A two-tier plan design for retirees who are at least 55 years old and have worked at the company for at least 10 years. Retirees that meet these requirements receive a lump sum of \$20,000 that they can use towards their health insurance premiums.

Eligible Expense | Health Insurance Premiums

Online and Mobile Experience



EBC Mobile gives participants everything they need to manage their benefit accounts, all in one place.



Employer Online Account

- Displays details of accounts and provides participant management, allowing you to add and terminate coverage for a participant in real-time during the plan year
- Access to in-depth reporting
- Ability to view all plan information and download forms and materials
- View fee and funding invoices
- See claims activity and payments

Participant Online Account

- Dashboard with active account and balance information
- Account details with plan design information, deposit data, payroll deduction schedule, plan year details, claim submission instructions, when claims can be submitted, and access to plan documents
- Online claim submission for eligible expense reimbursement
- Benefits Card management, including the ability to submit proof that a pending card transaction was for an eligible expense or requesting a secondary card
- Direct deposit enrollment to receive funds quicker
- Transaction details for viewing processed claims, payment details, upcoming reimbursement payments, recent transactions, and more
- Customization options for managing profile, security, and communication settings
- Forms and other materials, including an employee-friendly Summary Plan Description that provides plan details in accessible language
- Links to third-party, beneficial sites, such as Health Shopper and the FSA Store

EBC Mobile Features



View balance and transaction details

View balances, deposit details, funds used to date, important deadlines, and more.



Submit claims* and documentation

Quickly and securely submit claims for eligible expenses for reimbursement and track the status of submitted claims.



Manage your Benefits Cards

Quickly request additional cards, replace lost cards, lock/unlock a card for security purposes, and more!



Receive communications and support

Directly send us questions through a secure channel, view all communications from EBC in a centralized hub, and receive timely push notifications when additional documentation is required, ensuring participants never miss a communication.



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*Not available to commuter benefit or HSA participants

Sample Implementation Timeline

Step 1



Preparation

Service Agreement
Completion and Approval
Initial Set-up in EBC Systems

Step 2



Implementation

Regular Communication and
Status Updates

EDI Preparation and Testing
(if applicable)

Collect Current and Future Plan
Design Information

Employee Communications

Employer Conducts
Open Enrollment

Enrollment Date Due

Benefits Cards Mailed
(if applicable)

Step 3



Completion

Employer Online
Account Training

Transition to Client Account
Representative

Our Team



Aaron Gowan
Regional Sales Director



Client Account Representative

Every client is assigned a Client Account Representative who is supported by a team leader, product specialists, partner integration, compliance, and others to ensure we are providing thoughtful and accurate service to our clients.



Participant Services

Participant Services Specialists are trained on all administrative products that we offer and respond to all participant calls and emails.

Employee Benefits Corporation

Flexible Spending Accounts (FSA)

Health Savings Account (HSA)

Health Reimbursement Arrangement (HRA)

Lifestyle Spending Account (LSA)

Commuter Benefits

COBRA

Billing Services

Premium Only Plan

In the states of Arizona, California, Florida, Kentucky, Massachusetts, Montana, North Carolina, Nebraska, New York, Ohio, Rhode Island, Tennessee, Virginia, and Washington, Employee Benefits Corporation is registered under the "doing business as" (DBA) name EBC Benefits Administration Corporation. In the state of New Hampshire, Employee Benefits Corporation is registered under the DBA name Employee Benefits Administrators of WI. In the state of Vermont, Employee Benefits Corporation is registered under the DBA name EBC Benefits Administration.