

VBA BENEFITS CORPORATION UPDATE: FIVE THINGS YOU NEED TO KNOW

2025 PEER GROUP CONFERENCE

AUGUST 5, 2025

VIRGINIA BANKERS
ASSOCIATION
Benefits Corporation

**THANK YOU
SPONSORS!**



**MarshMcLennan
Agency**

Anthem 

The Anthem logo, which includes the word 'Anthem' in blue, followed by two blue icons: a cross with a person inside and a shield with a caduceus.

bswift®

The bswift logo, with a lowercase 'b' in orange and 'swift' in grey, followed by a registered trademark symbol.

 **DELTA DENTAL**®

The Delta Dental logo, featuring a green stylized 'D' icon followed by the words 'DELTA DENTAL' in green, with a registered trademark symbol.

 **Hello Heart**

The Hello Heart logo, featuring a red heart icon with a white pill inside, followed by the words 'Hello Heart' in red.

 **Hinge
Health**™

The Hinge Health logo, featuring a green stylized 'H' icon followed by the words 'Hinge Health' in green, with a trademark symbol.

Wellworks For You

The Wellworks logo, with 'Wellworks' in a colorful, multi-colored font, followed by 'For You' in a smaller, teal font.

#5: BENEFITS CORP.TEAM UPDATE

VBA BENEFITS CORPORATION TEAM



Cindy Beazley, Benefits Coordinator (2007)

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



Pam Connelly, Senior Director Benefit Plan Analysis (2012)

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



Lea Bacharach, Client Support Specialist (2025)

- Responds to HR and employee questions; resolve issues with carriers
- Benefits communication and bswift support
- 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



Claire Pollock, Retirement Plans Manager (2024)

- Project lead for retirement plan administration
- Maintains and updates defined contribution adoption agreements and other legal documents
- Assists with onboarding of new defined contribution plans



John Snead, SVP Member Relations (2012)

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



Bobbi Weimer, Senior 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 Phone Support

VBA BENEFITS CORP. BOARD

Chairman:

Michelle Austin
President & CEO
Bank of Botetourt

Beth Beale
EVP & CFO
Benchmark Community Bank

John Caldwell
President & CEO
The Farmers Bank of Appomattox

Tom Cherry
President & CEO
C&F Bank

Jeff Culver
CFO & COO
Community Bankers Bank

Barry Elswick
President & CEO
TruPoint Bank

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

Jay Hendricks
President – South Central Richmond Region
TowneBank

Brandon Lorey
President & CEO
Bank of Clarke

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

Taylor Quicke
President & CEO
Citizens Bank & Trust

Lara Ramsey
President & CEO
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 2025 Enrollment	2025 Estimated Annual Premium
Medical & Rx (self-funded)	4,772	\$54,250,000
Dental (self-funded)	4,653	\$3,143,000
Life Insurance	5,748	\$2,035,000
Disability	6,190	1,510,000

#4. HR ADMINISTRATOR TOOLS AND RESOURCES

New Employee
Checklist

Terminated
Employee
Checklist

Welcome letter
for new HR
Admins

Benefit Resource
Guide (Flipbook)

Updated
Microsites
(H&W, Retirement
& Wellbeing)

Updated Flex Plan
Summary Plan
Descriptions
(SPDs)

#3. BENEFITS MAILBOX: MOST COMMONLY ASKED QUESTIONS

How & When to Reach Us

benefits@vabankers.org
800-643-5599

ID Cards, COBRA Packets,
Change in HR Admin,
Training Opportunities,
Special Enrollments

Compensation Update

When:
New Hires
Special Enrollments
Salary Updates (9/30)

Bswift: Salary field I

Life Event Timing

Enrollment Window: 30
days from Life Event date

Effective: FOM
prospective from
submission date
(except birth / adoption)

Pending Records

Process:

- **Fridays:** Email Admins for approval of EE-submitted Life Events. EOI approvals updated automatically.
- **Mondays:** Pending records approved / rejected based on Admin response.

Carrier File Timing:

- Mon – COBRA, Securian
- Tues – M/D/V, FSA, Noom
- Wed – Securian EOI decision
- Fri – Disability & FMLA, Norton, Wellworks
- Monthly - Legal

Special Enrollments

VBA Benefits Corp.

Process:

- **Timing** - same as Life Events
- **Examples:**
 - Rehires
 - Benefit Class Change

Reminder: the bswift system is down on or around the 23rd of each month for billing.

#2.
PROPOSED
2026 PLAN
CHANGES
**(SUBJECT
TO BOARD
APPROVAL)**

Coverage	Changes
Medical & Rx: Anthem/ CareltonRx	<ul style="list-style-type: none"> Total plan claims have increased significantly over the last 12 months, largely driven by high-cost claimants Plan considerations: <ul style="list-style-type: none"> Pharmacy network, biosimilars, formulary, mandatory home delivery Maximize HealthKeepers network discounts with additional plan options Increase Plan Aggregate Stop Loss from 115% to 125% Diabetic/chronic condition program review Telemedicine coverage/expanded for primary care
Ancillary	<ul style="list-style-type: none"> Dental: No plan design or rate changes Vision: No changes Disability: 2026 Renewal resulting in no rate change with a five-year rate guarantee Life Insurance: Rate guarantee for 2026 Supplemental Health Benefits: Rate guarantee for 2026. Wellness reimbursement continues.

#1: BSWIFT ENHANCEMENTS