

VBA BENEFITS CORPORATION UPDATE AND 2025 RENEWAL PREVIEW

MINIMUM PREMIUM AND TIER 2 BANKS PEER GROUP
CONFERENCE

AUGUST 6, 2024

VIRGINIA BANKERS
ASSOCIATION
Benefits Corporation

VBA BENEFITS CORPORATION TEAM



Cindy Beazley, Benefits Coordinator (2007)

- Responds to HR and employee questions; resolve issues with carriers
- Primary on phones
- H&W and retirement



Vicky Heller, Benefit Analyst (2022)

- Responds to HR and employee questions; resolve issues with carriers
- Primary on answering and assigning emails from the benefits mailbox
- H&W and retirement



Claire Pollock, Retirement Plans Manager (2024)

- Assist in administration of defined contribution, defined benefit and non-qualified deferred compensation plans
- Support implementation of new plans and ongoing projects for existing plans



Gabby Bond, Benefit Systems & EBL Manager (2018)

- Bswift configuration, programming, project management
- Team communications lead
- H&W



Laurie Milligan, President & COO (2012)

- Overall operations and governance of Benefits Corp.
- Strategic planning
- Member relations
- Oversight of H&W and retirement programs and initiatives



John Snead, SVP Member Relations (2012)

- Primary conduit between member banks and Benefits Corp. team
- Strategic planning
- H&W and retirement



Pam Connelly, Sr. Director Benefit Plan Analysis (2012)

- Self-funded medical, Rx and dental plans lead
- Health & welfare renewals
- Monthly minimum premium billing and quarterly IBNR estimates



Bobbi Weimer, Sr. Director of Operations & Compliance (2000)

- Project lead for annual open enrollment and ACA activities
- Manages overall bswift relationship
- Oversees annual compliance projects
- H&W

Benefits Mailbox (benefits@vabankers.org) and 1 (800) 643-5599 Support

VBA BENEFITS CORP. BOARD

Chairman:

John Caldwell
President & CEO
The Farmers Bank of Appomattox

Jeff Culver
CFO & COO
Community Bankers Bank

Brandon Lorey
President & CEO
Bank of Clarke

Michelle Austin
President & COO
Bank of Botetourt

Barry Elswick
President & CEO
TruPoint Bank

Mark Nelson
President & CEO & Director
First Bank & Trust Company

Beth Beale
EVP & CFO
Benchmark Community Bank

Melody Emswiler
EVP & Chief Human Resources Officer
F&M Bank

Taylor Quicke
President & CEO
Citizens Bank & Trust

Tom Cherry
President & CEO
C&F Bank

Jay Hendricks
President & CEO
Village Bank

Lara Ramsey
EVP & COO
National Bank

**HIGHLIGHTS OF
HEALTH & WELFARE
COVERAGES
PLAN ENROLLMENT
& PREMIUM**

* Vision, long-term care,
Medicare supplement, short-
term disability, voluntary
benefits not shown

Coverage *	June 2024 Enrollment	2024 Estimated Annual Premium
Medical & Rx (self-funded)	4,700	\$53,700,000
Dental (self-funded)	4,600	\$3,140,000
Life Insurance	5,800	\$1,900,000
Disability	6,200	\$1,500,000

RETIREMENT PLANS

Three Retirement Plan Offerings

- Master Defined Contribution Trust – 40 plans, \$403,000,000 in assets
- Master Defined Benefit Trust – 9 plans, \$86,000,000 in assets
- Model Non-Qualified Deferred Compensation Plans – 22 plans, \$82,000,000 in assets

Reduced administrative costs due to commingling of assets for investment

Consolidated accounting and governance

Strategic investment design and management with appointed Investment Advisor

Recordkeeping, custodial and trust services through partners

Plan documents and required notices

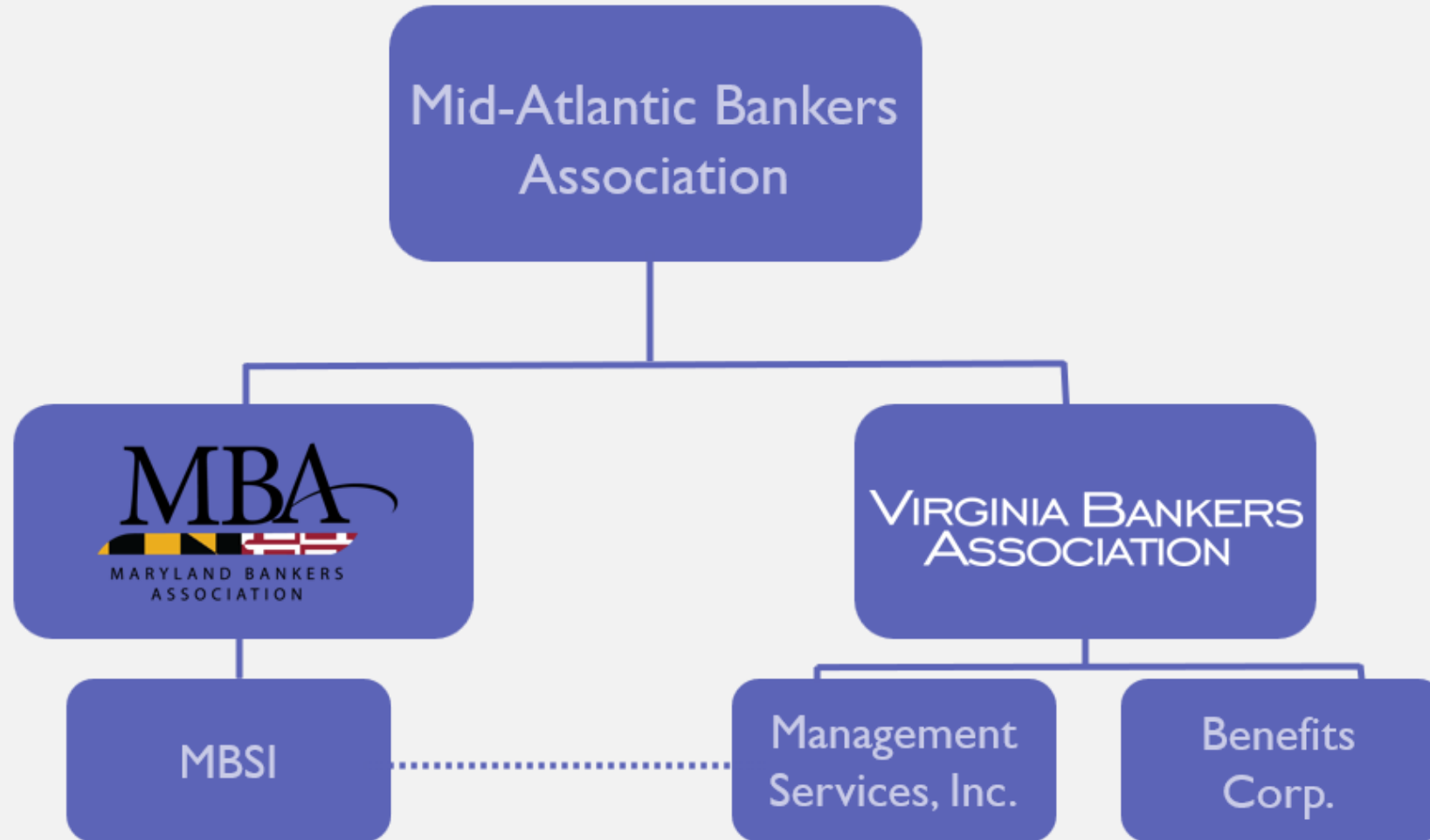
VBA BENEFITS CORP. BENEFIT PARTNERS



VBA BENEFITS CORPORATION'S BENEFIT PARTNERS

 <p>3(38) Investment Advisor & Actuarial Services</p> <hr/>  <p>Medical Claims Administrator & Reinsurer</p> <hr/>  <p>Pharmacy Benefit Manager</p> <hr/>  <p>Flexible Spending Account & COBRA Administrator</p> <hr/>  <p>Legal Services Vendor</p> <hr/>  <p>Benefit Administration Solution</p>	 <p>ERISA Services</p> <hr/>  <p>Defined Contribution/ Defined Benefit Recordkeeper, Custodian and Trustee. Non-Qualified Deferred Compensation Recordkeeper & Third Party Administrator</p> <hr/>  <p>Short-term & Long-term Disability Insurance Carrier</p> <hr/>  <p>Medical Supplement Insurance Carrier</p>	 <p>Health & Welfare Benefit Consultants</p> <hr/>  <p>Retirement Plan Consultant</p> <hr/>  <p>Dental Claims Administrator</p> <hr/>  <p>Life and AD&D Insurance and Supplemental Health Carrier</p> <hr/>  <p>Vision Insurance Carrier</p> <hr/>  <p>Pet Insurance Vendor</p> <hr/> 
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HOLDING COMPANY STRUCTURE



HEALTH & WELFARE INITIATIVES AND 2025 RENEWALS PREVIEW

PLAN UPDATES

- **NEW: *Empathy Bereavement Support Services effective August 1st through Securian Financial***
 - Bereavement Support Service available at no cost; provides holistic support and on-demand guidance when preparing for or after experiencing a loss.
 - Available to: (1) Beneficiaries of employees enrolled in life insurance and (2) Individuals enrolled in supplemental health coverage with life-threatening conditions at time of claim.
 - Insureds and beneficiaries will be guided to Empathy's app and desktop site at the time of claim.



PLAN UPDATES CONT.

- **CHANGE: *Process for Mid-Year Life Events (Section 125 Pre-tax)***
 - Conducted process and procedure audit to ensure our “rules” are aligned with benefit plan regulations.
 - Identified area concerning administration of mid-year life event changes and Section 125 guidelines:
 - Member has 30 days from the life event to notify employer and make election changes.
 - Coverage effective date must be **prospective** from enrollment date of election changes, not retroactive to date of life event.
 - Allowable exceptions are: (1) new hires and (2) birth/adoption of child.



PLAN UPDATES CONT.

- **UPDATED: *Group Flexible Benefits Plan Adoption Agreements and Basic Plan Document***
 - Adoption Agreements and Basic Plan Document have not been restated since January 2015 when medical and dental plans became self-funded.
 - Subsequent amendments have been incorporated into new documents.
 - New adoption agreement charts reflecting options for waiting periods, eligibility and termination rules.
 - Request to align coverage start and termination dates:
 - Date of hire/date of termination
 - First of month following date of hire/end of month of termination date
 - Benefits Corp. completing AA drafts and will forward to banks/employers for review.





Coverage	Changes
Medical & Rx: Anthem/ CarelonRx	<ul style="list-style-type: none"> • No plan design changes • Proposed plan enhancements: <ul style="list-style-type: none"> • Cancer Care Engagement • Total Health Complete – dedicated family health care advocate • Hello Heart rollout for entire population • Noom rollout for entire population • Analyzing enhanced diabetes management solution • Underwriting adjustment – increase \$90,000 internal pooling limit to \$100,000
Ancillary	<ul style="list-style-type: none"> • Dental: No plan design or rate changes • Vision: Approximately 10% rate increase, guaranteed for four years • Life & Disability: Rate guarantee for 2025 • Supplemental Health Benefits: Rate guarantee for 2025 • Pet Benefit Solutions - discount offering through bswift

TOTAL PET PLAN DETAILS



**Discounts on
Veterinary Care**



**24/7 Pet
Telehealth**



**Discounted Pet
Products,
Prescriptions and
Preventatives**



**Lost Pet
Recovery Service**

VOLUNTARY BENEFIT

*\$11.75/month for one pet
\$18.50/month for the family plan (2+ pets)*

EASY TO OFFER

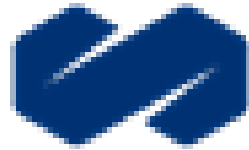
- Preferred bswift partner
 - Employees enroll in bswift system at open enrollment
 - Payroll deduction on after-tax basis
- Complements current Nationwide Pet Insurance Program
 - Can enroll in both plans
- Easy for employees to use; no claim forms or waiting for reimbursements
- Covers all types of pets and ages



QUESTIONS??



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Agency**

Anthem 

bswift

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 **Norton**[™]
LifeLock Benefit Plans

 **Hello Heart**