



NCHBA Benefits Trust Member Health Plan

**In partnership with Blue Cross and Blue Shield Of North Carolina
and Select Employee Benefit Firms**

WHAT

The NC Home Builders Association has partnered with Blue Cross NC to offer a Member Group Health Plan developed specifically for qualified NCHBA employer members. Initial benefits will include medical, dental and vision through Blue Cross NC, and group life and disability through other carriers.

WHY

Health Insurance costs are one of the top concerns for small and large businesses across the country. Smaller employers (less than 200 employees) have very limited medical insurance options. The NCHBA Benefits Trust will give employer members another market choice with potential cost savings for qualified members.

WHO

The Trust plan is offered to employer members of the NCHBA who are headquartered in North Carolina, are active members of NCHBA, have at least 2 employees, and whose business is directly related to the Home Building Industry. Spouses do not count as a second employee.

WHEN

The official start date of the plan is July 1, 2024. Employers may join the plan at any time throughout the year. The plan will have an anniversary date of July 1.

HOW

The benefits will be marketed and serviced through preselected employee benefits firms who have exclusive agreements with NCHBA. Blue Cross NC will underwrite and service the medical, dental and vision benefits, while Capstone Administrators will deliver Trust services and provide participating employers with benefit administration support.

Blue Cross and Blue Shield of North Carolina is an independent licensee of the Blue Cross and Blue Shield Association. Capstone Administrators is an independent company that provides administration services on behalf of your health plan.





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The NCHBA Health Plan Trust (Benefits Trust) is a legal entity guided by the federal code under the Employee Retirement Income Security Act (ERISA). It is considered an insured MEWA or Association Health Plan (AHP). AHP's are dually regulated at the federal level by the Department of Labor (DOL) and Department of IRS, and at the state level by the NC Department of Insurance.

Eligibility requirements for the NCHBA Health Plan Trust (Benefits Trust) include but are not limited to the following:

1. Be an active member of the NCHBA.
2. Be an employer who generates at least 50% of their annual revenue through an eligible Home Building trade. Please see the Allowed Home Building Industry codes below.
3. Be an employer with 2 or more enrolled in the health insurance plan offering. Spouses do not count as a second employee.
4. Meet other underwriting requirements as may be required by Blue Cross NC and NC health insurance statutes and that may change from time to time.
5. Complete a Participation or Subscription Agreement acknowledging your participation in the Benefits Trust.

ALLOWED STANDARD INDUSTRIAL CLASSIFICATIONS (“SIC”)

- Code 15 Range: General Contractors, Residential, Industrial, and Non-residential
- Code 1623: Water, sewer, pipeline, communication, and power line
- Code 17 Range: Construction – specialty trades; plumbing, masonry, drywall, carpentry, flooring, roofing, concrete, etc
- Code 6552: Land developers and subdividers
- Code 7353: Heavy construction equipment rental and leasing
- Codes 8711, 8712, 8713: Services, engineering, architectural, surveying
- Codes 8741, 8742, 8748: Services; management, management consulting, and business consulting

Your broker will work with you to identify your assigned SIC during the application process.

None of the above should be considered legal advice or a guarantee of coverage in the NCHBA Benefits Trust.

