



Administration Services

Self Funded Health Benefits

- Medical
- Reference-Based-Pricing Plans
- Prescription Drug Programs
- Dental
- Short-Term Disability
- Vision

Health & Wellness

- Utilization & Case Management
- Disease Management
- Targeted Health Coaching
- Onsite Health Risk Assessments
- Predictive Modeling for Trend Management

Consumer Driven Services

- Flexible Spending Accounts
- Health Reimbursement Arrangements
- Health Savings Accounts

Compliance Services

- Legislative Guidance
- COBRA
- FMLA/Leave Administration

Outsource your FMLA administration to Custom Design Benefits. We have the experience and flexibility to work with your special leave options.

About Custom Design Benefits

Custom Design Benefits (CDB), founded in 1991, is Cincinnati’s largest, independent Third Party Administrator of self-funded health benefit plans and consumer driven services. CDB is recognized as a national leader in the development and implementation of reference-based-pricing plans and other healthcare strategies.

Offering a full menu of health benefit administration and compliance services, Custom Design Benefits provides innovative cost containment solutions for employee benefits.

FMLA Questionnaire

Please review and answer the following questions about your organization.

Yes No

- Is your organization able to stay up to date on all FMLA regulations and changes?
- Is your organization able to stay up to date on state-mandated leave regulations and changes?
- Is your organization able to stay up to date on the interaction among multiple types of leaves (short-term disability, long-term disability, Worker’s Comp, ADA, etc.) and administer them correctly?
- Does your organization have access to a software program that ensures leave deadlines are followed consistently?
- Is FMLA at my company tightly managed and 100% compliant with federal regulations?
- Do you have a solid method/system for required record-keeping and maintenance of leave paperwork for all employees?
- Are leave requests being over-granted due to lack of understanding FMLA regulations and employee eligibility requirements?
- Are all leave requests being handled confidentially?
- Are all leave requests and administration documentation being retained and stored in a confidential and easy to access manner for 7 years?
- Can my organization focus on all the necessary HR responsibilities while compliantly managing complex leaves?

Call us if you answered “NO” to any of these questions