

# VBA BENEFITS CORPORATION UPDATE: FIVE THINGS YOU NEED TO KNOW

2025 PEER GROUP CONFERENCE

AUGUST 19, 2025

VIRGINIA BANKERS  
ASSOCIATION  
Benefits Corporation

## #5: BENEFITS CORP. TEAM UPDATE

# 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](mailto:benefits@vabankers.org)) and 1 (800) 643-5599 Phone Support

# VBA BENEFITS CORP. BOARD

*Chairman:*

**Michelle Austin**  
President & CEO  
Bank of Botetourt

**Beth Beale**  
EVP & CFO  
Benchmark Community Bank

**John Caldwell**  
President & CEO  
The Farmers Bank of Appomattox

**Tom Cherry**  
President & CEO  
C&F Bank

**Jeff Culver**  
CFO & COO  
Community Bankers Bank

**Barry Elswick**  
President & CEO  
TruPoint Bank

**Melody Emswiler**  
EVP & Chief Human Resources Officer  
F&M Bank

**Jay Hendricks**  
President – South Central Richmond Region  
TowneBank

**Brandon Lorey**  
President & CEO  
Bank of Clarke

**Mark Nelson**  
President & CEO & Director  
First Bank & Trust Company

**Taylor Quicke**  
President & CEO  
Citizens Bank & Trust

**Lara Ramsey**  
President & CEO  
National Bank

**HIGHLIGHTS OF  
HEALTH & WELFARE  
COVERAGES  
PLAN ENROLLMENT  
& PREMIUM**

\* Vision, long-term care,  
Medicare supplement, short-  
term disability, voluntary  
benefits not shown

Coverage *	June 2025 Enrollment	2025 Estimated Annual Premium
Medical & Rx (self-funded)	4,772	\$54,250,000
Dental (self-funded)	4,653	\$3,143,000
Life Insurance	5,748	\$2,035,000
Disability	6,190	1,510,000

## #4. HR ADMINISTRATOR TOOLS AND RESOURCES

New Employee  
Checklist

Terminated  
Employee  
Checklist

Welcome letter  
for new HR  
Admins

Benefit Resource  
Guide (Flipbook)

Updated  
Microsites  
(H&W, Retirement  
& Wellbeing)

Updated Flex Plan  
Summary Plan  
Descriptions  
(SPDs)

# #3. BENEFITS MAILBOX: MOST COMMONLY ASKED QUESTIONS

## How & When to Reach Us

[benefits@vabankers.org](mailto:benefits@vabankers.org)  
800-643-5599

ID Cards, COBRA Packets,  
Change in HR Admin,  
Training Opportunities,  
Special Enrollments

## Compensation Update

**When:**  
New Hires  
Special Enrollments  
Salary Updates (9/30)

**Bswift: Salary field I**

## Life Event Timing

**Enrollment Window:** 30  
days from Life Event date

**Effective:** FOM  
prospective from  
submission date  
(except birth / adoption)

## Pending Records

### Process:

- **Fridays:** Email Admins for approval of EE-submitted Life Events. EOI approvals updated automatically.
- **Mondays:** Pending records approved / rejected based on Admin response.

### Carrier File Timing:

- Mon – COBRA, Securian
- Tues – M/D/V, FSA, Noom
- Wed – Securian EOI decision
- Fri – Disability & FMLA, Norton, Wellworks
- Monthly - Legal

## Special Enrollments

**VBA Benefits Corp.**

### Process:

- **Timing** - same as Life Events
- **Examples:**
  - Rehires
  - Benefit Class Change

Reminder: the bswift system is down on or around the 23rd of each month for billing.

#2.  
PROPOSED  
2026 PLAN  
CHANGES  
**(SUBJECT  
TO BOARD  
APPROVAL)**

Coverage	Changes
Medical & Rx: Anthem/CarelonRx	<ul style="list-style-type: none"> <li>Total plan claims have increased significantly over the last 12 months, largely driven by high-cost claimants</li> <li>Plan considerations: <ul style="list-style-type: none"> <li>Pharmacy network, biosimilars, formulary, mandatory home delivery</li> <li>Maximize HealthKeepers network discounts with additional plan options</li> <li>Telemedicine coverage/expanded for primary care</li> </ul> </li> </ul>
Ancillary	<ul style="list-style-type: none"> <li>Dental: No plan design or rate changes</li> <li>Vision: No changes</li> <li>Disability: 2026 Renewal resulting in no rate change with a five-year rate guarantee</li> <li>Life Insurance: Rate guarantee for 2026</li> <li>Supplemental Health Benefits: Rate guarantee for 2026. Wellness reimbursement continues.</li> </ul>



# #1: BSWIFT ENHANCEMENTS