



Employer Funding Options



Definitions

Pull	How Funds Are Sent	Direct debit from employer bank account. Preferred option, no additional fee.
Contribution Based	Funding Arrangement	Funds are sent as payroll deductions occur or as contribution is due to be credited. Recoupment aligns with timing of contribution processing.
Claim Based	Funding Arrangement	Funds are sent to cover plan activity. Recoupment occurs weekly.
Notional	Benefit Type Category	Health FSA, Dependent Care FSA, HRA, Commuter, Custom Plan
HSA	Benefit Type Category	Health Savings Account

Pull Funding

Notional Claims Based Arrangement

Overview	<p>Funds are paid to FloresHR as participants swipe their cards or submit expenses for reimbursement. FloresHR applies contributions to participant records to account for payroll deductions but does not draft for contribution funding. Participant payroll contributions are held by the employer.</p> <p>Participants have access to funds in accordance with plan design.</p>
Process	<p>File Option: A file itemizing employee and/or employer contributions is sent to Flores by secure file transfer or upload to our employer portal.</p> <p>Automated Option: FloresHR can auto-deposit contributions to participant accounts following the employer's contribution schedule.</p>
Prefund	<p>A 5% prefund of total annual contributions is required at the beginning of the plan year for any plan that offers the FloresHR Benefits Card. Prefund requirement is subject to increase based on utilization.</p>
Funds Transfer Method	<p>Employer contacts will receive a weekly invoice on Thursdays recapping all claim and/or debit card spend that occurred during the prior week. FloresHR automatically debits from the employer funding account to cover the amount due.</p>
Reporting	<p>The Claim Based Funding Report will capture participant plan transactions captured on each weekly invoice. Employer contacts will receive an email notification when this report is available for download from the Employer Portal.</p>
Applicable Plan(s)	<p>Health FSA, Dependent Care FSA, HRA, Commuter, Custom Plan</p>

Pull Funding

Notional Contribution Arrangement

Overview	Funds are paid to FloresHR as these are deducted through payroll for each enrolled participant. Participants have access to funds in accordance with plan design.
Process	<p>File Option: A file itemizing employee and/or employer contributions is sent to FloresHR by secure file transfer or upload to our employer portal.</p> <p>Automated Option: FloresHR can auto-deposit contributions to participant accounts following the employer's contribution schedule</p>
Prefund	A 5% prefund of total annual contributions is required at the beginning of the plan year for any plan that offers the FloresHR Benefits Card. Prefund requirement is subject to increase based on utilization.
Funds Transfer Method	Employer contacts will receive an invoice recapping all employee/employer contributions added during the previous day. FloresHR automatically debits from the employer funding account to cover the amount due on the following day.
Reporting	The Payroll Funding Reconciliation Report will capture contributions funded. Employer contacts will receive an email notification when this report is available for download from the Employer Portal.
Applicable Plan(s)	Health FSA, Dependent Care FSA, HRA, Commuter, Custom Plan

Pull Funding

HSA Contribution Arrangement

Overview	Funds are paid to FloresHR as they are contributed by participants and/or the employer each payroll. Participants have access to funds after they have been successfully deposited into their account.
Process	<p>File Option: A file itemizing employee and/or employer contributions is sent to Flores either by secure file transfer or upload to our employer portal.</p> <p>Client Entry Option: Employee and/or employee contributions are entered to Flores through the Employer Portal using the "Process Contributions from Scratch" tool.</p>
Prefund	A prefund is not required for HSA.
Funds Transfer Method	Employer contacts will receive an invoice recapping all employee/employer contributions posted to accounts. FloresHR automatically debits from the employer funding account to cover the amount due on the following day.
Reporting	The HSA Payroll Funding Reconciliation Report will capture contributions funded. Employer contacts will receive an email notification when this report is available for download from the Employer Portal.
Applicable Plan(s)	HSA
