



Ameriflex Proposal

Prepared for Peek Performance Insurance - Greenville, SC

Thank you, Peek Performance Insurance - Greenville, SC, for considering Ameriflex. It is our pleasure to present this overview of our services, differentiators, and pricing.

Established in 1998, Ameriflex is one of the nation's largest independent administrators of tax-advantaged benefits and compliance services, including Flexible Spending Accounts, Commuter Reimbursement and Dependent Care Accounts, Health Savings Accounts, Health Reimbursement Arrangements, Lifestyle Spending Accounts, and COBRA and compliance administration.

When you choose Ameriflex, you will get a partner focused on keeping your world quiet. You will enjoy benefits unique to our space, including:

Account management:

- ▶ **What we do:** We are dedicated to providing our clients with top-notch service. We also offer innovative and effective ways to support them as they navigate our portal and their plans.
- ▶ **How we do it:** We put our clients first. Listening to each client's needs helps us tailor resources to meet them where they are while helping them fulfill their goals.

We provide three levels of service:

1. Client Support Team - Small Business Unit
2. Named Client Relationship Manager
3. Strategic Account Manager

Personalized implementation:

We assign a dedicated implementation specialist that will focus on your onboarding experience. They will work at your preferred speed, while never jeopardizing accuracy. Your employees will have the opportunity to choose their benefits and determine how much they want to contribute to their account during the employer's annual open enrollment period.

Fast responses:

Your calls will be returned in 59 minutes or less during regular business hours, with emails returned in under six business hours. Check out our latest service metrics [on our website](#) to see how we're performing and the strides we're making in delivering exceptional service.

Participant resources:

We provide a range of participant resources to support your employees, including our Help Center, informational flyers, and onboarding email journey. Our participant services team is available for one-on-one assistance via phone, live chat, and email from Monday to Friday, 7:00 a.m. to 8:00 p.m., and Saturday, 9:00 a.m. to 1:00 p.m. CST. Additionally, our Interactive Virtual Response (IVR) System offers live assistance round the clock, seven days a week, ensuring continuous support whenever needed.

100% regulatory protection and data security certifications:

You will get access to our in-house compliance team and ERISA attorney. Data security certifications provide assurance that organizations adhere to stringent standards and best practices in safeguarding sensitive information. HITRUST certification is a globally recognized program that verifies an organization's compliance with the HITRUST Common Security Framework (CSF). The CSF is a flexible framework that helps organizations manage compliance and reduce risk by addressing security, privacy, and risk management. It's considered comprehensive because it maps to many other standards, including HIPAA, SOC 2, NIST, and ISO 27001.

Included Savings with Administration Services at no additional cost:

- ▶ Debit Card (New / Replacement)
- ▶ File Feed Integration
- ▶ Identity Theft Protection & HealthLock
- ▶ Regulatory Protection

We appreciate your interest and are always happy to work with you on a plan design that accomplishes your goals. Please don't hesitate to contact us if you have any questions.

Sincerely,

Christopher Estep
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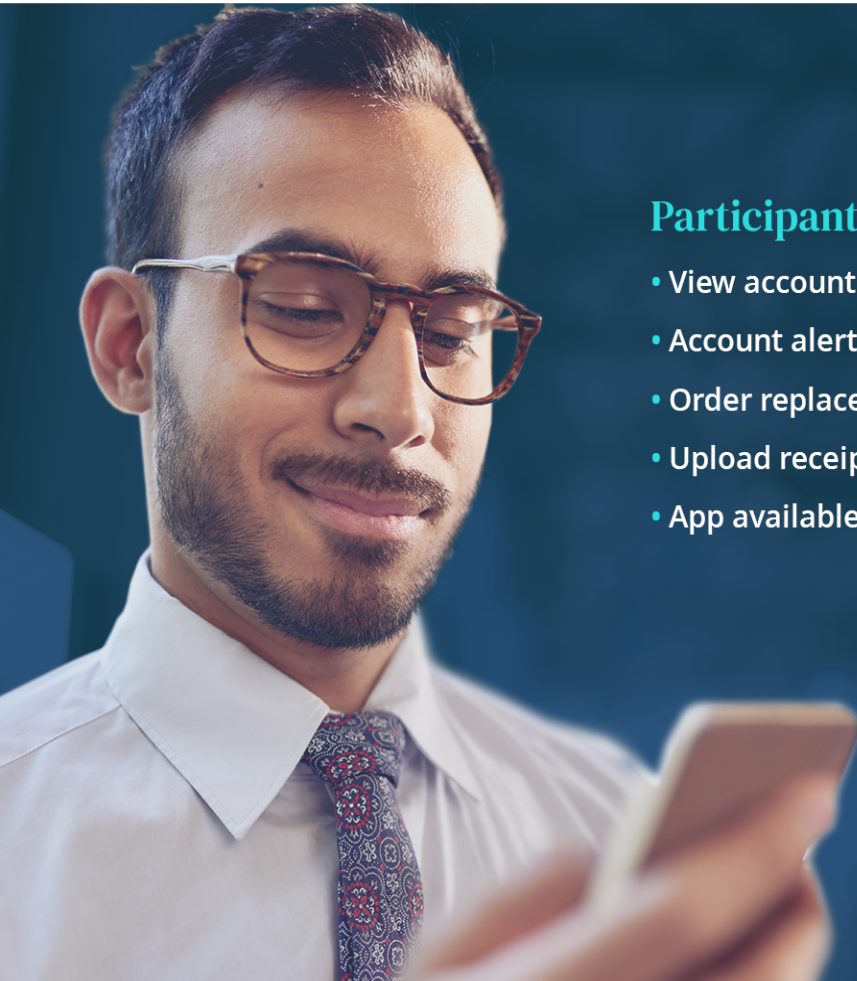
Card Benefits:

Ameriflex Debit Mastercard® - Free for all enrolled participants and dependents, and no charge for replacement cards.

Identity Theft Protection - All Ameriflex card holders will get complimentary access to Mastercard's identity theft protection service, with unlimited full wallet monitoring and restoration (\$100 value per participant per year).

HealthLock - Mastercard's HealthLock automatically reviews your medical claims to flag potential errors, fraud, and overbilling and can even negotiate on your behalf.

Card Swipe Guarantee - The only one of its kind in the industry, the Card Swipe Guarantee will take on the compliance liability around documentation. We leverage our cutting-edge technology to create a frictionless claims experience for participants, in which their FSA and HRA-eligible card transactions will go through without requiring them to submit further documentation.



Participant Account and Mobile App:

- View account balance, transaction history, claims, and more
- Account alerts, including balance, deposits, and more
- Order replacement cards
- Upload receipts and submit reimbursement requests
- App available for Android and iOS

The following quote is for bundle pricing based on the combination of products you selected.

\$25.00 Per Employee Per Month
\$167.00 Monthly Min

Individual Coverage HRA

- ▶ Allows employers to forgo offering a group health plan
- ▶ Employees can buy their own insurance plan and get reimbursed, tax-free, for individual insurance premiums and 213d expenses, a capability that sets us apart as most of our competitors cannot administer 213d and premiums.
- ▶ AOR/BOR is retained by our broker partners.
- ▶ Design flexibility with debit card processing or manual reimbursement options.
- ▶ Employees participating in an ICHRA cannot collect the premium tax credit available on the public exchange.
- ▶ The ICHRA cannot be used to reimburse premiums for an employer-sponsored group health plan.
- ▶ Our Affordability Calculator provides the lowest cost silver plan information for groups
- ▶ The virtual payment option for premium payments allows individuals or businesses to electronically transfer funds using digital platforms or online payment systems. This method eliminates the need for physical checks or cash transactions, providing a convenient and secure way to manage and process payments efficiently.

COBRA

- ▶ COBRA requirements are burdensome, and one small misstep can expose employers to costly penalties set forth by the Department of Labor. Ameriflex will relieve you of the burdens associated with COBRA tracking, notifications, and billing.
- ▶ **Ameriflex holds the client harmless.**
- ▶ The following is included:
 - ▷ Takeover of pending or enrolled qualified beneficiaries
 - ▷ General Rights notifications to new plan participants
 - ▷ Specific Rights notifications to Qualified Beneficiaries
 - ▷ Issuing and mailing of Qualifying Event Notices
 - ▷ Premium collection and remittance
 - ▷ Disability extension
 - ▷ Notice of Unavailability
 - ▷ Mailing confirmation
 - ▷ Real-time reports exported in multiple formats, including Excel. Examples include: Paid-through report, mail-sent report, subsidy report, etc.
 - ▷ COBRA elections and terminations
- ▶ **Retention of 2% Administrative Fee**
Ameriflex shall collect 102% of the monthly premium for each active COBRA participant or other special plan participant/retiree and remit 100% payment to the employer on a monthly basis.

As part of our COBRA services, we offer the printing and mailing of COBRA Open Enrollment Packets. Each packet includes the OE Cover Letter, OE Template Letter, and OE Election Form as the first three pages. Pricing is determined by the total number of pages included in the packet, which are printed double-sided on 8½ x 11 inch paper. All prices include postage and processing.

Per Packet					Mon Min
COBRA OE Packet	Up to 30 pgs	Up to 60 pgs	Up to 60 pgs	Up to 120 pgs	\$100
	\$15.00	\$23.00	\$31.00	\$39.00	

SPD WRAP Document

As a part of the ERISA disclosure requirement, all group health and welfare plans must have a written plan document and a Summary Plan Description (SPD), regardless of the size of the sponsoring employer. An insurance company's Master Contract, Certificate of Coverage, or Summary of Benefits is not a plan document or SPD.

The written plan document is the instrument that details how the plan administrator operates the plan. The SPD is the instrument by which the plan notifies the participants of the plan's terms, such as plan eligibility, funding, contributions, and benefits. While the plan document and the SPD should be consistent, ERISA requires two separate documents.

For sponsors with multiple benefits plans, we recommend a Wrap Plan Document that effectively consolidates or "wraps" all of the separate benefits plans together. Consolidating multiple health and welfare plans eases administrative burdens and reduces the risks and costs of offering numerous benefits plans. This set of documents is typically good for up to five years.

We can also provide these documents in Spanish for an additional cost.

Telescope

With Telescope Care Navigation, your employees can access a live guide to help them find the highest quality care at the best price. Care Navigation also provides 24/7 access to physicians, care providers, and concierge care navigators to help:

- ▶ Answer questions, treat illnesses, and refill prescriptions.
- ▶ Assist in finding a primary care physician or specialist.
- ▶ Arrange follow-up care and appointments.
- ▶ Locate the most cost-effective solution for immediate in-person care.

Click [here](#) for more information.

Additional Costs

Set-up fee: \$450.00

Annual Renewal Fee: \$400.00

All pricing is subject to change at any time, with or without prior written or verbal notice. Additionally, the complexity of a plan's design may also vary. A three-year rate guarantee is available with a three-year term. For shorter terms, please note that pricing is subject to change.

Ameriflex Funding

The Ameriflex Funding fee is a response to employers asking for a better cash management solution. The 4.99% fee is in lieu of a prefund. Instead of sending 1/12 of the total annual elected amount for a prefund, we collect 4.99% on each transaction total throughout the year as employees use their funds on eligible expenses. Your account is ACH debited once a day covering the claims activity amount + the Ameriflex funding fee of 4.99%.

Sample Company: Joe's Auto Shop 50 participants with \$1,500 in annual elections, totaling \$75,000.00	\$0 Prefund \$3,742.50 Funding Fee
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With Ameriflex Funding, we strive to redefine convenience in financial transactions. Emphasizing ease and accessibility, we've eliminated the need for any upfront - prefund, which is a cash management advantage when you engage with merchants and medical providers through our platform.

This approach allows you to seamlessly access essential services without the burden of immediate financial commitments, creating a more flexible and user-friendly experience.

By prioritizing accessibility, transparency, and efficiency, we keep your world quiet.

What does compliance look like for your organization?

The following products may be necessary, along with connecting with the sales team to ensure compliance.

Groups with 1-19 employees	<ul style="list-style-type: none">• ERISA: Summary Plan Description• Annual ERISA & ACA Notices*• Annual Medicare Part D Notices*• HIPAA Notice of Privacy Practice* (self-funded plans and fully-insured plans that are hands-on)• ACA Employer Reporting 1094 B/ 1095 B
Groups with 20-49 employees	<ul style="list-style-type: none">• ERISA: Summary Plan Description• Annual ERISA & ACA Notices*• Annual Medicare Part D Notices*• HIPAA Notice of Privacy Practice* (self-funded plans and fully-insured plans that are hands-on)• ACA Employer Reporting 1094 B/ 1095 B• COBRA
Groups with 50-99 employees	<ul style="list-style-type: none">• ERISA: Summary Plan Description• Annual ERISA & ACA Notices*• Annual Medicare Part D Notice*• HIPAA Notice of Privacy Practice* (self-funded plans and fully-insured plans that are hands-on)• ACA Employer Reporting 1094 C / 1095 C• COBRA• FMLA
Groups with 100+ employees	<ul style="list-style-type: none">• ERISA: Summary Plan Description• Annual ERISA & ACA Notices*• Annual Medicare Part D Notice*• HIPAA Notice of Privacy Practice* (self-funded plans and fully-insured plans that are hands-on)• ACA Employer Reporting 1094 C / 1095 C• COBRA• FMLA• Form 5500

* Included in Our Federal Notices Module: With our Federal Notices Module, clients receive all necessary notices at a single price, avoiding separate charges for each notice.

	Risk Exposure	Potential Penalties
SPD Wrap Plan Document	<ul style="list-style-type: none"> ▶ Loss of tax benefits ▶ Potential for lawsuits ▶ DOL audit ▶ Unintended benefit payments ▶ Criminal charges if intentional violation 	<ul style="list-style-type: none"> ▶ Courts may hold the employer personally liable \$110/day ▶ DOL may impose \$149/day
Form 5500	DOL inquiry or notice with potential to lead to an audit	Up to \$2,670/day for late, incomplete, or not prepared forms
ACA Reporting	Failure to offer affordable coverage to eligible employees	<ul style="list-style-type: none"> ▶ Failure to file Form 1095/1094 is \$280 per form, \$3,426,000 annual cap. ▶ Total penalty imposed for all failures during a calendar year cannot exceed \$3,392,000.

Partners & Integrations

15+ Partners



mastercard.

aetna®

Colonial Life

55+ Carriers



BlueCross.
BlueShield.



Cigna.

Humana



MetLife



UnitedHealthcare®

100+ EDI Integrations



employee
NAVIGATOR

workday.

ease

workforce go!™

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