



# FRINGE BENEFITS *by BASIC*



60%

of employees are interested in their employer providing a wider mix of nonmedical benefits

## Benefits as unique as your staff.

Now more than ever, employees believe employers have a responsibility to address their health and wellbeing. Following a global pandemic, employers are wondering how they can support their employees' unique needs in a workforce that contains five generations for the first time in history.

BASIC's Fringe Benefit Accounts give employers the flexibility to offer unique emerging benefits that employees are longing for with administrative support to lessen the burden on HR and Management. BASIC can help you attract and retain top level job candidates in today's competitive labor market.





## Benefit Account Types

BASIC takes the time consuming management of the program off your plate by handling all the tracking, verification, reimbursement, and reporting.

### Wellness

Often associated with physical wellness, our account gives employers freedom to address the physical, mental, and financial wellness of their employees.

### Pet Wellness

Part of our Lifestyle Reimbursement Account, reimbursement expense examples include paying for day-to-day pet expenses like food, grooming and training classes, and/or pet insurance and pet adoption for staff 'fur babies'.

### Vaccine

Our account allows employers of all sizes to implement a vaccine incentive program which could encourage your employees to get vaccinated.

### Fertility and Adoption Support

The number of organizations offering fertility benefits has increased over the past five years. Reimbursable expenses can include costs related to in vitro fertilization, the use of donor eggs, gestational surrogacy, egg freezing, and domestic or international adoption.

### Employee Achievement & Award

An employee incentive program for achievements of the employer's choosing. The first \$400 can be tax advantaged (excluded from income) for the employee, if desired.

### Gender Reassignment

Reimburses employees for expenses related to gender identity or expression.



## A New Way to Manage Benefits

Employee benefits are now easier to manage than ever before with BASIC's state-of-the-art Consumer Driven Accounts system. You may now offer your employees over 30 integrated benefit accounts to meet their varied needs, all with no extra work required on your end.

**BASIC's one-stop solution allows you to manage all your benefit plans on one card, one website, and one app for the utmost convenience.**

You have the power to create a custom benefit program tailored to your employees' specific needs. Choose from a wide range of healthcare benefit accounts like FSA, Simple HRA, or HSA, and combine them with Dependent Care, Transit, Wellness Rewards, and Education Reimbursement accounts – all on a single platform.



For more information about any of our services or to speak with a sales consultant call 800.444.1922 x 3 or visit [basiconline.com](https://www.basiconline.com).