



Wellmark BlueCross BlueShield of Iowa  
 Wellmark BlueCross BlueShield of South Dakota  
 Independent Licensees of the Blue Cross and Blue Shield Association

Flexible Benefits  
 PO Box 93148  
 Des Moines, Iowa 50393-3148

# BluePriority<sup>SM</sup> FLEX

For questions or assistance with this form,  
 call (800) 624-2755 ext. 4661 or 5209  
 Fax (515) 299-5801

For forms and information, visit our website at  
[www.wellmark.com/flex](http://www.wellmark.com/flex)

## Reimbursement Account Flexible Benefits Employer Application

### General Information

Full Legal Name of Employer		Federal Tax I.D.	
Street Address		City, State, Zip Code	
Contact Person	Contact Phone ( ) ( )	Contact Fax ( ) ( )	E-Mail Address
Business Entity: <input type="checkbox"/> C. Corporation <input type="checkbox"/> LLC <input type="checkbox"/> Subchapter S <input type="checkbox"/> Partnership <input type="checkbox"/> Proprietorship <input type="checkbox"/> Tax-Exempt Employer			

List any subsidiaries or affiliates to be included in this plan. If more space is necessary, attach a separate sheet.

Name \_\_\_\_\_ Federal Tax I.D. \_\_\_\_\_

### Effective Date of the Plan

Administration of this plan will begin on \_\_\_\_/\_\_\_\_/\_\_\_\_ and end on \_\_\_\_/\_\_\_\_/\_\_\_\_.

(The plan year shall mean a 12 month period. The initial plan year may be less than 12 months.)

If a plan is now in place: current plan year is \_\_\_\_/\_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_/\_\_\_\_. Original eff. date is \_\_\_\_/\_\_\_\_/\_\_\_\_.

### Benefits to be Offered Under the Plan

A.  **Pre-Tax Premium** for:  Medical  Dental  Prescription drugs  Term Life insurance  
 Disability  Cancer  Vision  Accident  Other \_\_\_\_\_

All premiums through payroll deduction will be pre-taxed.

B.  **Pre-tax contributions through payroll deduction to a Health Savings Account (HSA)**

If pre-tax HSA contributions are elected, a Participant may change his or her contribution election:

- By filing a new election form pursuant to the administrative rules established by the Employer.
- Only in connection with a Change in Status or other event permitting benefits election to be changed mid-year under the Plan.

C.  **Medical Reimbursement Account** (both General Purpose and Limited Purpose Accounts)

Maximum \$ \_\_\_\_\_ Minimum \$ \_\_\_\_\_

Automatic reimbursement option will be provided according to the details on the back of this application.

D.  **Dependent Care Reimbursement Account** Maximum \$5,000 Minimum \$ \_\_\_\_\_

E.  **Cash Option/Flexible Credits:** Each Plan Year a Participant may elect to receive in cash up to \$ \_\_\_\_\_ of the Flexible Dollars, if any, allocated by the Employer to the Plan for the benefit of the Participant.

F.  **Prepayment of Orthodontia Claims Option** (see the back of this application for more details)

### Reimbursement Account Processing

For both Medical and Dependent Care Reimbursement Accounts:

- For non-register groups, disbursements will be processed  bi-weekly OR  weekly.
- Bi-weekly processing for register groups.
- Direct Deposit of disbursements will be available to all employees.
- All IRS qualified status changes will be allowed for election changes during the plan year.
- All expenses allowed by the IRS will be eligible except for Limited Purpose Medical Reimbursement Accounts.
- Check minimum during the plan year is \$25.
- Claims runout period should be specified below where noted. This is generally 90 days after the end of the plan year unless you are adopting the grace period. If offering Blue Priority HRAs, run out period is 180 days after the end of the plan year.

## Grace Period Processing Information

Claims grace period following the end of the plan year:  Yes  No

If Yes: Length of grace period \_\_\_\_\_ months, which is \_\_\_\_/\_\_\_\_/\_\_\_\_ (date).

Maximum is 2 ½ months following the end of the plan year.

Grace Period will apply to:

Medical Reimbursement accounts only

Both Medical & Dependent Care Reimbursement Accounts

Claims run out period following the end of the grace period (or following the end of the Plan year if you do not choose to use a grace period)

45 days, which is \_\_\_\_/\_\_\_\_/\_\_\_\_ (date)

\_\_\_\_\_ days, which is \_\_\_\_/\_\_\_\_/\_\_\_\_ (date)

## Eligibility

**Note:** Notwithstanding the below, the following Employees can not participate in the Plan, based on the Internal Revenue Code and the Plan terms: self-employed individuals described in Code section 401(c), "2-percent shareholders" of an S corporation (and their family members), sole proprietors, partners in a partnership, and individuals classified by the Employer as independent contractors.

All Employees shall be eligible to participate in the Plan except the following Employees shall *NOT* be eligible to participate:

No exclusions

Employees who have not attained age \_\_\_\_\_

Employees who have not completed \_\_\_\_\_ days/months/years of service

Employees who do not work at least \_\_\_\_\_ hours per week on a regular basis

Employees covered under a collective bargaining agreement (Note: If the Employer excludes union employees from the Plan by checking this box, the Employer must be able to produce evidence that welfare benefits were the subject of good faith bargaining)

Commission salespersons

Employees compensated on an hourly basis

Employees compensated on a salaried basis

Employees who are temporary or seasonal, or who are employed with the understanding that their employment is for a specific period of time or will be terminated upon completion of a specific project

Other employees (specify) \_\_\_\_\_

## Plan Entry Date

Employees who have met the eligibility requirements on the Effective Date with Wellmark may become Participants in the Plan as of such Effective date.

An Employee who meets the eligibility requirements after the Effective Date with Wellmark may become a Participant (please choose one of the following):

On the first of the month following the date of hire.

On the first date of the first payroll period following the date on which the employee meets the eligibility requirements of the Plan.

On the first day of the first month following the date on which the employee meets the eligibility requirements of the Plan.

\_\_\_\_\_ number of days / months / years (please circle one) following the date on which the employee meets the eligibility requirements of the Plan.

Immediately on the date on which the employee meets the eligibility requirements of the Plan.

Other (please specify the waiting period) \_\_\_\_\_

## Definition of Compensation

Following is the generally accepted definition of compensation: the total amount of all payments made by, or on behalf of, an Employer to an Employee for services rendered to the Employer, including bonuses, commissions, overtime pay and salary reduction contributions made under the Flexible Benefits Plan or any other plan of the Employer, but does not include expense reimbursements, fringe benefits provided by the Employer, director's fees, severance pay, contributions made by the Employer for group insurance, self-insured benefits, or to any employee benefit plan.

The above definition  is satisfactory OR  is not satisfactory.

If not, specify your acceptable definition: \_\_\_\_\_

## Payroll Deduction Schedule

Indicate the payroll schedule(s) used, and the date the first payroll deduction will be made.

- 52 times/year      1<sup>st</sup> Payroll deduction date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_
- 26 times/year      1<sup>st</sup> Payroll deduction date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_
- 24 times/year      1<sup>st</sup> Payroll deduction date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_      2<sup>nd</sup> Payroll deduction date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_
- 12 times/year      1<sup>st</sup> Payroll deduction date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_
- Other: \_\_\_\_\_      1<sup>st</sup> Payroll deduction date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

## Administrative Fees

Standard flexible benefits services will be performed according to the fees agreed upon below:

**Please select paper or PDF enrollment materials to determine applicable Administrative Services Fee:**

- Paper enrollment kits \$ \_\_\_\_\_
- PDF files of enrollment materials \$ \_\_\_\_\_

This annual fee includes consulting, IRS non-discrimination testing, standard plan documents, enrollment materials, and plan set up\*.

**Monthly claims processing fee varies based on participation range of eligible employees**

0% - 10%	\$ _____	31% - 40%	\$ _____
11% - 20%	\$ _____	41% - 100%	\$ _____
21% - 30%	\$ _____		

- Bill me annually (5% discount provided for annual billing)
- Bill me monthly

\* An additional charge may be incurred for modifications to our standard documents. Enrollment materials are based on number of eligibles plus 25%; any additional materials will be charged at cost. Forms and brochures are available in PDF format upon request.

## Funding Options Available

Wellmark Blue Cross and Blue Shield will not accept transfer of funds from plan sponsors until after it has reviewed and determined the validity of benefit claims. Because funds will not be transferred to Wellmark Blue Cross and Blue Shield until required to pay approved benefit claims, plan sponsors may need to accumulate funds collected through payroll deduction in a segregated account owned by the plan sponsor. The account should not be titled in the name of the plan in order to avoid characterization of funds in the account as plan assets.

- All benefits, whether paid by check or direct deposit, will be made from a bank account maintained by Wellmark's Flexible Benefit Department. No reimbursements will be released until plan sponsor funds are received by Wellmark Blue Cross and Blue Shield

For funding of the benefit payments, plan sponsor must choose one of the following:

- Authorize Wellmark's Flexible Benefit Department to initiate an ACH withdrawal of funds from the plan sponsor's bank account into a bank account maintained by Wellmark's Flexible Benefit Department. An ACH Funding Authorization Form will need to be completed.

- Plan sponsor will wire transfer/ACH funds into a bank account maintained by Wellmark's Flexible Benefit Department (we will supply our banking information)

- All benefits, whether paid by check or direct deposit, will be made by the plan sponsor (termed a "register" group). Wellmark's Flexible Benefit Department will provide a report detailing participant reimbursement amounts. A plan sponsor should contact our office to take advantage of this option which will result in discounted administration fees.

**Note:** If a plan sponsor chooses ACH fund transfers to fund payment of benefits, the funds transfer will be initiated and effective the day prior to the day benefit claims are paid in order to ensure funds are received prior to payment of benefits. Wellmark Blue Cross and Blue Shield will not release disbursements until plan sponsor funds are received.

Claim payment notification should be sent to \_\_\_\_\_ via email. Please provide the email address for the above person \_\_\_\_\_. To ensure this information is received by plan sponsors in the event that the above person is out of the office, please provide the name and email of a back up person to whom the information can be sent: \_\_\_\_\_.

## Enrollment Information

- Employer will prepare their own enrollment materials using PDF's provided by Wellmark. Please send these PDF's via email to \_\_\_\_\_.
- Wellmark will prepare enrollment materials based on the following information.

Number of eligible employees: \_\_\_\_\_      Number of enrollment brochures needed: \_\_\_\_\_

Send enrollment materials to (name): \_\_\_\_\_ by date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Employees should return enrollment forms to (name): \_\_\_\_\_ by date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Assistance requested for enrollment meetings:  Yes  No

Date(s) scheduled for employee meeting(s) if known: \_\_\_\_\_

## ERISA Plan Number

If this plan has chosen to have Medical Expense Reimbursement ERISA Plan Number assigned to the portion of the Plan representing health care reimbursement is (check one)

- 501
- Other \_\_\_\_\_

## Additional Options

### Automatic Reimbursement Option

This option allows eligible\* medical expenses that have been submitted to your employees' Wellmark Blue Cross and Blue Shield health insurance plan to also be considered as a Medical Reimbursement Account claim. After claims are processed by Wellmark Blue Cross and Blue Shield any remaining unpaid eligible medical expenses will automatically be directed to their Medical Reimbursement Account for further consideration. This option is not available for Limited Purpose Medical Reimbursement Accounts (i.e., if your employee, their spouse, or dependents make contributions to an HSA or receive HSA contributions from anyone else)

Program provisions include:

1. **If you offer a Partial Self-Funded plan or do not have Wellmark health coverage you will not be able to utilize this option.**
2. **Employees may not participate in this program if they, their spouse, or dependents make contributions to an HSA or receive HSA contributions from anyone else. However, participants with a Blue Priority HRA can still participate.**
3. Employees may not participate in this program if they or anyone in their family has other insurance coverage.
4. If a health insurance claim is adjusted after the original submission, there is a possibility of an incorrect payment. Overpayments will be requested to be returned from participants or offset against future claim submission when possible.
5. Individual Employee authorization is needed to select this option. Employee authorization can be selected on the enrollment form.

Claims to be automatically reimbursed can include any of the following plans **administered** by Wellmark Blue Cross and Blue Shield:

- Medical                      *OR*                       This option is not applicable as we currently offer partial self-funding or do not have Wellmark health coverage.
- Blue Dental
- Prescription Drug Plan

\* Only co-payments, co-insurance, and deductibles are eligible to be reimbursed through the automatic reimbursement program. Contract limitations need to be filed manually by the participant.

### Prepayment of Orthodontia Claims Option

This option provides employees with the ability to have eligible pre-paid (i.e. not yet incurred) orthodontia expenses reimbursed from their Medical Reimbursement Accounts instead of reimbursing the pre-paid amount as services are rendered during the term of the orthodontia contract. If this option is selected, it will be available for all employees. Please note: It is recommended by IRS Prop. Treas. Reg § 1.125-2 that the reimbursement of orthodontia expenses not occur until services are actually rendered to avoid violating the "expense incurred" requirement. The more liberal approach offered by this option which reimburses orthodontic costs when they are paid is based on informal, non-binding remarks of an IRS representative at a Cafeteria Plan Administrators Symposium in 2001. There is no formal authority which endorses the payment of medical expenses prior to the time services are actually rendered.

## Service Agreement

I certify that I am legally authorized to sign this flexible benefits employer application on behalf of the employer named herein. The employer hereby agrees to purchase those services indicated on this application at the cost provided in the flexible benefits proposal or fee schedule. The cost quotation provided to the employer was calculated based upon certain representations previously made by the employer including, but not limited to, the flexible benefits services requested by the employer and the number of eligible participants. Wellmark Blue Cross and Blue Shield reserves the right to revise the cost quotation previously provided to the employer if such representations differ from the flexible benefits plan implemented by the employer. A minimum fee of \$150 will be payable if an application is processed but subsequently cancelled.

Signature: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Wellmark Blue Cross and Blue Shield Representative: \_\_\_\_\_

Broker Name: \_\_\_\_\_ Company/Agency: \_\_\_\_\_