



SIMPLICITY. SERVICE. SAVINGS.

Employee Benefits from Local Experts

MY BENEFIT
ADVISOR



MY BENEFIT ADVISOR

My Benefit Advisor is dedicated to helping employers with **planning, communicating, and managing** an employee benefits program that fits the needs of their employees.

Understanding Current Insurance Options

In today's world, there are a number of plan types that employers and individuals need to be aware of in order to make an informed decision on what's best for them. Below are four common plan types currently in the market and who they commonly interest.

Traditional Health Insurance Plans

Best for those who prefer predictability and less administrative burden.

Self-Funded Plans

Ideal for larger organizations with enough cash flow and risk tolerance to manage claims directly.

Level-Funded Plans

Suitable for small to medium-sized businesses looking for stable costs and some level of risk-sharing.

ICHRAs

Great for businesses wanting to offer flexibility and choice to employees while controlling costs.

	Traditional Health Plans	Level-Funded Plans	Self-Funded Plans	ICHRAs
Funding Source	Premiums paid to insurance carrier	Employer funds a set amount	Employer pays claims directly	Employer funds reimbursements
Risk	Insurance carrier assumes risk	Shared risk between employer and insurer	Employer assumes risk	Employer controls costs
Premium Stability	May vary annually	Fixed monthly payments	Can fluctuate based on claims	Set monthly budget
Cost Control	Limited control over costs	Better control through funding cap	Direct control over claims	Flexible, employer-defined limits
Claims Management	Handled by insurer	Insurer manages claims, with employer involvement	Employer manages claims	Employee submits claims for reimbursement
Regulatory Compliance	Subject to state/federal regulations	Similar to traditional plans	Fewer regulations; ERISA governed	Subject to individual health plan regulations
Plan Design Flexibility	Limited; pre-defined by insurer	More flexible; some customization possible	High flexibility; employer designs plan	High flexibility; employer designs benefit structure
Employee Choice	Limited choice among plans	Typically one plan choice	Single or multiple plans possible	Employees choose their individual plans
Administrative Burden	Moderate; managed by insurer	Moderate; some admin from employer	Higher; employer manages plan	Moderate; can be streamlined
Potential for Refunds	No refunds	Potential for refunds if claims are lower than expected	No refunds; losses possible	Unused funds may roll over annually

The MBA Approach

My Benefit Advisor is dedicated to helping employers with **planning, communicating,** and **managing** an employee benefits program that fits the needs of their employees.

Consulting

Every project we undertake begins with a conversation. Our benefits, compliance, and HR experts are problem-solvers with decades of experience across many disciplines. The right solution may be a simple one, most are. Others are more complex, requiring multiple approaches to achieve the desired result.

Benefits Management

MBA clients are part of our 12-month service calendar that ensures your benefits are always in-line with your needs. Our call center is available to answer questions and we offer access to HR support tools through our website.

Enrollment & Communication

MBA's intuitive enrollment technology takes the burden of complex enrollment off your team's shoulders enabling plan selection and onboarding to be handled securely by each employee. Our online tools, including a benefits guidebook, ensure employees understand the value of the benefits being offered and are able to quickly enroll in coverage.

Health Care Compliance

We assist you in understanding and meeting the requirements placed on you and your business. Our on-staff benefits counsel prepares bulletins to simplify complex topics. We also share newsletters, podcasts, white papers, and invite you to webinars.



Currently, we serve more than **10,000 clients** through our network of local agents, who are experts in their individual markets. These experts have an in-depth understanding of insurance and benefits, including compliance regulations and strategies for long term cost containment. We can help you understand your options to make an informed decision and guide you through the implementation process.

We're Ready to Help

Our experts are knowledgeable and will guide you through the entire process of acquiring benefits.

Our technology allows you to quickly review plan options and enroll online or from a mobile device.

Our service team and call center is directly accessible to answer benefit questions and provide claim assistance.

Our innovative offerings provide savings and are available through a variety of products and partnerships.

Our website includes an in-depth knowledge center for you to stay on top of the latest industry news and trends.

Results Driven Solutions



Ancillary Programs (Dental, Vision, Disability, etc.)

Offering ancillary programs like dental and vision insurance can enhance employee satisfaction and retention while providing essential coverage that minimizes out-of-pocket expenses.



Funding Strategies

Implementing strategic funding approaches, such as level-funding or self-funding, allows employers to better predict costs and potentially save money by retaining unused premiums.



Group Medical Captive Insurance

Group medical captive insurance enables multiple businesses to pool their resources, reducing risk and costs while gaining greater control over healthcare expenses.



Individual Coverage HRA (ICHRA)

ICHRAs allow employers to provide tax-advantaged reimbursements for individual health plans, giving employees the flexibility to choose coverage that best fits their needs while keeping costs manageable.



Individual & Family Coverages

If you, your employees, or family and friends need health insurance coverage outside of a group plan, we have a department specializing in helping individuals secure the coverage they need.



Health Reimbursement Accounts (HRAs)

HRAs offer employers a way to reimburse employees for medical expenses tax-free, making healthcare more affordable while giving employees control over their healthcare spending.



Health Savings Accounts (HSAs)

HSAs provide a tax-advantaged savings option for employees to cover out-of-pocket medical expenses, encouraging cost-conscious behavior and promoting long-term savings.



Medicare Guidance

Offering Medicare guidance can help employees navigate their options effectively, ensuring they make informed decisions that maximize their benefits and reduce healthcare costs.



Professional Employer Organizations (PEOs)

Partnering with a PEO allows businesses to access health insurance plans at lower rates while streamlining HR administration, including payroll, and maintaining compliance with employment laws.

Client Services

When you choose to partner with My Benefit Advisor, you gain access to additional tools and technology in addition to our first-class service team.

Core Services

Consulting	Management	Compliance
Advisory Team for Benefits Strategy	Account Management Team	5500 Document Preparation
Alternative Funding Strategy	COBRA Administration	Bulletins, Podcasts, & Webinars
Comprehensive Underwriting Review	Employee Call Center	Compliance Checklist Review
High Deductible Plan Implementation	HR Advice Call Center	Comprehensive Employer Guides & Tool Kits
Legislative Expert	HR Library & Employee Training Courses	Client Specific Assistance on Compliance Issues
Market Leverage and Early Renewal	Monthly Service Calendar and Checklist	Analysis of Employer Requirements
Negotiate Ancillary Multi-Year Rate Guarantees		
Plan Design & Contribution Modeling		
3D Analytics		
	Communication*	
	Benefits Guidebook	Benefits Enrollment System
	*Availability Based on # of Employees Enrolled	

Buy-Up Options

ACA Hours-of-Service Tracking	Prepaid Legal
Healthcare Advocacy (Clinical)	Private Exchange
HRA/HSA/FSA/Transit	Telehealth
HR Audit & Consulting	Wrap Plan Documents
Identity Theft	1095/1094 Reporting



For more information about **My Benefit Advisor** or to contact a representative, visit us online at www.mybenefitadvisor.com



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I am so glad we switched to My Benefit Advisor when we did.

— **Wendy G.**, Chief Administrative Officer,

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Thank you so much for your help through this process - you took a stressful situation and made it so much easier for me.

— **Audra S.**, Senior Education Developer

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We are very grateful for her commitment to us, and the My Benefit Advisor team, for making our health care insurance administration process something that we don't need to worry about from month-to-month or year-to-year.

— **Don T.**, Chief Executive Officer

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For More Information

To learn more about My Benefit Advisor, visit us at www.mybenefitadvisor.com

