



SIMPLICITY. SERVICE. SAVINGS.

# Employee Benefits from Local Experts

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MY BENEFIT  
ADVISOR

A photograph of a bakery interior, overlaid with a dark blue semi-transparent filter. The scene shows a long counter with a wooden top and a metal base. Behind the counter, there are display cases filled with various pastries and breads. A brick wall is visible in the background, and a door with a circular window is on the left. The lighting is warm, and the overall atmosphere is clean and professional.

## 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   |
|--------------------------------|--------------------------------------|---|---|--|
| <b>Funding Source</b>          | Premiums paid to insurance carrier   | Employer funds a set amount                             | Employer pays claims directly           | Employer funds reimbursements                        |
| <b>Risk</b>                    | Insurance carrier assumes risk       | Shared risk between employer and insurer                | Employer assumes risk                   | Employer controls costs                              |
| <b>Premium Stability</b>       | May vary annually                    | Fixed monthly payments                                  | Can fluctuate based on claims           | Set monthly budget                                   |
| <b>Cost Control</b>            | Limited control over costs           | Better control through funding cap                      | Direct control over claims              | Flexible, employer-defined limits                    |
| <b>Claims Management</b>       | Handled by insurer                   | Insurer manages claims, with employer involvement       | Employer manages claims                 | Employee submits claims for reimbursement            |
| <b>Regulatory Compliance</b>   | Subject to state/federal regulations | Similar to traditional plans                            | Fewer regulations; ERISA governed       | Subject to individual health plan regulations        |
| <b>Plan Design Flexibility</b> | Limited; pre-defined by insurer      | More flexible; some customization possible              | High flexibility; employer designs plan | High flexibility; employer designs benefit structure |
| <b>Employee Choice</b>         | Limited choice among plans           | Typically one plan choice                               | Single or multiple plans possible       | Employees choose their individual plans              |
| <b>Administrative Burden</b>   | Moderate; managed by insurer         | Moderate; some admin from employer                      | Higher; employer manages plan           | Moderate; can be streamlined                         |
| <b>Potential for Refunds</b>   | 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 are 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 health care 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 health care more affordable while giving employees control over their health care 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 health care 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 enhanced 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 Video                                  |
|  |  | Benefits Enrollment System                      |
|  | *Availability Based on # of Employees Enrolled |   |

## Buy-Up Options

|                                 |                     |
|---------------------------------|---------------------|
| ACA Hours-of-Service Tracking   | Prepaid Legal       |
| Health Care 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](http://www.mybenefitadvisor.com)



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**MY BENEFIT  
ADVISOR**

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

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

“

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](http://www.mybenefitadvisor.com)

