

FOR YOUR BENEFIT

A Monthly Newsletter from
the VBA Benefits Corp.



[VBA Benefits Website](#)

VIRGINIA BANKERS
ASSOCIATION
Benefits Corporation

July 2026 ACTION ITEMS

WHAT DO I NEED TO DO? 🔍

- [Register for upcoming HR Admin Webinars](#)
- [Whitelist and communicate Care.com](#)
- [Review the Q3 Well-being Toolkit](#)
- [Distribute SMMs or SPDs](#)

BENEFIT BOOST

NEW COBRA ADMINISTRATOR!

Effective July 1st, 2026 we have transitioned to bswift as our new COBRA administrator, replacing Flexible Benefit Administrators. We hope you can join our [July 9th webinar](#) where we will be reviewing some of the administrative changes related to this new partnership. In the meantime, please reach out to the [Benefits Corp](#) team if you or your employees have any questions.

NEW BENEFIT OFFERING! INTRODUCING CARE.COM

The VBA Benefits Corp. is thrilled to introduce Care.com, a new benefit available beginning July 6th to employees who are

IMPORTANT DATES

- **Fri, July 3rd:** The VBA will be closed in observance of Independence Day.
- **Thu, July 9th:** July premiums will be drafted (email will be distributed Tues, July 7th).
- **Thurs, July 9th:** [bswift Enrollment Rules & New COBRA Process HR webinar](#).
- **Wed, July 29th:** [Distribute SMMs or SPDs](#).
- **Thu, September 17th:** [2027 Open Enrollment Webinar](#).
- **Mon, September 28th:** In-Person Fall Meeting - details & registration coming soon.
- **Thu, October 1st:** Virtual Fall Meeting - details & registration coming soon.

HR: HEART OF THE WORKPLACE

WELLNESS TOOLKIT

Check out the Q3 Well-Being Toolkit: ["Love Your Heart"](#).

eligible for a VBA-sponsored medical plan, including those who waive coverage. This complimentary membership provides access to a nationwide network of screened caregivers, service providers, and more!

Action Items:

- Please [whitelist the Care.com domain](#) prior to July 6th to ensure employees receive Care.com emails. The three-part email campaign will begin the week of July 13th.
- [Communicate this new benefit to employees](#) on or after July 6th so they expect emails from Care.com and recognize them as legitimate.
- Employees can access the VBA member portal at [vba.care.com](#) using their work email address.



ENROLLMENT RULES & NEW COBRA PROCESS WEBINAR: July 9th

Join us next week, for the [July 9th HR Admin webinar](#), where we'll explore the new COBRA system and process. Please review the email sent on May 27th for more details.

2027 OPEN ENROLLMENT WEBINAR: SEPTEMBER 17th

Join us from 10-11am, as we review all of the important items that you will need for a successful 2027 Open Enrollment for your employees. [Click here to join the meeting](#).

FALL MEETINGS - SAVE THE DATE

Please save the dates for our Fall meeting options. Registration links will be provided at a later date.

Both meetings will cover identical material; therefore, we encourage you to attend the session that best fits your schedule.

SHARE YOUR NEWS IN THE NEXT FYB NEWSLETTER

Whether you're celebrating a new baby, a professional achievement, or a personal adventure, we want to celebrate with you! Share your story in the next FYB Newsletter!

[Submit Content](#)

UPCOMING WEBINARS

We're excited to share two upcoming educational webinars. Registration is free but required. Please review the webinars and click on each to register. Contact the [Benefits Team](#) with questions.

[View Webinars](#)

SUGGESTION BOX

Whether you have a process improvement in mind, a new initiative to propose, or a simple thought you'd like us to consider, this tool makes it easy to share your perspective.

We encourage you to take a moment to explore the Virtual Suggestion Box and let us know what's on your mind.

[Submit Content](#)

Monday September 28th, 10am - 12pm

- In person, at the VBA office, lunch provided

Thursday, October 1st, 10am - 11:30am

- Virtual

WELLNESS SPOTLIGHT

2026 Q3: LOVE YOUR HEART

The Well-Being theme for Q3 2026 is "Love Your Heart".

- Review the [Q3 Administrator's Toolkit](#) for turnkey well-being initiatives.
- Share the [Q3 Employee Stall Talk](#) electronically or in print.

Visit our [Well-being site](#) to view more tools and resources.

ABS FOR AUGUST CHALLENGE: AUGUST 3rd - 30th



The VBA Benefits Corp. is hosting a mini challenge in **August** to encourage employees to complete abdominal workouts.

Please reach out to our Wellworks For You contact, [Jen Allen](#), to request challenge email templates and/or share incentive details for this challenge. Please indicate in your email if you would like to receive email templates, plan to add a challenge incentive, or both.

COMPLIANCE CORNER

ACA 1095 FILING FEES

Employers who were required to file an ACA 1095 form for 2025 will see the associated charges on their upcoming quarterly invoice. In addition to the standard IRS filing fee, there will also be an added charge of \$0.10 (ten cents) per employee for each electronic form. If you have any questions after reviewing your 2nd quarter invoice, please don't hesitate to reach out.

SECTION 125 NON-DISCRIMINATION TESTING

Thank you for your participation in the 2026 Non-Discrimination Testing. MMA will reach out with your testing results - please contact [Lauren Wang](#) if you would like to review the testing results or have any questions.

DISTRIBUTE SMMs OR SPDs BY JULY 29th

Changes to your Flex Plan effective this year must be described in a Summary of Material Modifications (SMM) or an updated Summary Plan Description (SPD) by July 29th, 2026.

VBA sent SMMs or updated SPDs to Flex Plan sponsors that made any changes in January. If you did not distribute the SMM or SPD when you received it, or aren't sure if you received either document, please contact [Claire Pollock](#).



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