

# The BESTflex<sup>SM</sup> Plan



 Brokers and Employers

## Employees want to save money. *Get a benefit that just works.*



The **BESTflex Plan** is a cafeteria plan that allows employers to offer money-saving, tax-advantaged benefits to their employees. Employers choose from a premium only plan (POP), self-administration, or flexible spending account (FSA) administration options for Standard Health (medical, pharmacy, vision, and dental), Limited Health (vision and dental only), and Dependent Care (day care for children and adult dependents).

### Employer Administration Features

- ✓ Save 7.65% in social security taxes on participant contributions to tax-advantaged plans
- ✓ Full-Service FSA Administration Options
  - Standard Health, Limited Health, and Dependent Care
- ✓ Plan Design Options
  - 2 ½ month grace period
  - Rollover up to \$500 (Standard and Limited Health FSA)
  - Benefits Card (Standard and Limited Health FSA)
  - FSA plan designs that are compatible with HSAs
- ✓ Option to set up vendor file feeds
- ✓ Form 5500 services and nondiscrimination testing services at the end of the plan year, at no additional charge

### Participant Account Features

- ✓ Save approximately 30%\* on eligible expenses
- ✓ Expenses for participant, their spouse, and dependents are eligible
- ✓ Benefits Card at eligible merchants to pay directly with FSA funds (Standard and Limited Health FSA)
  - Submit purchase documentation via mobile app or web
- ✓ Pay with cash and submit an online claim for reimbursement
  - Processed within 2 business days of receiving claim
  - Direct deposit to have funds sent electronically to bank account
- ✓ 24/7 Online Account Access
  - Responsive website optimized for use on any device size
  - Mobile App for Android or Apple

\*This tax example is a broad approximation of tax liability. Specific tax savings depend on the participant's specific tax bracket. Current IRS tax laws control all BESTflex Plan matters and are subject to change.

See how we're *different.*



Compliance *Expertise*



Dedicated *Support*



100% *Employee-owned*

# The BESTflex Plan Experience

## Employers



### Onboarding

- Service Agreement
- Transition plan and details



### Transition and Enrollment Support

- Compliant plan documentation
- Participant enrollment options



### Smooth Functioning Benefit Plan

- Regular compliance updates and support



### Plan Renewal & Open Enrollment

- Online plan renewal processes
- Compliant plan documents
- FSA Enrollment Toolkit



## Participants



### Open Enrollment

- Educational information
- Enrollment decision support



### Welcome to the BESTflex Plan

- Online account at [www.ebcflex.com](http://www.ebcflex.com)
- Benefits Card (if applicable)
- Submit claims via web, mobile, or paper



### Plan Year End

- End of plan year account statement with balance and plan details
- Education on runout, grace, and rollover, as applicable



### Open Enrollment

- Contribution worksheets
- Pro Tips Education
- Ongoing customer support

## Administration Details



### Flexible Plan Design Options

The BESTflex Plan with flexible spending account administration has options for **grace period, rollover, Benefits Card, and employer contributions**. If the organization has multiple divisions, each division can have separate fees, contacts, and reporting. We work with brokers and employers to build a benefit that meets their needs for the new plan year, and we're happy to accommodate a mid-year administration change for new clients.



### Online Administration Capabilities

Our processes and content are designed to make administration easy and effective. Employers easily administer the BESTflex Plan online, which includes access to detailed claim registers, workflows to enroll or terminate participants, invoices, online open renewal processes to establish the next plan year, and access to our FSA Toolkit to support employee communications in open enrollment.



### Money-Saving Participant Experience

Our technologies provide participants with a great money-saving experience and easy options to access their FSA funds. Participants can pay directly from their FSA at the register with the Benefits Card or use their preferred payment method and then submit a claim for reimbursement. Available participant technologies include the Benefits Card, Mobile App, online claims for reimbursement, and Direct Deposit into the participant's bank account.

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