



# Consumer Driven Accounts (CDA)



# Coast to Coast Administration



**BASIC services over  
18,000 employers  
nationwide.**



# Technology Driven HR Solutions to Take Your Company Further

Suite of HR Benefits, Payroll and Leave Management, and Compliance solutions offered individually or bundled.



# ➤ Consumer Driven Accounts (CDA)

- New integrated system allows employers and participants to manage all their benefit plans on **one card, one website, and one mobile app**
- Choose from a wide range of healthcare and employee benefit accounts







# Ultimate Flexibility

Proprietary software  
Agile technology



# Traditional Accounts

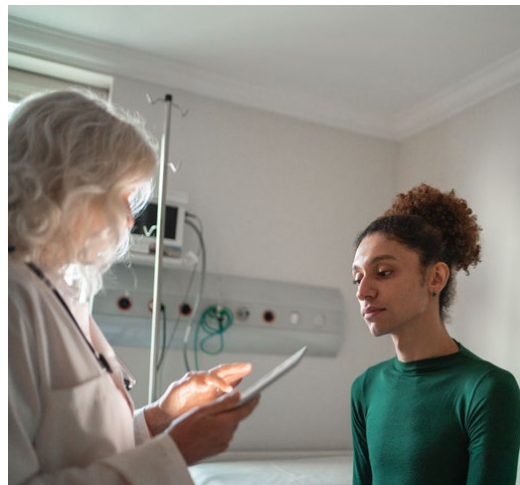
- Flexible Spending Account (FSA)
- Health Reimbursement Arrangement (HRA)
- Health Savings Account (HSA)
- Parking & Transit





# New Accounts

Wellness Plans  
Education Plans



# Unique Accounts

Employee Crisis Fund  
Accountable Plans  
Lifestyle Reimbursement  
COVID-19 Vaccine



# ➤ Next Level Service

- Advanced technology empowering employer and participant self-service functions
- Backed by BASIC's 30-year superior customer service

The screenshot shows the 'OVERVIEW' dashboard for 'ABC Company'. A prominent red box highlights a cash account available balance of \$7,687.50. Below this, there are three main sections: 'BENEFIT PLANS', 'ACTIVE PLANS CONTRIBUTIONS', and 'ACTIVE PLANS EXPENDITURES'. The 'BENEFIT PLANS' section lists 'Healthcare FSA - 2020', 'Dependent Care - 2020', '2019 HSA account - Renew ...', and 'Client Directed HSA'. The 'ACTIVE PLANS CONTRIBUTIONS' section shows an employee contribution of \$15,963.54 and an employer contribution of \$259.21. The 'ACTIVE PLANS EXPENDITURES' section shows total expenditures of \$1,396.82 and expenditures pending verification of \$1,179.73, with a circular progress indicator at 84%.

The screenshot shows the 'ENROLL EMPLOYEES' page. It features two main options: 'Enroll multiple employees' (uploading a completed enrollment file) and 'Enroll single employee' (manually entering their information). Both options have a 'Start' button. The page includes a navigation menu with 'OVERVIEW', 'EMPLOYEES', 'BENEFIT PLANS', 'FILES', 'TRANSACTIONS', and 'REPORTS'. The user 'manish' is logged in.



# ➤ Legislative Updates

- BASIC keeps clients' plans compliant through every legislative change
- BASIC utilizes experienced attorneys for the unique areas of service we provide
- [BASIC Blog Postings](#)
- [Webinar Recording](#)



# ➤ 2021 Changes

## 2021 Consolidated Appropriations Act (CAA)

### Medical FSA & Dependent Care FSA

- Unlimited carryover
- Extended grace period
- Mid-year election changes
- Post termination reimbursements
- Dependent age limit increase

## American Rescue Plan Act (ARPA)

- DCFSA annual limits for pretax contributions increases





# ➤ Participant Experience

Three different ways for participants to access their various account funds:

- BASIC Card
- Picture to Pay
- Manual Reimbursement



## ➤ BASIC Card

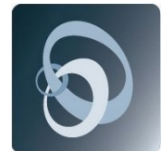
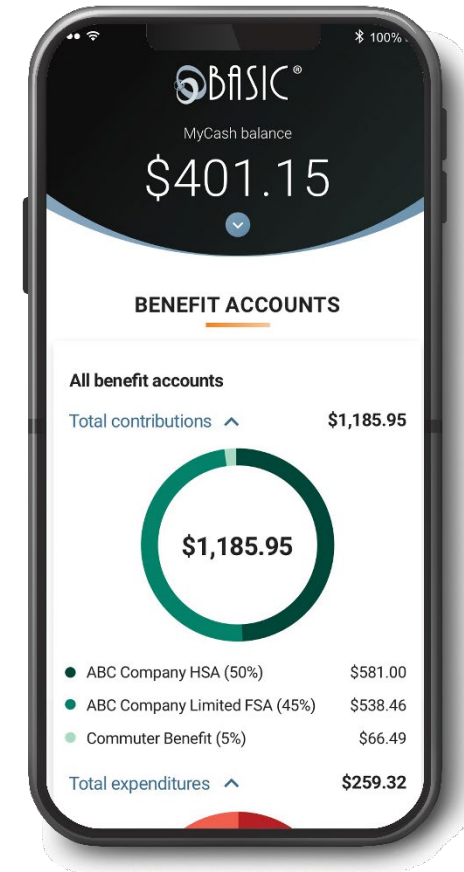
- Smart benefits card with access to all participant benefit accounts and MyCash
- Eliminates the need for reimbursement requests
- **Proprietary technology** instantly withdraws funds from the appropriate account(s)



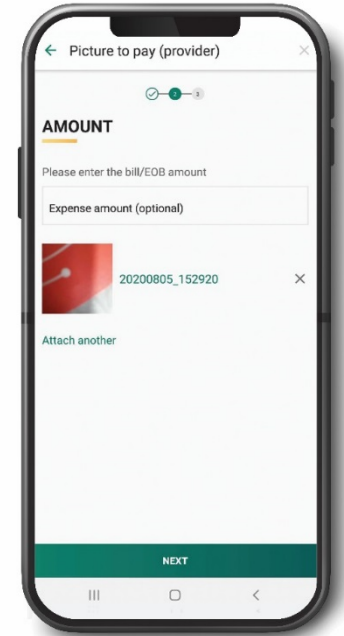
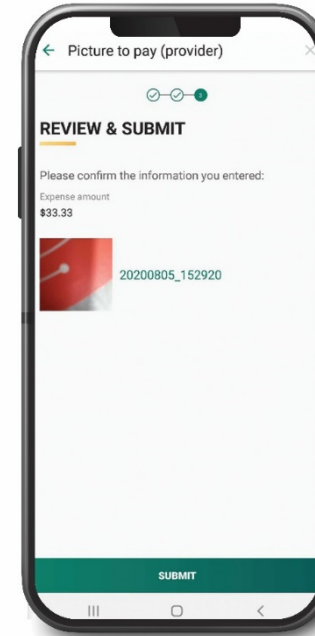
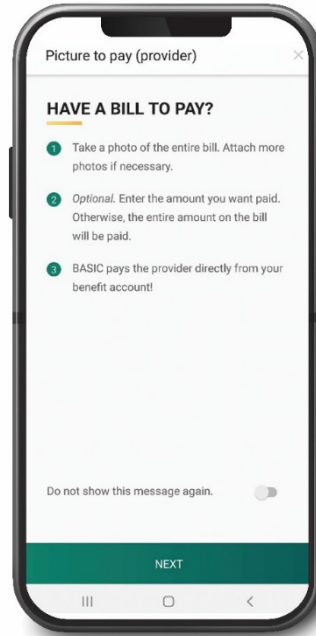
Participant ID is located on the back.

# ➤ BASIC benefits app

- Participants can track and manage all their BASIC benefit accounts with a single app – **anywhere, anytime!**
- Access account information
- Request reimbursement
- Product/service eligibility check
- Mobile card lock if BASIC card is lost or stolen







# Picture to Pay

- Take a picture of an eligible benefit expense/bill and submit it via the BASIC benefits app
- No forms to fill out and BASIC will mail a payment to the provider

# MyCash

MyCash is an unrestricted post-tax reimbursement account linked to participants' BASIC Cards.

# ➤ MyCash

Reimbursements deposited directly into participants' MyCash accounts – **faster than check or direct deposit!**

- Pay for non benefit eligible expenses from the MyCash account by using the BASIC Card anywhere Mastercard is accepted
- Transfer MyCash funds to personal savings or checking account via one-time or recurring transfer
- Withdraw MyCash funds at an ATM





# ➤ Flexible Spending Account (FSA)

- Medical FSAs are governed under §125 of the Code
- Dependent Care FSAs are governed under §129 of the Code
- IRS Announcement 2021-7
  - Personal protective equipment (PPE)
- CARES Act in 2020
  - Over-the-counter (OTC) medications and menstrual products



# ➤ Health Reimbursement Arrangements (HRA)

- Select a higher deductible health plan and save 15-35%
- Use savings to establish HRA
- Ability to **change medical carriers from year to year**
- Simple HRA plan designs
  - First dollar plans
  - Categories of expenses





# Additional Types

QSEHRA (Qualified Small Employer)

ICHRA (Individual Coverage HRA)

EBHRA (Excepted Benefit HRA)



# ➤ Health Savings Account (HSA)

- BASIC HSA pairs with any carrier HDHP, **no need to ever change HSA Trustees**
- HSA funds earn interest on both their cash account and investment account





# ➤ Commuter Accounts

- Transit/commuter passes
  - Bus, subway, train, light rail, monorail, or ferry
  - Transit expenses must be purchased with a benefits debit card
- Qualified parking
- Satisfy state or city mandatory commuter benefit ordinances



# ➤ Education Reimbursement Accounts

## Tuition Reimbursement

- Reimburse participant tuition costs with tax deductible funds
- Plan flexibility can include tenure requirements to encourage long-term employment

## Student Loan Reimbursement Accounts

- Reimburse a percentage or set amount of an employee's monthly loan payments
- Highly valued by recent college graduates



# ➤ Wellness Accounts

- Invest in your employee health and wellness
- With the help of our cutting-edge CDA System, you can offer a wellness program tailored for your organization's culture and wellness goals





# ➤ Employee Crisis Account

- The Disaster Relief Payment program under Section 139 allows employers to provide tax-advantaged funds to employees impacted by a qualified disaster such as COVID-19.
- Limitless non-tax advantaged plans
  - Family illness
  - Funeral expenses
  - Spouse job loss
  - Fire or natural disaster







# Accountable Plans Accounts

Home Office  
Professional Business Expense  
Travel and Business Meals  
Work Clothes  
Workplace Tools Accounts

# ➤ Lifestyle Reimbursement Account

- Reimburse employees for their lifestyle and wellness choices
- Examples of reimbursable expenses include:
  - Fertility
  - Gender affirmation
  - **Pet wellness or insurance**
  - Wellness classes





# COVID-19 Vaccine

Pay for out-of-pocket expenses

Pay a bonus to encourage vaccination



Thank you!







## Request a Proposal

For you or your client at this link:

<https://www.basiconline.com/request-a-proposal/>

BASIC Sales  
888-602-2742

HR Solutions should be simple. **Keep it BASIC.**