

Compliance

The FlexAccount Plan is a defined contribution benefit that eliminates concerns about compliance with DOL guidance. Government contracts are specific on how to meet the health and welfare fringe benefit obligations with the emphasis to pay the fringe benefit on hours worked, or hours paid. With AXIS, the employees are receiving credit for the actual fringe benefit dollars. This is the simplest form of compliance.



technology · flexibility · simplicity

Employer Advantages

The AXIS FlexAccount Plan is attractive to employers because it allows for reduction of payroll taxes while meeting employees specific needs – free of income tax. The AXIS Plan permits any Major Medical Program to become compliant with the Service Contract and Davis Bacon Acts. Now you can use your current Major Medical Plan and not worry about compliance. Employers may choose to fund all of the fringe benefit dollars into the FlexAccount thus allowing employees the opportunity to choose the benefits that fit their individual needs. Employee choices mean a happier and more productive workforce.

Employee Advantages

The FlexAccount debit card program is a breakthrough solution that gives employees choices for spending their fringe benefit dollars with an easy to use debit card system. FlexAccount debit card gives employees instant access to their funds. The FlexAccount virtually eliminates claim forms, which means employees no longer have to pay cash out of pocket and wait for reimbursement checks. In addition, AXIS provides instant access to account balance information via secure internet access and 24 hour, toll-free phone access.



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Specialized Benefit
Plans for Government
Contractors.

Trouble finding an
appropriate benefit plan
for government contract
employees?

Contact AXIS about flexible
benefits that will revolutionize
your offering to government
contract employees.



For years, Government Contractors have struggled with the right benefit package to offer their employees. AXIS Health Partner has the solution! AXIS has designed the ultimate health plan option — creating high quality benefits and flexibility in one seamless package.

The AXIS FlexAccount is an employer-funded Health Reimbursement Account, linked to a debit MasterCard®. For every hour your employees work, they receive a contribution to their FlexAccount. These contributions accrue in their account on a monthly basis. Participants may use these funds for health-related expenses for themselves and their eligible family members throughout the Plan Year.

Customer Service

At AXIS, we strive to provide Participants with the highest level of service possible. To provide current account information, we provide instant access to account balance information via secure internet access and 24-hour, toll-free phone access.

Contact AXIS Customer Service with any questions concerning eligibility, billing, benefits, providers, claims or other services. Our Customer Service hours are Monday to Friday, 8:00AM - 8:00PM EST

Our website, www.axisflex.com, is another great resource for Participants. They can enroll online, obtain all AXIS forms, see transaction and contribution history, get up-to-date news items, and much more.



Samples of eligible expenses include:

COPAY EXPENSES

- Medical copays
- Medical deductibles

NON-GROUP PREMIUMS

- COBRA
- TRICARE premiums
- TRICARE supplements
- Individual premiums

MEDICAL FACILITY & SERVICE EXPENSES

- Acupuncture
- Ambulance
- Anesthetist
- Chiropractor
- Dentist
- Gynecologist
- Hospital
- Laboratory
- Nurse
- Obstetrician
- Optometrist
- Oral Surgeon
- Orthodontics
- Osteopath
- Pediatrician
- Physician
- Podiatrist
- Psychiatrist
- Psychoanalyst
- Surgeon

HANDICAPPED EQUIPMENT & SERVICE EXPENSES

- Crutches
- Seeing Eye Dog
- Corrective Devices
- Artificial Limb
- Nursing Services
- Hearing Devices
- Wheelchairs
- Braille Print Items
- Home/Access Equipment
- Special Education

QUALITY OF LIFE EXPENSES

- Smoking Cessation
- Contact Lenses
- Nursing Services
- Lasik
- Weight Loss Program
- Special Education

FAMILY EXPENSES

- Child Care
- Birth Control
- Fertility Enhancement
- Immunizations
- Family Planning
- Birthing Center
- Nursing Home
- Well-baby Care

DEPENDENT DAYCARE EXPENSES

- After school programs
- Child care
- Nursery school
- Adult day care
- Before school programs
- Babysitting
- Preschool
- Elder care



Qualifying Expenses

The FlexAccount Plan can reimburse Participants for health-related expenses. Participants of the AXIS FlexAccount Plan may use their AXIS MasterCard® debit card for many eligible Plan reimbursements. For eligible expenses where the debit card cannot be used, Participants should file a manual claim by fax or mail. Claims with proper documentation and in good order are processed within three business days of receipt.

Pharmacies

The AXIS MasterCard® debit card can be used at our member pharmacies to purchase prescription items. Funds in the FlexAccount can be used to reimburse Participants for qualifying purchases made at non-member pharmacies, even though the card is not accepted. At non-member pharmacies and for over-the-counter items, the Participant must pay for the prescription or OTC item and submit a claim to AXIS for reimbursement.

Transportation

The Transportation Reimbursement option provides Plan Participants with a pre-tax benefit for the payment of certain commuting expenses. During the benefit Plan Year, employees may receive reimbursement for transit/vanpooling expenses and for qualified parking expenses.

Dependent Care

The Dependent Daycare option provides Plan Participants with a pre-tax benefit for payment of child and elder care expenses. Expenses for child/dependent care (day care) incurred in order for the Participant and Spouse to be gainfully employed are eligible for reimbursement.