

2026 Fall Meetings



VIRGINIA BANKERS ASSOCIATION

Benefits Corporation



In case you missed it...

**VBA Benefits Corporation
is now doing business as
Bankers Benefit Solutions**

Agenda

- 01 Welcome & Introductions
- 02 Healthcare trends
- 03 Health plan updates
- 04 Legislative updates
- 05 Ancillary benefits
- 06 Employer strategies & resources



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

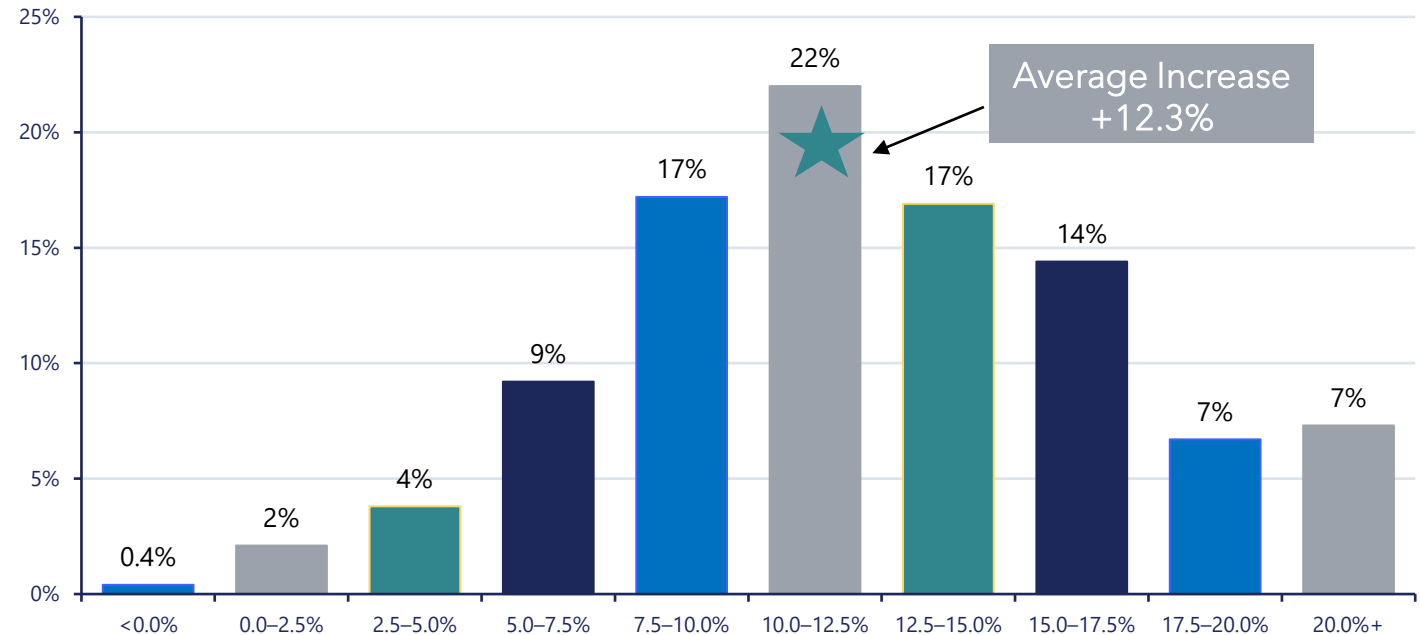
Healthcare Trends



Renewal Increases Are Above Historical Norms

Mercer Pulse Survey — 2027 renewals

- Average renewal increase of 12.3%, versus 10.3% in 2026 and 6–7% in prior years
- Medical trend averages 8.7% and pharmacy trend 11.3%



Approximately 500 U.S. employers participating in survey with a mix of small, mid-sized and large employers.

What Is Driving Healthcare Cost?

- More high-cost claimants with chronic conditions
- Rising utilization and cost of specialty biologics and GLP-1 drugs
- Higher-severity coding driving increased reimbursement, AI identifying additional charges
- Increase in cancer diagnoses at younger ages and more costly treatment at later stages
- Reduced reimbursements for Medicare and Medicaid; and an aging population, 30% of the U.S. is now age 60+, increased cost shifting to private payors

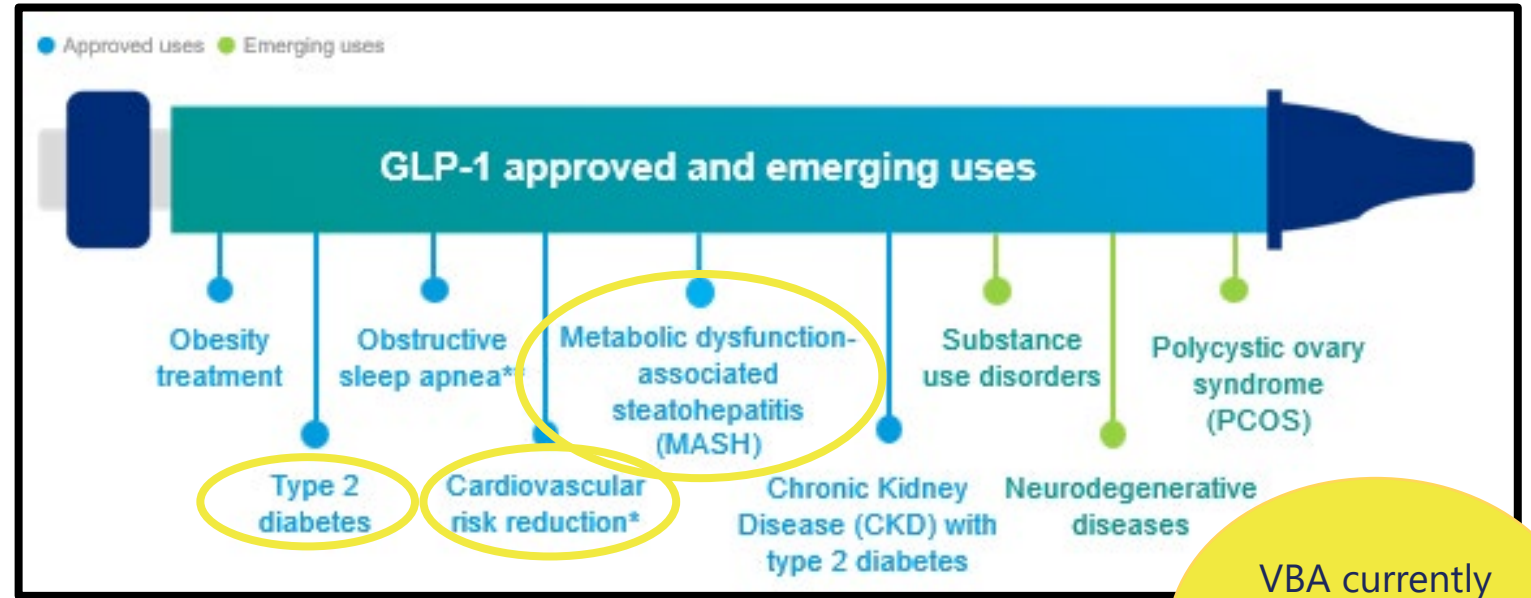


GLP-1 use is expanding beyond diabetes

U.S. ADULT USE IN 2025

11.8%

used a GLP-1 medication; 14% report interest in starting



VBA currently covers GLP-1s for diagnoses in yellow

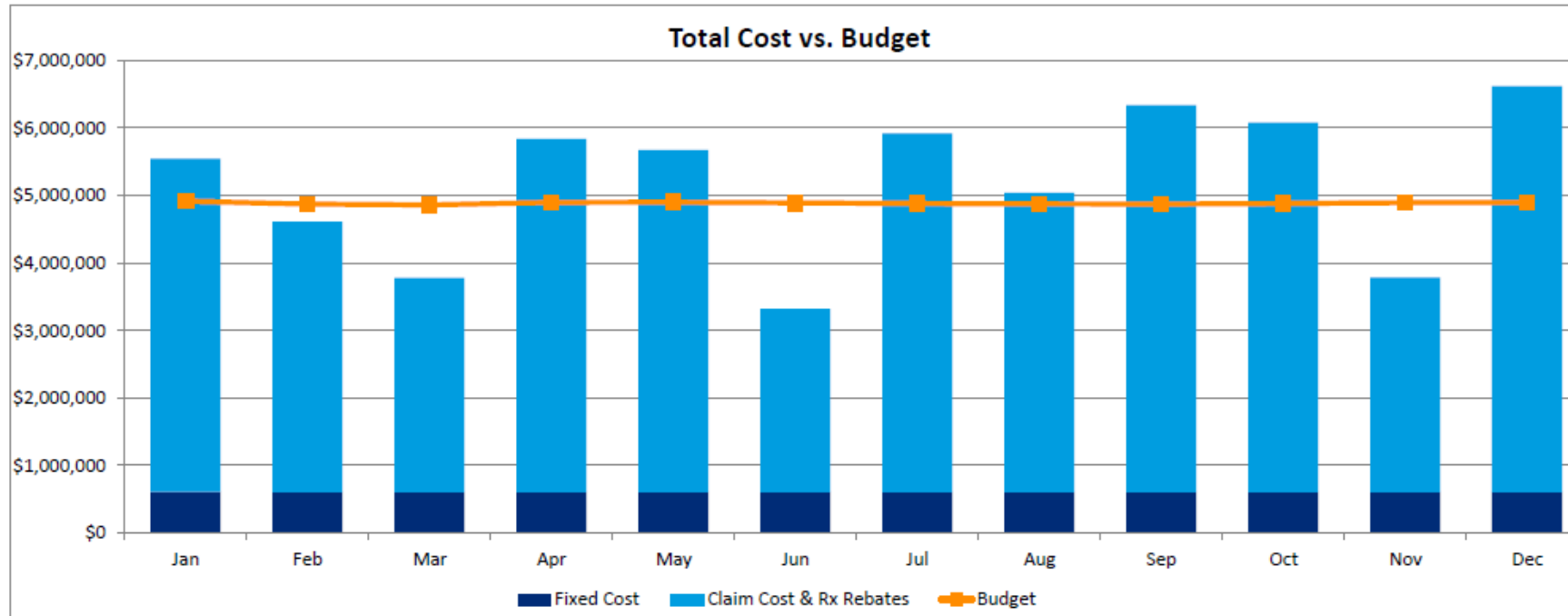
- Oral GLP-1s could broaden use further by removing injections
- Adherence and lifestyle support remain the key challenges to weight-loss treatment

Source: RAND Corporation, "New Weight Loss Drugs: GLP-1 Agonist Use and Side Effects in the United States," 2025.

Approved for use by adults with obesity or overweight and established cardiovascular disease. **Approved for use by adults with obesity.

1. Robert Bozick et al., "New Weight Loss Drugs: GLP-1 Agonist Use and Side Effects in the United States," RAND Corporation, August 6, 2025, https://www.rand.org/pubs/research_reports/RR4153-1.html.

VBA-specific trends



- 2025 actual costs exceeded expected costs by \$3,900,000 or 6.7%
- 2026 annual trend factors: 5.5% medical/9.0% pharmacy
- 2027 annual trend factors: 7.9% medical/10.0% pharmacy

2025 Plan Year High-Cost Claimants

	# of Claimants	Amount Paid
Claims over \$400k	11	\$6,679,447
Claims between \$100k - \$400k	92	\$15,591,926
Claims between \$50k - \$100k	139	\$9,841,636
Claims between \$25k - \$50k	263	\$9,061,325
TOTAL	505	\$41,102,334

Claims data above is not cumulative.

7%

Members with claims
>\$25k as % of total
VBA members

64%

Claims for members
with >\$25k paid as %
of total group paid in
2025
(Total claims paid = \$64M)

2025 Five Highest Cost Claimants

	Amount Paid
Circulatory System/Hypertensive Heart Issue/Kidney Disease	\$1,213,301
Diseases of the Blood/Ulcerative Colitis	\$917,969 (\$414k in rx)
Spinal Cord Injury	\$840,344
Lung Cancer	\$547,863
Diseases of the Blood	\$505,155

2027 Health Plan Updates



Relative Plan Values

- Reflect the richness of each plan — network, deductible, out-of-pocket maximum and cost sharing relative to each other.
- Continued migration (70%+ enrollment) to HDHPs and lack of indexing of plan deductible and out-of-pocket maximum limits have elevated richness in the lowest cost plans

A three-year phase-in will be applied:

Plan	Current	MMA recommended	Annual adjustment	Year 1	Year 2	Year 3
KC 20	1.015	1.015	0	1.015	1.015	1.015
KC 25	.984	.984	0	.984	.984	.984
HK 25	.926	.934	.003	.929	.931	.934
KC HRA 2000	.865	.916	.017	.882	.899	.916
KC 2000	.863	.904	.014	.877	.890	.904
KC 3500	.810	.880	.023	.833	.857	.880
HK 3500	.769	.843	.025	.793	.818	.843
KC 5000	.679	.815	.045	.724	.769	.815
HK 5000	.652	.781	.043	.695	.738	.781

Relative Plan Value Changes: Example of 2027 Rates

Plan	Current Relative Value	Year 1 Adjusted Relative Value
KC 25	.984	.984
KC 3500	.81	.833
HK 5000	.652	.695

		No Change to Relative Values		Updated Relative Values – Year 1	
	2026 Current Rates	2027 Rates - Proposed	% Increase	2027 Rates - Proposed	% Increase
KC 25	\$825	\$908	10%	\$887	7.5%
KC 3500	\$680	\$748	10%	\$751	10.4%
HK 5000	\$547	\$601	10%	\$626	14.4%

Assumptions:

- Bank offers three plan options: KC 25, KC 3500 and HK 5000
- No enrollment migration: 30% in KC 25, 50% in KC 3500 and 20% in HK 5000
- 10% renewal increase, \$2,000,000 in expected costs for 2027
- Example shows Employee only rate based on current relative value and Year 1 adjusted value

Women's Health Center



Enhancing the member experience through a data-driven, personalized digital hub empowering women to manage health across life stages

Health Program Navigation

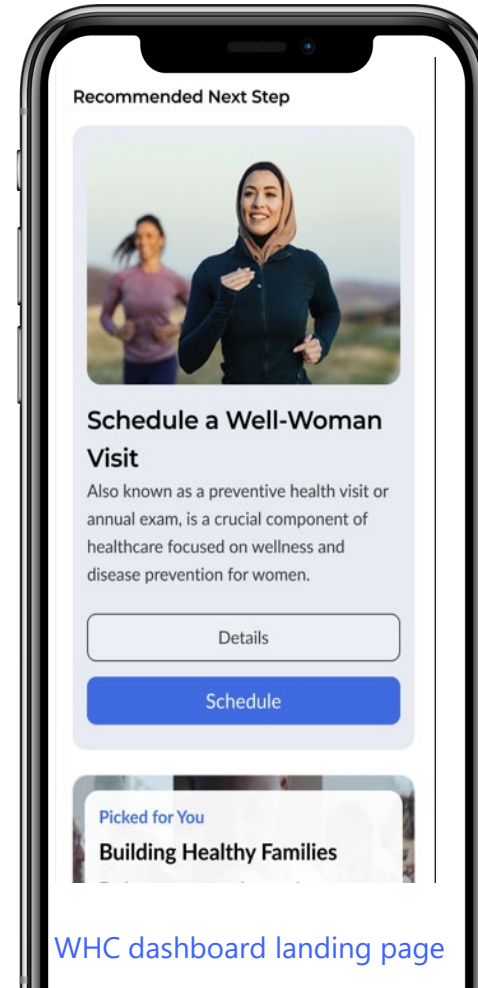
Health program representatives are available via chat message to help members navigate the program and find care easily.

Women's Specialty Network

It includes a curated set of top-tier in-person and virtual care providers and centers of excellence specializing in women's health.

Seamless integration

The Women's Health Center has links to additional Anthem or third-party programs.



WHC dashboard landing page

Personalized content and dashboard

Driven by self-assessment, member preferences and claims data, members have a comprehensive view of their health and areas of care to address.

Educational content and resources library

Our resource library materials inform members on the importance of screenings and other preventive measures based on their age.

Women's Health Clinic

Virtual care for a broad range of women's health needs including menopause, PCOS and unexplained bleeding.



Navigation *beyond Medicare*

- Expert advocates for employees to navigate federal and state healthcare programs
- Alternative healthcare options may offer extensive coverage at reduced costs
- FEDlogic lowers costs for employee and mitigates risk for employer
- Available to all employees regardless of medical coverage and household members

Medicare	Medicaid	Social Security Disability
Healthcare.gov	COBRA	Social Security Retirement
State Specific Benefits	Alternative Healthcare Options	Survivors Benefits (Widow & Child)
Premature Baby Birth	ESRD (Dialysis)	ALS (Lou Gehrig's Disease)
Terminal Illness	Cancer	SSI (Supplemental Security Income)
Veteran's Benefits	Tribal Benefits	Catastrophic Claims

Total Health Complete/Family Advocate: Support and connection to resources



Experience matters

More than 7 years of advocacy experience

Average tenure of Anthem Advocate
team associates

Leadership:

25 years

Operations experts:

10 years

Family Advocates:

4 years

Clinical Advocates:

5 years

Customer
Effort Score:*

92.5%

Net Promoter
Score®
(NPS®):*

79

Inquiry
resolution:*

88%

2027 ACA Employer Requirements

Affordable coverage

The employee contribution for the lowest-cost health plan cannot exceed a set percentage of taxable income.

2023	2024	2025	2026	2027
9.12%	8.39%	9.02%	9.96%	10.22%

Sufficiently valuable coverage

Plans must meet the 60% actuarial value threshold



Virginia Mandated Benefits

	Current – 2026	2027
Insulin & Diabetes Equipment Cost Sharing	Max of \$50 per 30-day supply; \$150 max per 90-day supply*	Max of \$35 per 30-day supply; \$105 max per 90-day supply*
Preventive breast and prostate cancer screenings	Cost sharing waived for in & out-of-network diagnostic imaging before diagnosis.	Cost sharing waived only for in-network imaging before diagnosis.
Hyperhidrosis	Excluded	Covered when medically necessary
Dichoptic Digital Therapy	Excluded	Covered when medically necessary

**In-network*

Ancillary Benefits Update



Dental

RATE CHANGE APPROXIMATELY

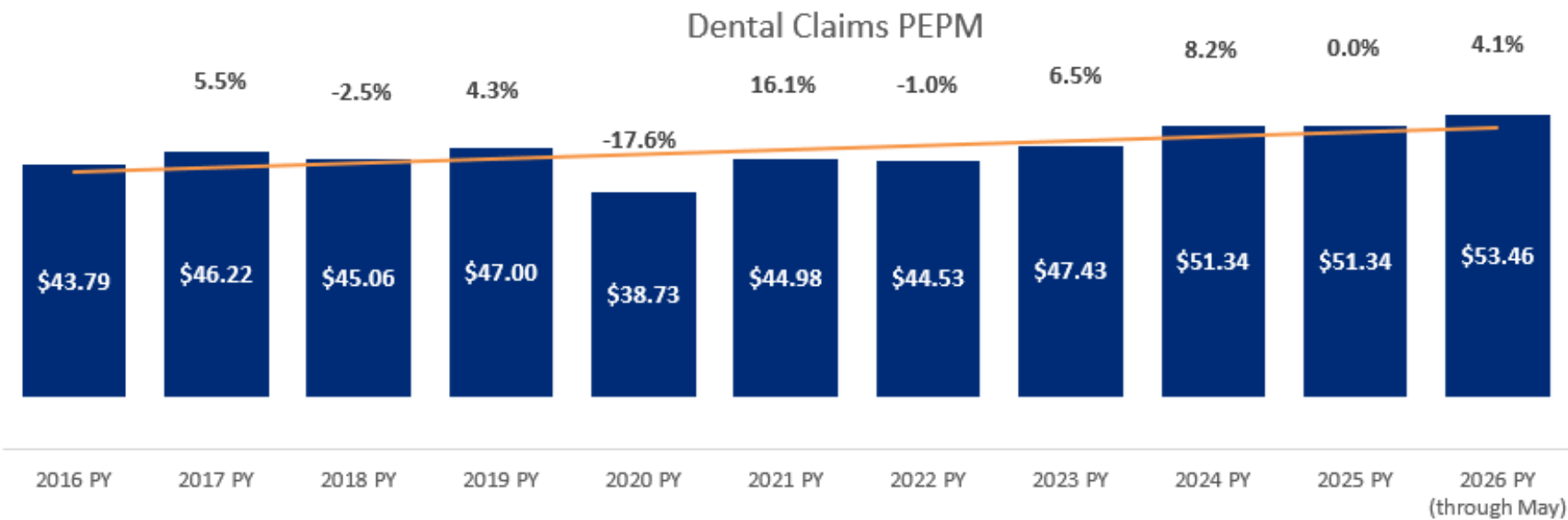
+7%

First increase since the 2018 plan year
4.5% annual trend included; 0% margin.

2027 ADMINISTRATIVE FEE

\$4.25 per employee per month

Delta Dental fee increased from \$4.15 PEPM in 2026.



Life and Supplemental Health RFP Results — 1/1/2027

BASIC, SUPP AND DEPENDENT LIFE AND AD&D

- Initial rate increase of 25%; RFP process conducted
- No rate change for all other life and AD&D lines of coverage, except retiree life increasing due to consistent unfavorable claims experience
- Individual employer basic life rates were updated based on current demographics, see rate sheet for group specific rate for 2027.
- 5-year rate guarantee

PLAN ENHANCEMENTS

- Remove full-time student status for dependent child life — coverage to age 26
- One-time guaranteed issue during 2027 open enrollment, up to \$500,000 or 5x salary

SUPPLEMENTAL HEALTH: ACCIDENT, CRITICAL ILLNESS, AND HOSPITAL INDEMNITY

0% rate change

Note: wellness benefits will **not** be reimbursed under supplemental health benefits in 2027 and beyond due to Virginia legislation update.

However, for active enrollees in the plan, Securian will allow a “run-out” period of 3 years (2024-2026)

Additional Ancillary Benefits



Line of Coverage	Premium Change
Vision	No Change
Disability & FMLA	No Change
HSA	No Change
FSA	No Change
Legal Services	No Change
Nationwide Pet Insurance	Individually underwritten
Pet Benefits Solutions	now WishBone
Norton LifeLock	No Change

Employer Strategies



Start With Prevention

RETURN ON PREVENTION

\$3–\$6

Returned per \$1 invested in workplace preventive programs, through lower medical cost and absenteeism.

PREVENTABLE SPEND

~75%

Of U.S. healthcare spending is tied to preventable chronic diseases (i.e. heart disease, diabetes, certain cancers, etc.)

52% of VBA members have a diagnosed chronic condition

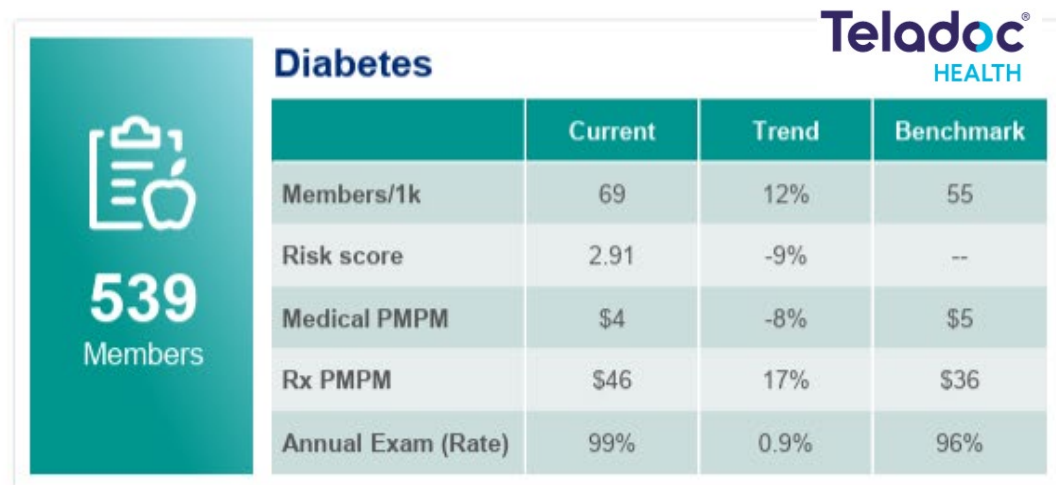
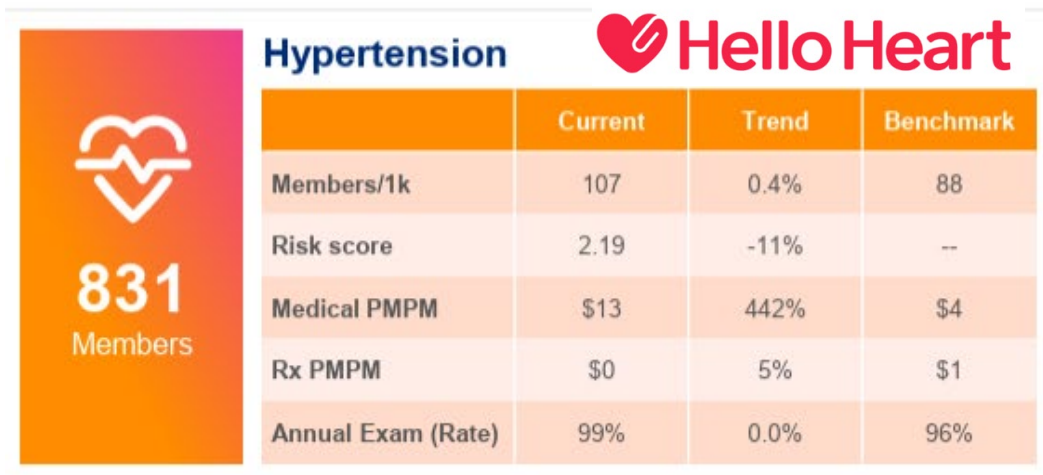
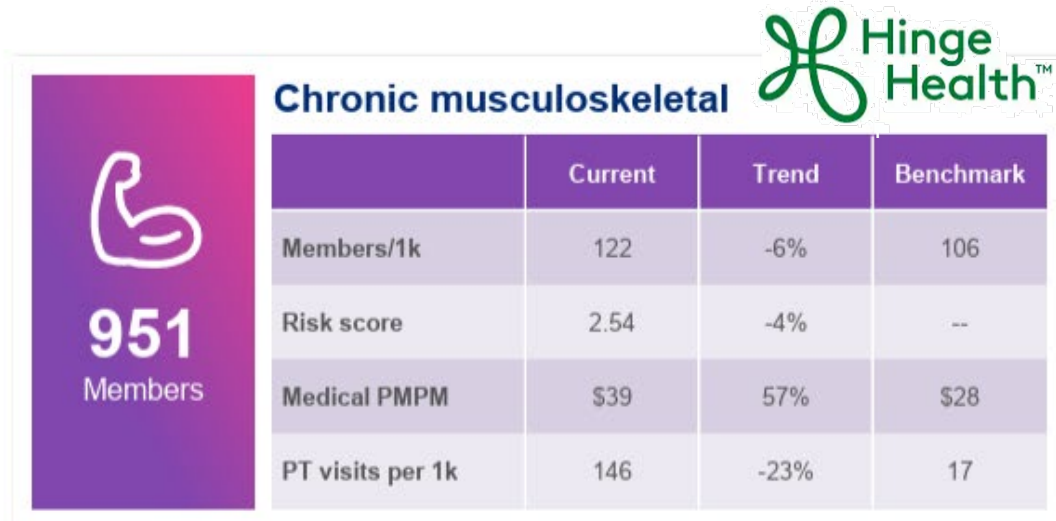
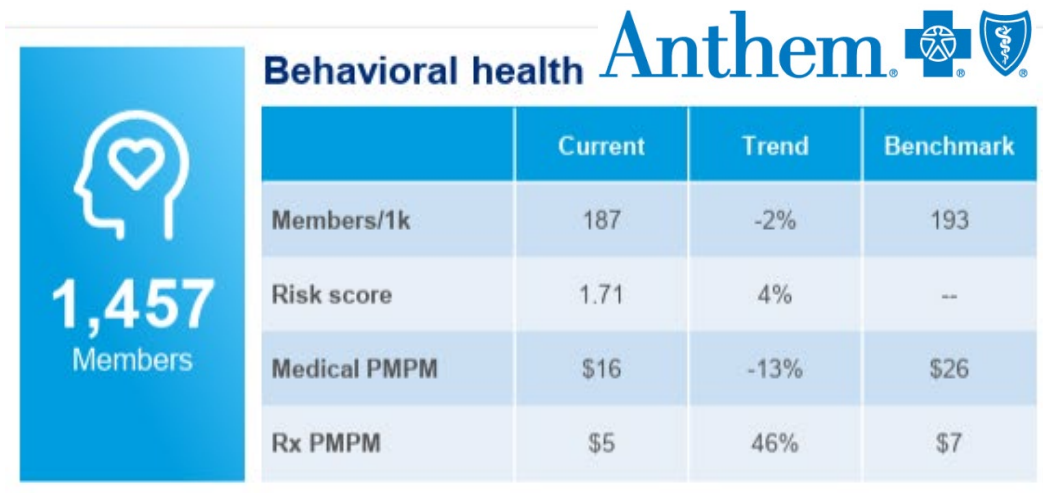
- Preventive care reduces high-cost claims and slows chronic disease progression — early detection keeps claims from becoming catastrophic
-  is available to track annual PCP visits and preventive screenings*



Preventive Screening Rates

Measures	Prior	Current
Wellness visit - adults (rate) – every 12 months	55%	55%
Breast cancer screening (rate) – every 24 months	74%	74%
Cervical cancer screening (rate) – every 36 months	70%	68%
Colon cancer screening (rate) – every 60 months	49%	53%

Key Chronic Conditions



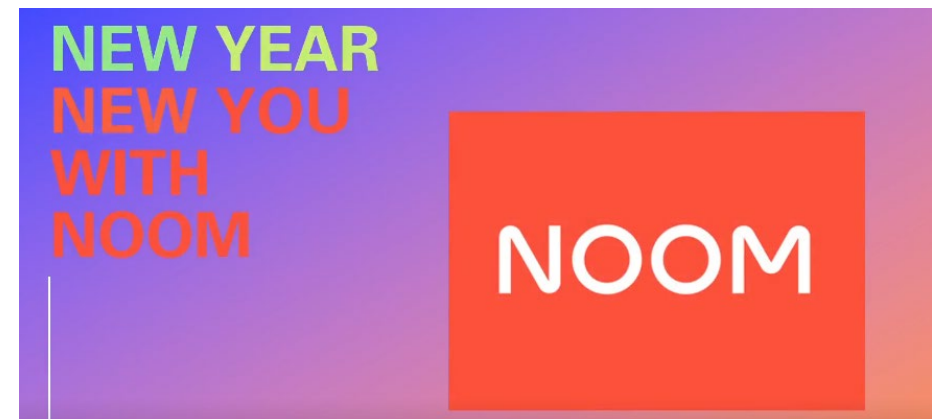


Eligibility

- Employees, spouses, and dependents 18+ years of age enrolled in an employer-sponsored medical plan with the VBA Benefits Corporation.

Noom Overview Video

-  [Noom Weight Flyer with QR Code](#)
-  [Noom Participant Webinar Flyer - January 14, 2024](#)
-  [Noom Weight IT Whitelisting](#)
-  [Noom Weight FAQ](#)





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Have questions?

Go to care.com/faq
Select *Care.com Membership*

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- ✓ Babysitters, nannies, and after-school care
- ✓ Dog walkers, pet sitters, and more
- ✓ Senior care for loved ones at home
- ✓ Housekeepers
- ✓ Tutors for homework help, test prep, and more

Guide Members to Value

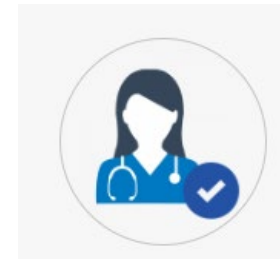
Telehealth Visits

Encourage telehealth (virtual) visits where clinically appropriate. **PCP and Behavioral Health** telehealth visits covered at 100% with **in-network providers** (deductible waived).

Private Practice



LiveHealth[®]
O N L I N E



Excludes Dermatology

Informed Consumers

Educate members to compare provider outcomes and cost, and to review billed charges for accuracy. AI is being used in medical billing to select billing codes with higher reimbursement.

Build a Contribution Strategy, Not Just a Rate Response

Balance affordability, employee impact and the employer's total investment.

1. Set the premium subsidy

- Use a flat-dollar contribution by coverage tier when you want plan price differences to remain visible.
- Consider anchoring the subsidy to lower cost plans and allowing employees to buy up.

2. Coordinate HSA funding

- Evaluate premium and HSA contributions together, not as separate decisions.
- When managing costs, consider reducing HSA contributions before raising premiums, since premium increases affect all employees while HSA changes only impact those enrolled in the HSA plan.

3. Stress-test the result

- Review affordability by plan and tier (compliance check – ACA affordability for ERs with 50+ FTEs).
- Measure annual employer cost, employee payroll impact and PEPM change before finalizing.

**WHEN RENEWAL
INCREASES ARE HIGH**

Model several combinations of premium subsidy and HSA funding, then compare who is affected and by how much.

Use the Model to Compare Current and Renewal Scenarios

1 Enter current inputs

Enrollment, monthly rates, employer premium contribution and monthly HSA funding.

2 Build renewal scenarios

Test different premium and HSA contribution combinations.

3 Compare the outputs

Review employee contributions, total employer cost, annual change and PEPM change.

Tip: Enter HSA funding monthly. If communicated annually, divide by 12.

2027 HSA limit: \$4,500 self-only | \$9,000 family

MEDICAL	# OF EE'S	RATES	January 1, 2026 Current Rates				
			EE CONTRIBUTIONS		ER CONTRIBUTIONS		
			\$ Premium	% Premium	Monthly \$ Premium	Monthly \$ HSA	\$ Total ER
Plan 1							
Employee Only							
Employee + Child(ren)							
Employee + Spouse							
Employee + Family							
Monthly Total	0	\$0	\$0		\$0	\$0	\$0
Annual Total		\$0	\$0		\$0	\$0	\$0
PEPM							
% Change							
ALL MEDICAL PLANS							
Monthly Total	0	\$0	\$0		\$0	\$0	\$0
Annual Total		\$0	\$0		\$0	\$0	\$0
PEPM							
% Change							
\$ Change							

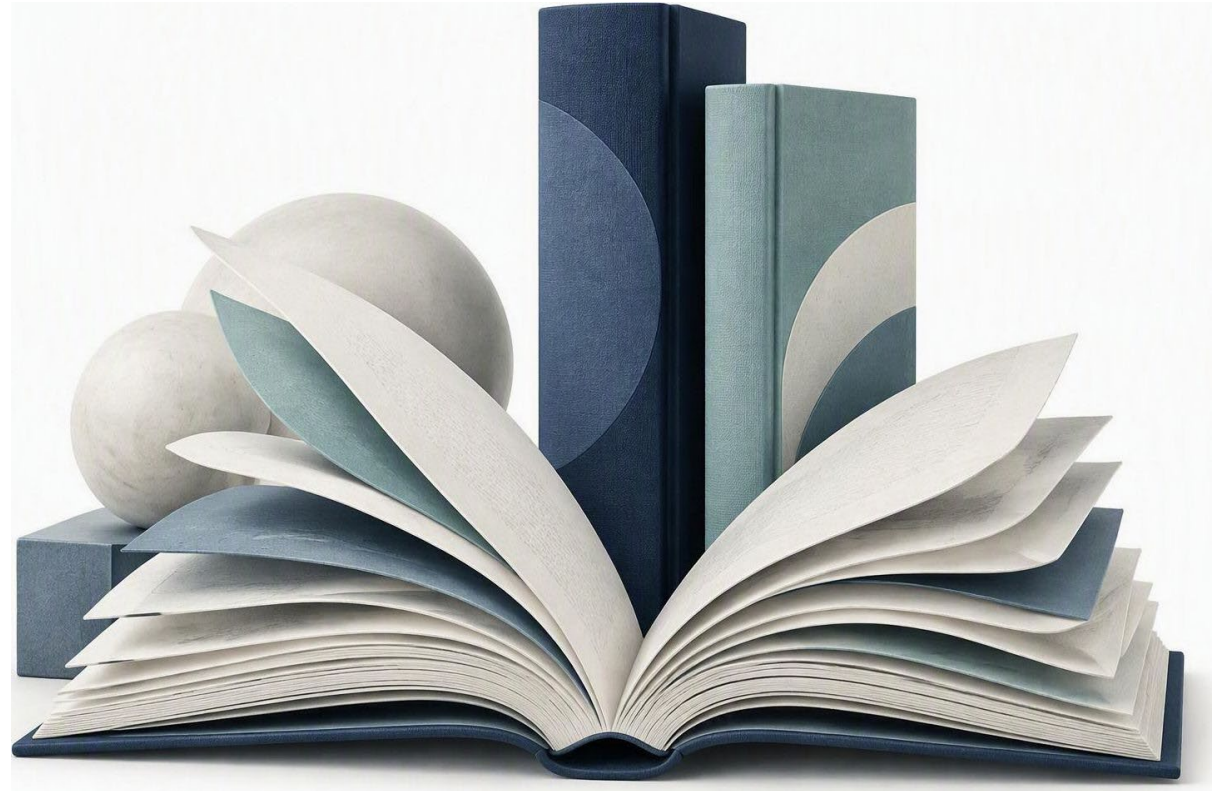
Fill in yellow columns with inputs

Compare totals for ER and EE

# OF EE'S	January 1, 2027 Rates						EE DIFFERENCE - MONTHLY	ER DIFFERENCE - MONTHLY
	RATES	EE CONTRIBUTIONS		ER CONTRIBUTIONS			\$	\$
		\$ Premium	% Premium	Monthly \$ Premium	Monthly \$ HSA	\$ Total ER		
Plan 1								
0								
0								
0								
0								
0	\$0	\$0		\$0	\$0	\$0		
	\$0	\$0		\$0	\$0	\$0		
ALL MEDICAL PLANS								
0	\$0	\$0		\$0	\$0	\$0		
	\$0	\$0		\$0	\$0	\$0		
	\$0	\$0		\$0	\$0	\$0		
2026 Fall Meetings								

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Employer Resources



VIRGINIA BANKERS
ASSOCIATION
Benefits Corporation

Help ▾

Sue Smith ▾

My Benefits ▾

Learn ▾

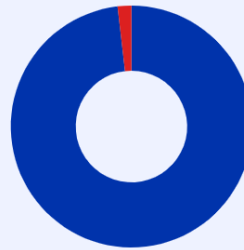
Profile ▾

Good Afternoon, Sue!

Total Rewards Transaction

The cornerstone of our rewards philosophy is continuous learning, high performance orientation and value creation. Explore the Total Rewards available you and your family.

View Statement



A donut chart with a blue outer ring and a white center. A small red wedge is visible at the top, representing 1% of the total.

\$4,680

This statement has been personally created for: **Sue Smith**

OE Resource Site



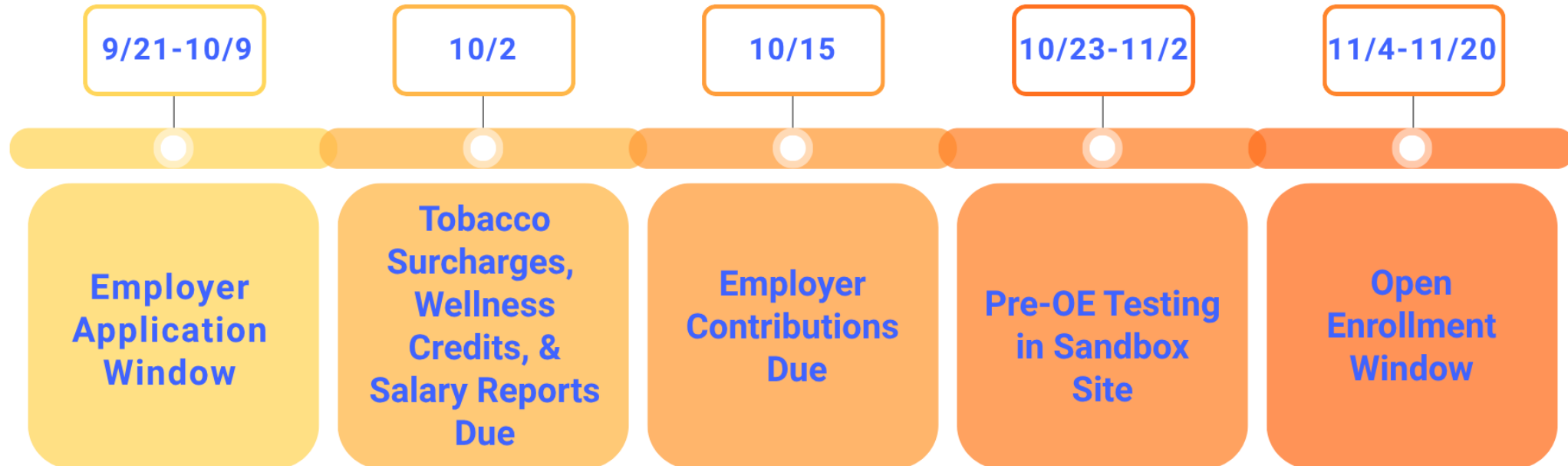
**Bookmark this site to stay up to date
on OE tools and resources.**

2027 OE Logo



**Use this logo in your OE communications
to increase employee recognition.**

Open Enrollment Timeline



When testing, Sandbox refreshes every Friday morning

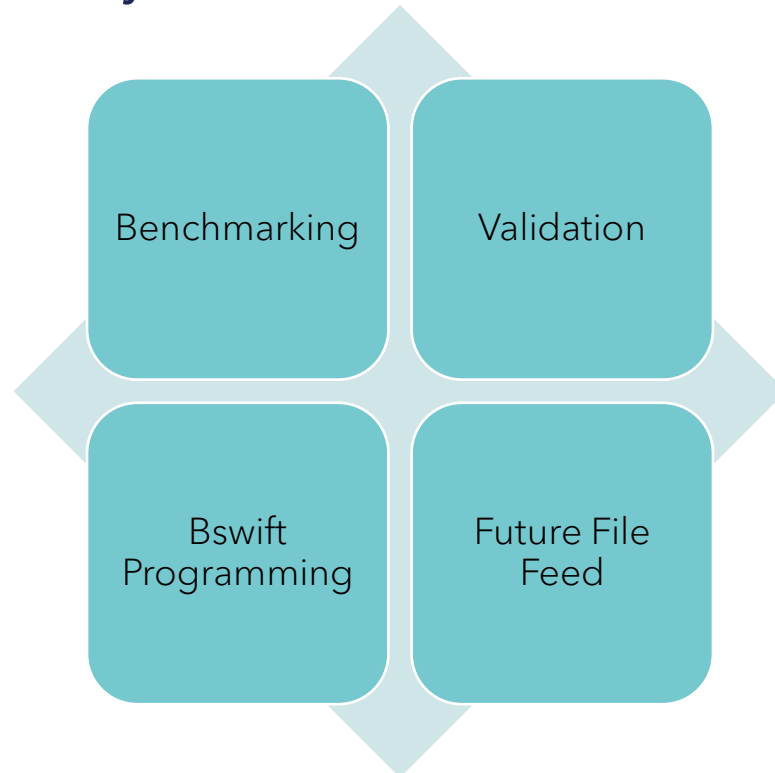


Sept 17th HR Admin OE webinar [recording](#) & [slides](#) available on OE Resource site

HSA Employer Information Request

New for 2027 we are asking each employer to complete this form regarding their HSA Strategy for 2027.

Why do we want this information?



BANKERS BENEFIT SOLUTIONS **2027 Employer HSA Strategy**

Please complete and submit by Oct 15th using button below

- 1) Employer: _____
- 2) Who is your current HSA Vendor? _____
- 3) Do you currently allow employee HSA elections in bswift during Enrollments? **Yes ▼**
 - a) If not, do you want that option to be added for your 2027 Open Enrollment? **Yes ▼**
 - b) Please note that if you allow employee HSA elections to be included in bswift, **and** you offer an Employer HSA contribution/match, that amount will also need to be included in bswift. This is to ensure that the total annual maximum doesn't exceed the IRS limit.
- 4) Will you be offering an Employer HSA contribution for 2027? **Yes ▼**

If yes, please answer the following:

 - a) Annual amount: _____
 - b) Contribution or match? _____
 - c) Formula/criteria: _____
- 5) Do you want to allow an ongoing HSA enrollment window in bswift for 2027 which will allow your employees to make HSA election changes mid-year? **Yes ▼**

Open Enrollment Resources

Weekly OE Newsletters – every Thursday until EOY

Customizable OE Benefit Guide template (*coming soon*)

Customizable OE PowerPoint presentation template (*coming soon*)

Contribution Strategy template

Customizable *LearnYourBenefits* video education website



Questions?

Thank you for joining us.



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