Problem viewing this email? Click here for our online version.

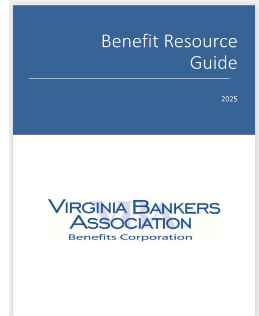
THE VBA WILL BE CLOSED

Thursday, June 19 in observance of Juneteenth

We're excited to introduce Benefit Boost - a place to highlight tools and resources designed to support HR administrators!

BENEFIT RESOURCE GUIDE

The electronic Benefit Resource Guide has been updated to better support HR Administrators. This comprehensive guide is designed to provide quick and easy access to essential benefit-related information, tools, and resources.



What's Inside:

- Quick reference guides
- Key contacts, links and details
- Helpful information for supporting employees

We're excited to introduce HR: Heart of the Workplace - a place for member bank administrators to share news with one another.

Whether you're celebrating a new baby, a professional achievement, or a personal adventure - this space is designed to share your news with fellow bank administrators. Let's celebrate the achievements, joys, and life moments that make our community stronger.

Click on the image to the left to share your photo / story in the next FYB newsletter!

Q2 - 2025: EMOTIONAL WELLBEING

The VBA Benefits Corp. is focusing on Emotional Wellbeing for the second quarter of 2025. This quarter features an Anthem e-brochure for HR administrators, offering downloadable flyers, documents, webinars, and videos to support employee communications.

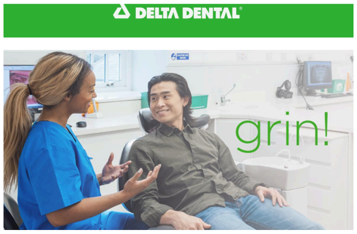
Please note the e-brochure link is for administrators only.

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

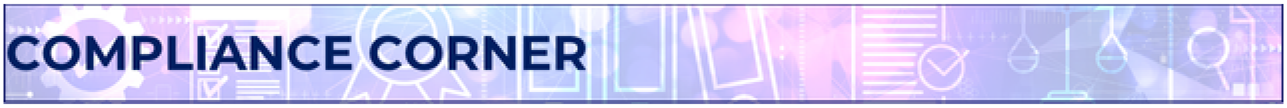
Questions? The Benefits Team can help.

DELTA DENTAL *GRIN!* MAGAZINE

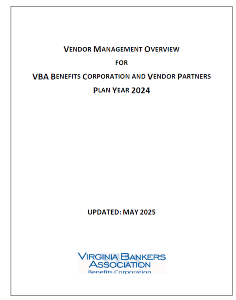
The latest issue of Grin! magazine from Delta Dental is now available. This is a great resource for articles on oral health news and tips. Issues are released quarterly starting in the spring; the current and archived magazines are available on grinmag.com. Articles focus on wellness, nutrition, news, research, fun and inspiration.



Looking for more wellbeing content? This is a great place to start!



2024 VENDOR MANAGEMENT OVERVIEW REPORT



VENDOR MANAGEMENT OVERVIEW
FOR
VBA BENEFITS CORPORATION AND VENDOR PARTNERS
PLAN YEAR 2024

UPDATED: MAY 2025

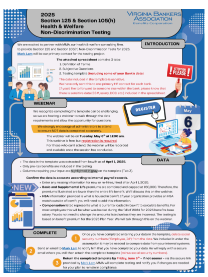
VIRGINIA BANKERS ASSOCIATION
Benefits Corporation

As a part of the VBA Benefits Corporation's vendor due diligence, we complete an annual analysis on our vendor partners.

Please share this document with your Enterprise Risk Management Department, Auditors and/or Regulators to show the due diligence being completed on your employee benefit partners.

2024 Vendor Management Overview Report.

SECTION 125 NON-DISCRIMINATION TESTING



Thank you to everyone that attended the Section 125 Non-Discrimination Testing Webinar on May 6th at 11am. We had a great turnout, and we appreciate your participation and thoughtful questions!

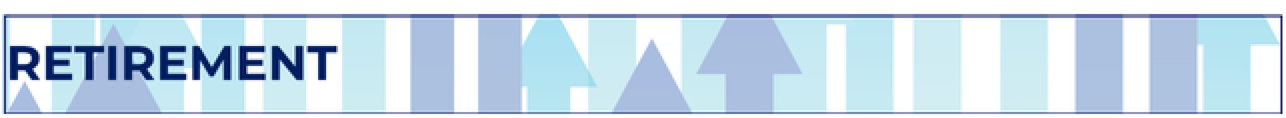
You may access the Webinar recording here.

Click on the flyer to the left to view key information and instructions on how to **complete and submit your bank's data by June 6th.**

2026 HSA CONTRIBUTION LIMITS

The IRS has announced the following HSA contribution limits for 2026:

- Employee Only: $4,400 ($100 increase)
- Employee + Family: $8,750 ($200 increase)



SBA 401(k) Plan Sponsors - June 17 - Plan Administrators Quarterly Call

We will have the second of our **quarterly calls with our VOYA representatives on Tuesday, June 17, at 3:00**. Topics for this meeting will include a refresher on the Form 5500 filing process, and information about the Roth catch-up contributions for high earners coming in 2026. This is a great chance to get answers to your administration questions and hear what is on the minds of your counterparts at the other banks.

If you haven't registered for this call or the rest of our quarterly calls, you can do so here:

- [**Q2** - 401(k) Administration Check In - **Jun 17 at 3pm**]m
- [**Q3** - 401(k) Administration Check In - **Sep 24 at 3pm**]
- [**Q4** - 401(k) Administration Check In - **Dec 10 at 3pm**]

TRAINING OPPORTUNITIES

HEALTH & WELFARE

bswift Reports & Excel Manipulation - July 15 at 10am

Common bswift reports and examples of how to utilize them within Excel. **This event is free to attend**; however, registration is required.

Connection between Adoption Agreements & bswift - September 10 at 10am

Understand how your Adoption Agreement selections are reflected in bswift. **This event is free to attend**; however, registration is required.

Contact the Benefits Corp. Team to see if the trainings are suitable for you or someone else.

IN OTHER NEWS...

2025 VBA BANKING COMPENSATION SURVEY

DEADLINE EXTENDED TO JUNE 27

The 2025 VBA Banking Compensation Survey, conducted in partnership with Pearl Meyer, provides the most detailed data on banking compensation and pay practices available today.

Why This Survey Matters: Participants receive comprehensive insight into detailed data on base salaries, salary ranges, short-term and long-term incentives, total cash compensation, and total compensation along with key policies and practices metrics for accessing in-depth information on salary increases, merit increases, structure adjustments, outsourcing, turnover, and recruiting.

This survey includes key benchmarking information that will help you assess the competitiveness of your salary and incentive plans.

- Compensation data is provided for over 300 different job positions and is broken out by asset size and geographical region.

How Your Bank Can Participate:

- If your organization is a previous survey participant, your Survey Account Manager provided this year’s submission materials via email.
- If your organization is a new participant in 2025, please contact Rhonda Snyder with Pearl Meyer to obtain the materials.

Your Team's Next Steps: Your team can learn more here - please note that the survey deadline has been extended to June 27. If your team would like to receive more information about the survey, please have them contact Rhonda Snyder with Pearl Meyer or Amy Binns with the VBA.

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