

PROFESSIONAL SERVICES

- EBC takes responsibility that the Plan and forms are compliant with applicable laws and regulations
- EBC provides Legal Plan Document and Summary Plan Description
- Comprehensive Enrollment Kit
- EBC runs annual discrimination tests on your Flex Plan and gives appropriate recommendations to maintain legality
- EBC provides COBRA administration
- EBC provides HIPAA Notices
- Free consulting services

FEES

EBC charges a flat fee of \$3.00 per participant per month. **NO HIDDEN FEES!**

Now is the time to compare and save.

Call an EBC representative for a free 125 Flexible Benefits Plan proposal.



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Section 125 Flexible Benefits Plan



SECTION 125 FLEXIBLE BENEFITS PLAN

WHAT IS A 125 FLEX PLAN?

A 125 Flex Plan allows you to pay for IRS defined “eligible” expenses on a tax-free basis. These tax-free dollars can be used to reimburse expenses incurred by you, your spouse and your legal dependents.

Experts rely on a variety of Internal Revenue Codes, Notices and Publications to establish a compliant 125 Flex Plan and to determine “eligible” expenses.

WHAT TAXES CAN BE SAVED?

Employer: Employer does not pay FICA (7.65%) on salary that employees dedicate to the Flex Plan.

Employee: Employee saves Federal, State and FICA taxes. Typical savings would be between 28% - 30% of the salary dedicated to the Flex Plan.



THE EBC APPROACH

EBC's 125 Flex Plan provides for the following Flex benefit categories:

Fixed Category:

- Payroll Deducted Health and/or Dental Insurance Premiums

The employee's share of the employer-sponsored health insurance premium cost is deducted from the employee's salary on a pre-tax basis by the employer. The amount of this deduction may be adjusted due to a change in insurance cost or coverage.

Variable Categories:

- Health Out-of-Pocket Expenses
- Child and Dependent Care Expenses
- Outside Health Insurance Premiums
- Group-Term Life Insurance (Employer-Sponsored Only)
- Health Savings Account

Before the plan year begins, employees make their Flex elections. Equal deductions are taken each pay period for each category in which the employee elected to Flex.

Claims for health out-of-pocket expenses are reimbursed regardless of the amount deducted to date.

Claims for dependent care, outside health insurance, or term life insurance are reimbursed up to the amount that has been deducted to date

ON-LINE ACCESS

Employees may review their Flex account activity by going on-line with a secure password.

REIMBURSEMENT OF CLAIMS

EBC processes claims daily and sends out reimbursements on Mondays, Wednesdays and Fridays (precluding holidays). That means you are likely to be reimbursed within three days of EBC receiving your claim.

EDUCATIONAL SERVICES

Flex Plans can be intimidating and confusing. EBC representatives are available for group meetings with your employees and their spouses. The meetings usually take about 30 minutes (includes Q&A).

Upon completion of this session, employees will have a better understanding of how the program can benefit them personally and how the program works.