

## Should My Organization Consider CDB for FMLA Administration?

Please review and answer the following questions about your organization.

YES NO

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

***Call us if you answered "NO" to any of these questions***

## About Custom Design Benefits

**Custom Design Benefits (CDB)**, specializes in the administration of self-funded health benefits, compliance services such as FMLA, COBRA, and consumer driven services. Founded in 1991, Custom Design Benefits is the area's largest independent Third Party Administrator servicing brokers and employers in Ohio, Kentucky and Indiana and is recognized for exceptional administration of FMLA and similar employee leave programs.

## Administration Services

### Self-funded Plans

- Medical with PBM integration
- Dental
- Vision
- Hybrid Insurance Plan (HIP) – Advanced HRA

### Compliance & Support

- Compliance Attorney
- COBRA administration
- SPD & Plan Documents
- Claim fiduciary services

### FMLA & Leave Management

#### Medical and Pharmacy Risk Management

- TrueCost Rx (Pharmacy RBP)
- Independent Specialty Drug Prior Authorizations
- Custom Care Population Health Management

### Custom Flex

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

### Cost Containment Solutions

- TrueCost RBP
- Telemedicine with behavioral health & EAP
- Direct Primary Care

**Ensure compliant leave administration with Custom Design Benefits. We have the experience and flexibility to work with your special leave options.**