



FLEXFACTS
a company of grant benefit solutions

A high-angle photograph of three business professionals in a modern office setting. A woman in a grey suit and black heels stands on the left, holding a white folder. Two men in dark suits stand next to her, looking down at a document held by the man in the middle. The floor is made of large, light-colored square tiles, and the background shows a bright, open space with large windows.

About Us

Flex Facts is an administrator of pre-tax employee benefit plans specializing in Medical & Dependent Care Flexible Spending Accounts, Commuter Benefits and Healthcare Reimbursement Arrangements.

Our Mission

To provide the best quality benefits administration at the lowest cost possible. We guarantee to beat any competitor's price. Utilizing the most advanced technology platform, communicating via e-mail, paying claims with direct deposit and through the debit card, and distributing our services through our broker relationships we are able to keep costs low while maintaining excellent customer service.

Employers are assigned a dedicated account executive to help with implementation and ongoing support. Flex Facts Account Executives have an average of over 10 years experience working with all aspects of consumer driven health care. Each account executive walks their employer groups through every aspect of implementation and is readily available to answer calls. We add staff December 1st each year based on the current number of participants that will be renewing as well as the expected number of new participants. This procedure helps us to maintain service levels through the busy year end rush.

Our dedication to excellent customer service year round and our low fees make us a leader in Flexible Benefits Administration.

Flex Facts administers Medical & Dependent Care Flexible Spending Accounts, Commuter Benefits and Healthcare Reimbursement Arrangements on a single debit card platform.

Utilizing the most advanced debit card technology available, Flex Facts provides employers the ability to offer their employees easy access to their reimbursement accounts as well as on-line access to account information and live customer service from 8:30 AM until 8:30 PM EST at a fraction of the cost of other administrators.

Our mission is to provide the best quality administration at the lowest cost possible. Our pricing is straight forward and all inclusive. Our staff of experienced administrators and account executives is ready to assist you.

Flexible Spending Accounts

Flexible Spending Accounts allow employees to put money aside pre-tax to pay for certain eligible expenses as described by the Internal Revenue Code (IRC). This reduces the amount of Federal Income and FICA taxes that employee's pay which is like giving your employees a pay raise.

There are two types of Flexible Spending Accounts:

- FSA: Medical is used to pay for eligible medical expenses that are not paid for by any other source.
- DCA: Dependent Day Care is used to pay for eligible expenses including; babysitters, daycare, day-camp and after school programs for eligible dependents.

OUR SERVICES INCLUDE:

- SINGLE DEBIT CARD ACCESS
- EMPLOYEE GUIDE & WELCOME PACKET
- ON-LINE PARTICIPANT PORTAL
- MOBILE APPLICATION
- MONTHLY BALANCE E-MAILS
- DEDICATED ACCOUNT EXECUTIVE
- PLAN DOCUMENTS & SPDs
- ONLINE ENROLLMENT
- DAILY CLAIMS PROCESSING
- NON DISCRIMINATION TESTING
- HIPAA PRIVACY ASSISTANCE
- 24 HOUR IVR SYSTEM



Commuter Benefits

This benefit allows employees to put money aside pre-tax to help reduce the cost of commuting to work while also reducing the FICA obligations of the employer. There are two types of accounts available under the commuter benefits, Mass Transit and Parking.

Healthcare Reimbursement Arrangement

A Healthcare Reimbursement Arrangement can be utilized by employers to reduce their overall healthcare costs without placing additional financial burden on their employees. An HRA allows the employer to pay for eligible expenses with pre-tax dollars. It can be used to pay for many expenses not covered by health insurance such as co-pays, deductibles, prescriptions, vision and dental expenses. The employer decides what expenses are eligible, within the IRS guidelines, leaving a lot of flexibility in plan design.

What is a Health Savings Account?

A Health Savings Account (HSA) is a savings product that allows individuals to pay for current qualified medical expenses and save toward future medical expenses on a tax-free basis. To qualify for an HSA, you must first be enrolled in a qualified High-Deductible Health Plan (HDHP).

WE MAKE YOUR BENEFITS WORK FOR YOU.

FLEX FACTS PROVIDES A TOTAL END TO END SOLUTION.

What is Cobra?

Companies who employ 20 or more employees may be subject to federal COBRA regulations. These regulations mandate that they offer a temporary continuation of group health plan coverage to employees who would otherwise lose their group health plan coverage as a result of a specific qualifying event. COBRA regulations are strict, and noncompliance can cost the company thousands or even hundreds of thousands of dollars in fines, penalties, legal fees, and medical claims costs.

Flex Facts COBRA Administration is an automated, cost effective way to outsource your COBRA obligations and liability. We handle all aspects of COBRA administration for you.

Our expertise, efficiency, and Flex Facts advantages add up to savings of both time and money.

With the assurance that your COBRA administration is being handled properly, you'll be able to focus on the tasks that make your business a success.

The Flex Facts Advantage:

- 10+ years of experience
- Trained COBRA account manager
- Low Fees
- 24/7 online access to web tools for both employers and participants
- Customized online reports
- Carrier reinstatements / terminations
- Data feeds built around client system
- Monthly payment Coupons
- Process ACH and check payments
- Experience with companies of all sizes
- Unmatched Data Security

Our goal:

- Provide top quality COBRA administration
- Excellent customer service
- Lowest cost possible





FLEXFACTS

a company of grant benefit solutions

1200 River Ave. Suite 5C // Lakewood, NJ 08701
P 877.943.2287 // F 877.747.8564
info@flexfacts.com // www.FlexFacts.com