



June 2026 ACTION ITEMS

WHAT DO I NEED TO DO? 🔍

- Share the [2025 Vendor Management Overview Report](#) with your Risk Management Team.
- Review & complete 2026 [Non-Discrimination Testing](#) information by June 5th.
- Register for [upcoming HR Administrator Webinar Trainings](#).
- Review the [Q3 Well-being Toolkit](#).

COBRA VENDOR CHANGE: JULY 1

We are excited to announce that effective July 1, 2026 we are transitioning to **bswift** as our new **COBRA administrator**, replacing our current vendor Flexible Benefit Administrators. Please review the email sent on May 27th for more details. Also, be sure to register for our [July 9th HR Admin webinar](#) where we will be walking through the system and giving you an opportunity to ask questions about the new process!

COMPLIANCE CORNER

IMPORTANT DATES

- **Friday, June 5:** [review & complete 2026 Non-Discrimination Testing information](#).
- **Friday, June 19:** the VBA will be closed for Juneteenth.
- **Wednesday, July 1:** [transition from FBA to bswift for COBRA administration](#).
- **Thursday, July 9:** [bswift Enrollment Rules & New COBRA Process HR webinar](#).

HR: HEART OF THE WORKPLACE

SUCCESS: MENTAL HEALTH VIRTUAL PANEL

The Benefits Corp. recently provided a Mental Health First Aid Certification virtual training with 6 participating employers (9 attendees). Thank you to C&F Bank, F&M Bank, First Bank, Locus, Mainstreet Bank, and VBA!

SHARE YOUR NEWS IN THE
NEXT FYB NEWSLETTER

2025 VENDOR MANAGEMENT OVERVIEW REPORT

As a part of the VBA Benefits Corp's vendor due diligence, we complete an annual analysis on our vendor partners. [Click here to access the report.](#)

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.

SECTION 125 NON-DISCRIMINATION TESTING

Please review and complete your employees' data by June 5th.

Please review the following while completing your data and contact the [Benefits Team](#) with questions.

- [5/6 Webinar Recording](#)
- [The NDT Flyer/FAQ](#)
- The email sent on May 4th which contains a link to your data within Sharefile

2027 HSA CONTRIBUTION LIMITS

The IRS has announced the following HSA contribution limits for 2027:

- Employee Only: \$4,500 (\$100 increase)
- Employee + Family: \$9,000 (\$250 increase)

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.

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](#)

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

ABS FOR AUGUST CHALLENGE: AUGUST 3 - 30



The VBA Benefits Corp. is excited to host a mini challenge for August 3 - 30! This challenge will encourage employees to complete abdominal workouts throughout the month, focusing on building a stronger core over 4 weeks.

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.

SUCCESS: MENTAL HEALTH VIRTUAL PANEL

Thank you to everyone that attended the Mental Health Virtual Panel webinar on May 28th! We had a great turnout, and we appreciate employees' thoughtful questions.

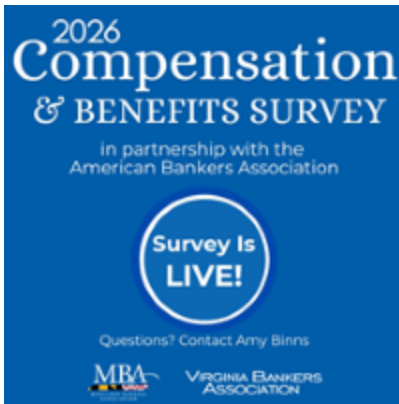
For additional ways to support employee mental health, please review and distribute:

- [Mental Health Resource Guide - for Managers](#)
- [Mental Health Resource Guide - for Employees](#)

IN OTHER NEWS...

2026 COMPENSATION & BENEFITS SURVEY IS LIVE!

We're excited to announce that we are now partnering with the ABA on the [2026 Community Bank Compensation & Benefits Survey](#). This survey is one of



the industry's most comprehensive sources of data on bank wages and benefits.

Each year, hundreds of community banks contribute data covering more than 250 positions, along with key topics such as work-life policies and health

benefits.

Your participation is critical to ensure the data is accurate, relevant, and truly representative of the community banking industry. This survey helps institutions like yours recruit, reward, and retain their most valuable asset: employees.

Final Reports Will Be Available in October. If you did not receive the email regarding the launch of the survey with your individual login information, please contact [Amy Binns](#).



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