



TPA Services

Premium Only Plan

A Premium Only Plan under the IRS Code Section 125 allows pre-tax dollars to cover the employee's portion of their employer group insurance premiums. Payments for the insurance premiums are paid directly by the employer to the carrier. The following services are provided:

- Plan Documents
- Non-discrimination Testing

Flexible Spending Accounts

Flexible Spending Accounts allow employees to elect to have deductions taken pre-tax for selected benefits and reducing an employer's payroll taxes. Employees can increase their net pay by contributing to a Health Care, Dependent Care, Premium Contribution, or Transportation Account permitted by IRS Code Section 125, 129 and 132. The following services are provided:

- Plan Documents
- Online Claim Submission
- Employee Education Materials
- ACH Funding options
- Mobile App
- Non-discrimination Testing
- Benefit Debit Card
- Employer & Employee Online Portal
- Reports

Health Reimbursement Arrangements

Health Reimbursement Arrangements allows employers to cover medical expenses, most commonly deductible expenses with an HRA to lower insurance premiums and provide employees with a richer benefits package. The following services are provided:

- Plan Documents
- Employee Forms and Materials
- ACH Funding Options
- Employer & Employee Online Portal
- Non-discrimination Testing
- Claims tracking and payment
- Mobile App
- CMS Reporting

COBRA Administration

Verde Services provides COBRA Administration to employers with 20 or more employees who are required to offer COBRA coverage to employees and their eligible dependents when they lose coverage due to a Qualifying Event. The following services are provided:

- Initial Plan Set-up and Take-over
- Mailing of Notices (including Initial Notice and Qualifying Event Notices)
- Collection of Participant Monthly Premiums
- Notification to Carriers of adds, changes, and terminations regarding COBRA participants
- Employer & Participant Online Portal