

Honan.

Honan Flexible Benefits

Flex Lite

When our clients show interest in providing Flexible Benefits to their employees, we recommend they first try a Flexible Points Spending Model. Under this model employees are provided a Core Plan, set by the company and a Flexible Spending Account which entitles employees to an amount of points for spending on additional items which are prescribed by the company.

Core Plan

Inpatient

Basic
Coverage

Outpatient

Basic
Coverage

Group Term Life

12 X Basic
Monthly Salary

Personal Accident

12 X Basic
Monthly Salary

Flexible Spending Account

Employees are provided an allowance of 500 points (1 point = \$1) in their Flexible Spending Account to spend on the following items. These items are fully customizable and are selected by our clients.

Typical items include but are not limited to:

- ✔ Dental
- ✔ Optical
- ✔ Traditional Chinese Medicine
- ✔ Gym Memberships
- ✔ Alternative Medicine
- ✔ Health Screening
- ✔ Counselling
- ✔ Childcare
- ✔ Education Fees
- ✔ Travel Expenses
- ✔ Personal Development

Invoices supporting the above purchases need to be produced and employees are reimbursed for their claims.



Flex Mini

After implementing Flex Lite and witnessing first-hand the improvement in Employee Engagement, our Clients will look to provide more flexibility in the program. This is achieved through Benefits Selection. Benefits Selection is a process where the company allows their employees to increase the level of insurance coverage they are provided, using their Flexible Spending Account.

The client will set a Core Plan which is the minimum amount of Insurance an employee is allowed to have and allocate a price tag to each increased level of cover.

The balance of the Flex Spending Account after Benefits Selection is then used for either Flexible Spending Items or Encashment.

2,000 Points Allocated to All Employees

Core Plan

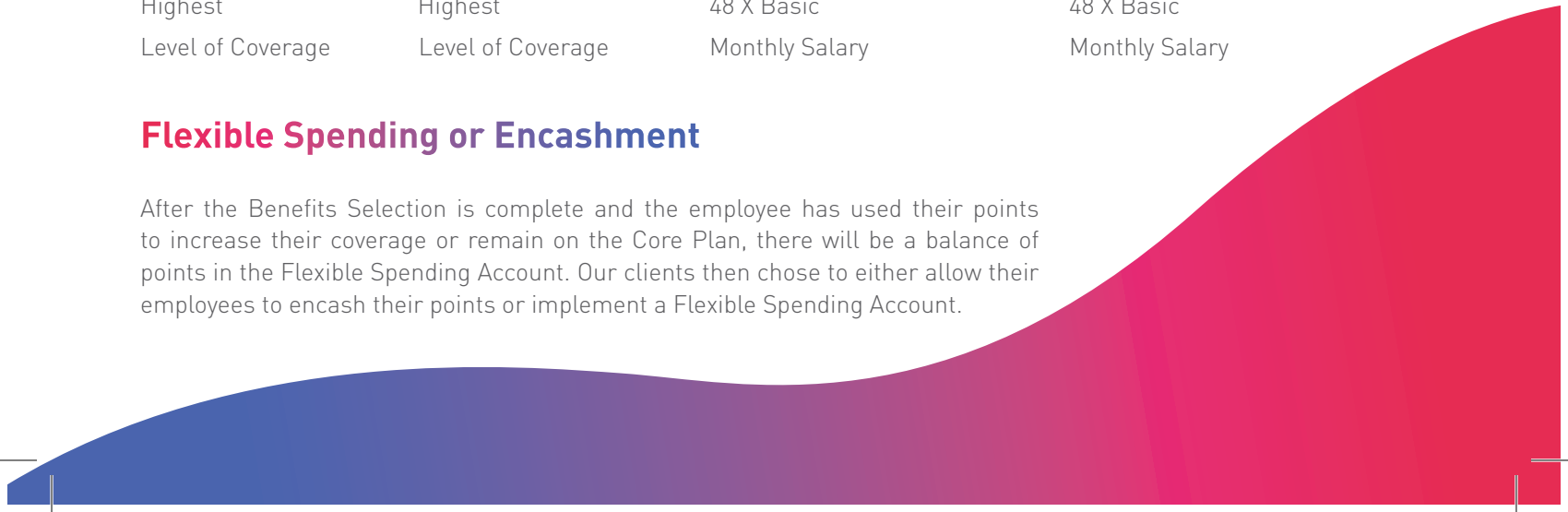
Inpatient	Outpatient	Group Term Life	Personal Accident
Basic Coverage	Basic Coverage	12 X Basic Monthly Salary	12 X Basic Monthly Salary

Benefits Selection

Inpatient	Outpatient	Group Term Life	Personal Accident
500 Points Increased Optional Coverage	250 Points Increased Optional Coverage	400 Points 24 X Basic Monthly Salary	150 Points 24 X Basic Monthly Salary
or	or	or	or
1,000 Points Highest Level of Coverage	500 Points Highest Level of Coverage	800 Points 48 X Basic Monthly Salary	300 Points 48 X Basic Monthly Salary

Flexible Spending or Encashment

After the Benefits Selection is complete and the employee has used their points to increase their coverage or remain on the Core Plan, there will be a balance of points in the Flexible Spending Account. Our clients then chose to either allow their employees to encash their points or implement a Flexible Spending Account.



Flex Plus Family

The Flex Plus Family option, allows employees to use their Flexible Spending Account to upgrade their own coverage as well as the coverage of their loved ones. These options can include:

- Employee Only
- Employee + Spouse
- Employee + Children
- Employee + Family

This is decided through the Benefits Selection Process

Core Plan

Inpatient

Employee Only
Basic
Coverage

Outpatient

Employee Only
Basic
Coverage

Group Term Life

Employee Only
12 X Basic
Monthly Salary

Personal Accident

Employee Only
12 X Basic
Monthly Salary

Benefits Selection

Inpatient

500 Points
Increased
Optional
Coverage

or

1,000 Points
Employee Only
Highest
Level of Coverage

or

600 Points
Employee
Plus Spouse or
Children
Basic
Coverage

or

800 Points
Employee
Plus Family
Basic
Coverage

Outpatient

250 Points
Increased
Optional
Coverage

or

500 Points
Employee Only
Highest
Level of Coverage

or

350 Points
Employee
Plus Spouse or
Children
Basic
Coverage

or

500 Points
Employee
Plus Family
Basic
Coverage

Group Term Life

400 Points
24 X Basic
Monthly Salary

or

800 Points
Employee Only
48 X Basic
Monthly Salary

Personal Accident

150 Points
24 X Basic
Monthly Salary

or

300 Points
Employee Only
48 X Basic
Monthly Salary





Full Flex Optimisation

This is the top level of Flexible Benefits Plan where the only limitation is our client's imagination! Under this model, our clients allow their employees to sell benefits in order to increase their Flexible Spending Account Points.

This model can include but is not limited to:

- ✔ Selling Leave
- ✔ Reducing the amount of Cover from the Core Plan
- ✔ Opting out entirely from the Core Plan
- ✔ Trading off other benefits that the company provides their employees with Flexible Spending Points

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