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## APRIL 2025 ACTION ITEMS

### WHAT DO I NEED TO DO? Q

- Sign-up your organization for the Grand Adventure Walking Challenge
- Complete the bswift training opportunities form
- Review Q2 Well-being Toolkit
- Register for the 401(k) Plan Conference

### Benefits Corp. Team Updates

**Welcome, Lea!** We are thrilled to introduce [Lea Bacharach](#) as the newest member of our team! Lea joins us with a rich background in benefits and HR operations. Most recently, she served as the Benefits and HR Operations Manager at the Epilepsy Foundation of America. Prior to that, she worked as the Benefits Manager at Lansing Building Products.

Lea brings a wealth of knowledge and experience which we believe will only further increase our ability to serve our members, and their employees, with excellence! You're invited to connect with Lea and give her a warm welcome! Feel free to reach out to her directly at [lbacharach@vabankers.org](mailto:lbacharach@vabankers.org).

**Thank you, Vicky!** As you may be aware, Vicky Heller has officially retired from Benefits Corp, embarking on what she calls her "Retirement 2.0."

Over the past three years, Vicky has been an invaluable member of our team, bringing not only a remarkable depth of experience and wisdom but also an incredible sense of joy to everything she does. While we will deeply miss Vicky—and we're sure you will too—we are excited for her as she begins this next exciting chapter of her life!

## WELLNESS SPOTLIGHT



## Grand Adventure Walking Challenge - Starts Next Week!

**The Grand Adventure Walking Challenge** starts on Monday, April 7 - is your organization signed up? It is not too late to participate; contact [Pam Connelly](#) for assistance today!

**As a reminder**, all employers offering medical coverage through the VBA Benefits Corp. have a *Wellworks For You* portal set up with turnkey programs available.

**If you would like more information** about the Wellworks For You platform or the Grand Adventure Walking Challenge, visit the [Well-being Resource Site](#).

## 2025 Well-being Toolkit - Q2 Resources Available!

**The VBA Benefits Corp. is focusing on [Emotional Wellbeing](#)** for the second quarter of 2025, aligning with May's Mental Health Awareness Month. This quarter features an Anthem e-brochure for HR administrators, offering downloadable flyers, documents, webinars, and videos to support employee communications.

**Please note the e-brochure link is for administrators only.**

**Moving forward**, resource distribution dates will not be assigned, allowing employers to set their own timelines as discussed at the Well-being Summit.

**Questions?** The [Benefits Team](#) can help.

## COMPLIANCE CORNER

### Section 125 Non-Discrimination Testing Webinar

**We are excited to announce our collaboration with Marsh & McLennan Agency (MMA)** for the 2025 Non-Discrimination Testing (NDT) of our Health & Welfare plans. To support this process, MMA will host a complimentary webinar for all administrators on Tues, April 22 at 10 a.m.

**The session will provide step-by-step guidance** on preparing employee data for testing and offer an opportunity to address any questions about the process.

**We strongly encourage all administrators to attend**, as this webinar will equip you with the tools and insights needed to ensure your NDT data is completed accurately. Registration information will be sent soon.

**Please note:** your data will be sent to you prior to the webinar on April 22, so keep an eye out for this information. This webinar will be recorded if you can't attend on the 22.

## TRAINING OPPORTUNITIES

### We Need Your Help!

**The VBA Benefits Corp. is planning two**, additional, in-depth virtual bswift training sessions for all Health & Welfare administrators. We need your input to help make these as valuable as possible.

**Please take a moment to complete [this form](#)** by Tuesday, April 15. This will help us tailor these sessions to better meet your needs.

**Once feedback is collected**, we will announce the topics, schedule the webinar dates, and send out registration links.

### New Administrator Training - Save the Date

**If you are new to your role in benefit administration for VBA sponsored health & welfare plans**, we invite you to our annual New Administrator Training on **Wed, May 28** at the VBA Office.

**This event is free to attend; however, [registration is required](#)**. Stay tuned for more information about the training.

**Contact the [Benefits Corp. Team](#) to see** if this training is suitable for you or someone else on your team.

### Join Us for the 2025 401(k) Plan Conference on May 22

**[The 2025 401\(k\) Plan Conference](#) will take place on Thursday, May 22** at the VBA office in Richmond (virtual option is available). The conference is free to attend but [registration is required](#) for both in-person and virtual attendance.

**Who Can Attend:** This event is open to all VBA members, including those not enrolled in our 401(k) Plan.

**The conference will cover essential topics for 401(k) plan sponsors**, such as litigation trends, fiduciary training, market updates, target date fund analysis, and SECURE Act changes.

**Questions?** The [Benefits Team](#) can help.

## IN OTHER NEWS...

### Newsletter Launch - *For Your Retirement*

**The VBA Benefits Corp. launched** a new quarterly retirement newsletter last week focused on the State Bankers Association (SBA) Retirement Programs.

If you are a plan sponsor of an SBA 401(k) Plan and did not receive the newsletter (check your inbox for March 26), or if you have colleagues who should be added to the distribution list, please contact [Claire Pollock](#).

The newsletter will be distributed in the last month of each quarter, so look for the next issue at the end of June.



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