



Risk & Insurance | Employee Benefits | Retirement & Private Wealth

WEBINAR

# What the One Big Beautiful Bill Act Means for Benefits in 2026 and Beyond





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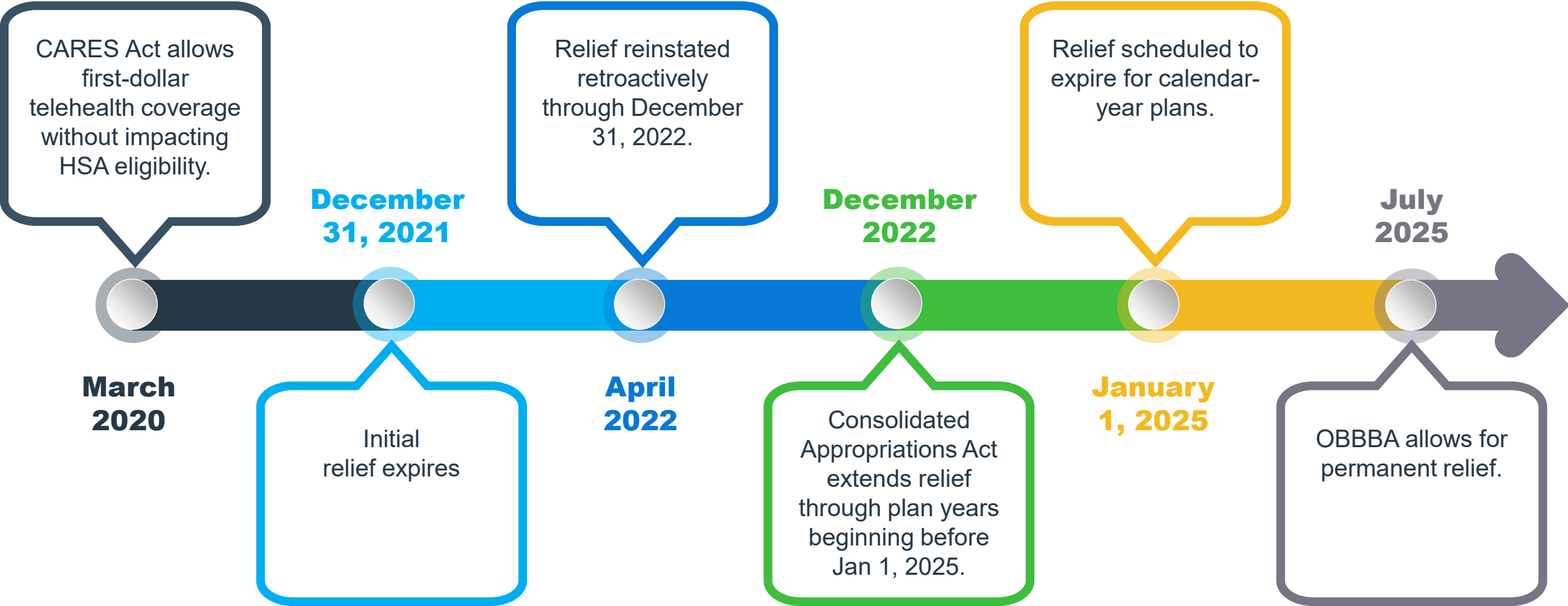
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# Compliance



# Telehealth First-Dollar Coverage Timeline





# Telehealth



Pre-deductible telehealth coverage allowed without affecting HSA eligibility



Employer may:

- Charge fair market value
- Reduce or eliminate cost-sharing



Applies retroactively to plan years starting after December 31, 2024

- 2024 plan year relief still applies



Mid-year changes may be complex – consider forward implementation



# HSAs and Direct Primary Care



Effective beginning January 1, 2026



Individuals in a qualifying Direct Primary Care Arrangement (“DPC”) individually or through their employer can contribute to an HSA



HSA eligibility rules still apply – enrollment in qualified HDHP coverage and no other disqualifying non-HDHP medical coverage



Fixed periodic fee for DPCA services cannot exceed \$150/month for individuals or \$300/month for more than one individual



# HSAs and Direct Primary Care



Direct Primary Care (“DPC”) fees can now be paid with HSA funds – starting January 1, 2026

Change only amends §223 of the IRC, which governs HSAs

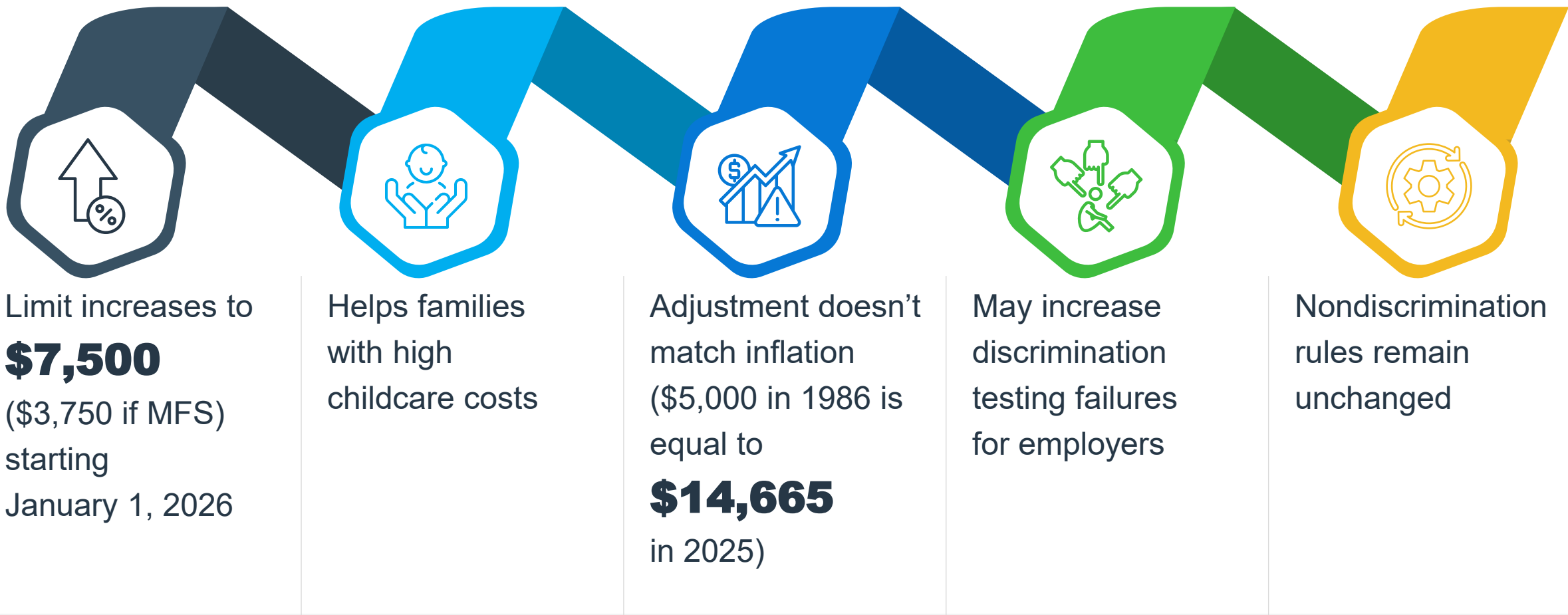
Does not amend §213(d), which is the general definition of medical expenses for virtually all tax purposes

**Result – DPC fees are a “medical expense” for HSA funds only, does not apply to FSAs, HRAs, or out of pocket medical expenses**

Likely beneficial for individuals who have HSA balances but no health coverage



# 2026 Dependent Care FSA Contribution Limit Update



# Permanent Student Loan Repayment Benefit

Employers can offer tax-free student loan repayment under Section 127



Made permanent by the One Big Beautiful Bill Act (OBBBA)



Additionally, the limit of \$5,250 (2025) will be indexed for inflation moving forward



# Bicycle Commuter Benefits



The final version of OBBBA eliminates the exclusion for qualified bicycle commuting reimbursement



Modified the inflation adjustment calculation used in the limitation on the exclusion for all qualified transportation fringe benefits

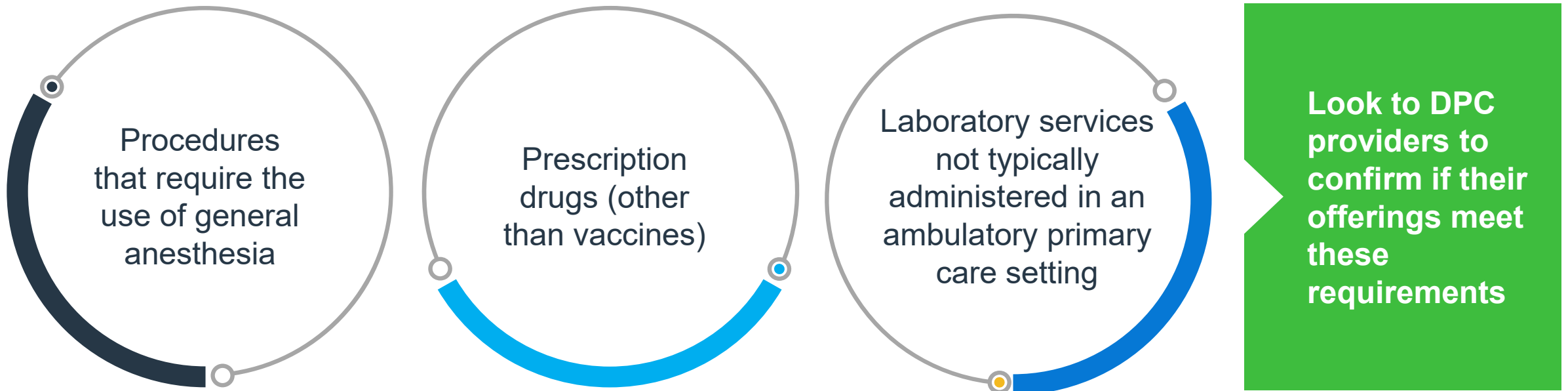
# Health & Wellness

## Telehealth & Direct Primary Care



# Direct Primary Care – Definition

**Direct Primary Care Service Arrangement** means, with respect to any individual, an arrangement under which such individual is provided medical care consisting solely of primary care services provided by primary care practitioners if **the sole compensation for such care is a fixed periodic fee**. For purposes of this definition, “primary care services” shall not include:





# Telehealth vs Direct Primary Care

Mutual aspect is that both can be accessed virtually.



## Telemedicine

- Broad term including various remote healthcare services
- Scope: broader, encompassing various remote healthcare services
- Focus: more immediate care
- Not a multi-session, follow up model
- Footprint: 78% of hospital systems incorporate telehealth. Lots of third-party solutions available.
- **Fees:** Typically acquiring fees per visit

## Direct Primary Care

- Delivery of primary care services remotely or in some cases in person
- Scope: primary care
- Focus: on continuity of care and more comprehensive health management
- Access care as needed
- Footprint: more localized, and varies by region
- **Fixed Fees:** capped at the membership rate regardless of utilization

# Benefits of Direct Primary Care

## Preventative medicine benefits

- Reduce chance of chronic conditions
- Better management of disease conditions
- Better Quality of life
- Improve treatment outcomes

## Cost Savings

- Addressing disease states earlier can help avoid more costly treatments
- Cost effectiveness of the DPC can help address cost as a barrier to care

## Personalized Care

- Access to longer and more frequent appointments make it easier for the employee to connect to their provider to improve outcomes.

## Direct primary care

Healthcare business model in which patients purchase a membership that allows them unlimited access to certain primary care services



Easier for people to see their doctor



Longer one-on-one time with them during appointments



Receive primary care as needed without any additional costs



Still need major medical coverage for non-primary care

Sources: 1. <https://www.healthinsurance.org/glossary/direct-primary-care/> 2. <https://www.cms.gov/priorities/innovation/key-concepts/preventive-care>

# How Does Direct Primary Care Work?



Source: <https://www.healthinsurance.org/glossary/direct-primary-care/>

# Incorporating Strategy: Direct Primary Care

## Prevalence

As of 2024, there were more than **2,400** direct primary care practices, operating in nearly every state in the U.S.<sup>1</sup>

Solutions include virtual based direct primary care options and direct onsite care options.

## Trending

As healthcare costs continue to rise, direct primary care (DPC) models offer a more flexible and cost-effective approach to employee health care.<sup>2</sup>

## Strategize with your broker

Engage with your broker to see what solutions have been approved and align to your unique culture, needs and goals.

Source: <https://mapper.dpcfrontier.com/> 2. <https://www.shrm.org/enterprise-solutions/insights/direct-primary-care-alternative-way-to-curb-health-care>

# Retirement

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## Trump Accounts





# Trump Accounts – Baby Bonds



Gives all children a financial foundation, helping to close the wealth gap.



Introduces families to saving and financial planning early on.



More savings and investment could lead to long-term economic growth

**3.6 million babies born in the U.S. each year**

# Trump Accounts – Baby Bonds



- Pilot Program – will take at least 12 months to implement
  - May be implemented simultaneously with Saver Tax Credit (Potentially 2027)
- Creates a government funded IRA account for all US citizens born between Jan 1, 2025 and Dec 31, 2028
- No income limitations
- Parents can add up to \$5,000 per year
- Employers can add \$2,500 per year (non taxable as income)
- Non-Profits and State Governments can contribute

# Trump Accounts – Details

- Cannot be liquidated until age 18
- Must be invested in an index fund with fees less than 0.10%
- The IRS will be contracting with investment provider/s
- Created as an IRA and follows IRA rules, include taxation and penalty rules
  - No penalty for purchase of home or educational expenses, including trade school
  - Will be treated as a pre-tax contribution
  - Deposits are not tax deductible
  - Tax deferred growth of account



# The Great Unknown



# Key Takeaways

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# Q&A

# UPCOMING WEBINARS

## **Bridging the Vitality Gap:**

Turn Employee Insights into High-Impact, High-Utilization Benefits Plans

Wednesday, September 10

12:00 PM CT

## **Tuning the Cost Levers:**

Optimizing Benefits While Protecting Your Bottom Line

Wednesday, September 24

12:00 PM CT

For more information, visit [www.hubinternational.com/events/](https://www.hubinternational.com/events/)

# Thank you

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# Glossary of Terms

- **CARES Act** – Coronavirus Aid, Relief and Economic Security Act
- **DCFSA** – Dependent Care Flexible Spending Account
- **DCP** – Direct Primary Care Service Arrangement; healthcare business model in which patients purchase a membership that allows them unlimited access to certain primary care services
- **FSA** – Flexible Spending Account
- **HDHP** – High-Deductible Health Plan
- **HRA** – Health Reimbursement Arrangement
- **HSA** – Health Savings Account
- **IRA** – Individual Retirement Account
- **OBBBA** – One Big Beautiful Bill Act
- **PEPM** – Per Employee Per Month
- **Telehealth / Telemedicine** – the use of electronic information and telecommunication technologies to support long-distance clinical health care