

ASO Fees

Service Code	Service	Fee
Medical Fees		
0001	Medical Fee 1. 1 .2024-12.31.2024	\$32.25 Per Employee Per Month ("PEPM")
	1. 1.2025-12.31.2025	\$32.97 Per Employee Per Month ("PEPM")
Flexible Spending Account (FSA) Fees		
0001	Base FSA Fee, PEPAPM means per employee per account per month *Health Care Account	
	1.1.2024-12.31.2024	\$4.00 PEPAPM
	1.1 .2025-12.31.2025	\$4.20 PEPAPM
0914	FSA Fee *Dependent Care Account	
	1.1.2024-12.31.2024	\$3.00 PEPAPM
	1.1.2025-12.31.2025	\$3.15 PEPAPM
0164	Debit card	\$1.40 Per Card Per Month with Medical
Health Reimbursement Account ("HRA") Services		
1201	HRA administration services: *Integration with claim administration of the medical plan *Strategic planning support and plan modeling *Rollover configurations, asset accumulation, and proration options *Reporting package *Participant web services *Consumer education materials	Included in Medical Fee