EXECUTIVE EXPENSE REIMBURSEMENT PLAN

TheACEC Life/Health Trust Plan offers the optional Executive Reimbursement Plan (EERP). This is an effective way to provide enhanced health benefits to officers and senior management. Because eligibility standards are set by participating ACEC firms, the EERP is an excellent way to reward selected long-term employees, owners and principals.

The plan provides 100% coverage up to an annual maximum for out-of-pocket expenses such as deductibles and coinsurance. All premiums are fully deductible by participating firms.

EERP MEDICAL BENEFITS

The plan provides 100% coverage up to $3,500* per year for the following expenses incurred by plan participants and covered dependents:

- Medical deductible and coinsurance amounts
- The difference charged by a hospital to upgrade to a private room
- Extended care facility treatment beyond the 60-day limitation
- Prescription drug card deductible and copayment amounts
- Dental deductible and coinsurance amounts
- Covered dental expenses in excess of the annual dental maximum
- Charges in excess of the allowable amount for routine physical exams (not available to dependents)
- Charges in excess of the allowable amount for covered hearing expenses
- Vision Service Plan copayment amounts
- Outpatient treatment of mental health and substance abuse problems
* $5,000 option may be available.

EERP TAX ADVANTAGES

The ACEC Life/Health Plan’s Executive Expense Reimbursement Plan eliminates the necessity for officers and senior managers to participate in a cafeteria or flexible benefit plan. Removing “highly compensated” employees from your firm’s cafeteria or flexible benefit plan will effectively reduce discrimination issues. EERP premiums are fully deductible by the firm. Check with your tax advisor for more details.

Please note: EERP benefits are not available in conjunction with HSA qualified High Deductible Health Plans.