



Description of ICMI Plan Administration and Processing Services

Premium Only Plan

- ▲ Set Up Fee: \$250
- ▲ No Monthly Fees
- ▲ No Annual Fee unless changes are made to the plan document or non-discrimination testing is requested

Full Flex Plan (FSA)

- ▲ Set Up Fee: \$550 ***Waived for EAM Groups***
Annual Fee: \$500
- ▲ Monthly participant fee - \$5.25 per member per month (minimum fee \$50)
- ▲ Debit Card - A debit card, if individually elected, can be used at point of sale for all qualified medical expenses. The dollar amount requested reduces the HFSA balance and is forwarded to the vendor providing the service or product. There is an annual fee of \$24 per participant choosing this option. (Fees can be paid by employer or employee.)

Health Reimbursement Account (HRA)

- ▲ Set-Up Fee: \$450
- ▲ Annual Fee: \$450
- ▲ Monthly participant fee - \$4.50 per member per month (minimum fee \$50)

Participants in BOTH FSA and HRA

- ▲ Set-Up Fee: \$850 ***Discounted to \$450 fir EAM Groups***
- ▲ Annual Fee: \$850
- ▲ Monthly participant fee - \$8.50 per member per month (minimum fee \$50)

COBRA Administration

- ▲ NO Set-Up Fee
- ▲ NO Annual Fee
- ▲ Monthly participant fee - \$1.80 per member per month for all COBRA qualified products.