

Standalone® by Benefits by Design



*An easy-to-use, cost-contained way
to give employees benefits they want.*

Employers set a yearly amount.
Employees choose when and how to spend it.

Health Care Spending Account

The BBD Standalone® Health Care Spending Account (HCSA) is a tax-effective way for employers to cover employees for eligible health and dental expenses. Employers determine the amount they would like to spend per employee and whether employees can carry over unused funds as part of their plan design. Employees pay for products and services themselves, then submit expenses for reimbursement. Best of all, reimbursements are tax-free!

Typical expenses covered by an HCSA include: glasses, massage therapy, dental services and prescription drugs plus much, much more.

Wellness Spending Account

Looking for a way to reward employees for living healthy, active lives? The BBD Standalone® Wellness Spending Account (WSA) allows employers to reimburse employees for expenses related to personal wellness. Reimbursements to employees are a taxable benefit.

Typical wellness expenses include: gym memberships, personal training, vitamins - think anything that helps employees be healthy and well! As the employer, you decide what is covered.

Combine the Two

Looking for additional ways to offer choice to your employees? Combine the HCSA and WSA into a hybrid account. Employers allocate a set amount of money that becomes "flex credits" for employees who are eligible for benefits. Employees have 30 days* to decide the distribution of their flex credits between a taxable Wellness Spending Account (WSA) and/or non-taxable Health Care Spending Account (HCSA). Employers to inform employees of the tax consequences of each plan.

**If an employee fails to allocate their flex credits within a 30-day window, credits default to the Health Care Spending Account.*

For HCSA's, eligible expenses are set by the Canada Revenue Agency. For WSA's, eligible expenses are determined by the employer.

BBD Standalone® Accounts feature:

- No monthly invoice or regular payments required - program is pay as people claim
- A completely paperless system - from claim to reimbursement
- All activity conducted on a secure and easy-to-use platform that includes mobile options for claiming
- Two- to four-day turnaround for claims reimbursement
- Same great Benefits by Design customer service and support

The new BBD Standalone® System is very easy to use and a real update from the previous systems. Several benefits of the new system that I appreciate most include:

- *The ability to scan receipts for submission (allowing me to keep my originals)*
- *The ability to provide further information when submitting a claim*
- *The ability to track the processing of a claim*
- *The speed at which my claims have been reimbursed*

*Sharon Noble
President
Sharon Noble Wealth Management Inc.*

Sharon NOBLE
WEALTH MANAGEMENT INC.

Benefits by Design – Port Coquitlam

500-2755 Lougheed Highway
Port Coquitlam, BC
V3B 5Y9
Toll free: 1-800-668-2295

Benefits by Design – Toronto

Suite 402-5100 Orbitor Drive
Mississauga, ON
L4W 4Z4
Toll free: 1-877-909-6811

Benefits by Design – Kingston

107-6 Cataraqui Street
Kingston, ON
K7K 1Z7
Toll free: 1-888-272-0413



Standalone®
in action