

BREAKING NEWS! An Affordable Alternative To Group Health Insurance Defined Contribution Hits the Scene Due to Healthcare Reform

DID YOU KNOW:

- Employees can now pay for individual health insurance on a pre-tax basis just like group insurance.
- Employers can contribute tax-free to their employees' individual health costs.
- Less than 45% of small employers offer health insurance today.
- Health Reform is expected to accelerate the switch from group insurance to individual policies.
- PPACA is not something Employers want to deal with.

HOW CAN I IMPLEMENT THIS AT MY COMPANY?

Defined Contribution is current a term used for 401Ks Old Pueblo Benefit Advisors uses the Defined Contribution Now! System. Here's how it works:

Step 1—The employer creates a plan online and enrolls employees. Employees get their own user names and passwords.

Step 2—Employees individually purchase their own policies from a menu of benefits, pay the bills themselves and add their policy choices to their online account.

Step 3—Each month the administration system instructs the employer to make pre-tax withholdings via payroll and tax-free reimbursements for each employee in the plan.



Features for Employees:

- Freedom to choose any policy that fits their need and lifestyle
- Direct relationship with insurance company and they own the policies
- 20-40% savings in income and payroll tax savings on policy costs



Features for Employers:

- Affordable alternative to group health plans
- Ability to fix benefit costs—no contribution required
- Not subject to discrimination rules or participation rules
- Painless administration for reimbursing employees through payroll

This program is offered through Old Pueblo Benefit Advisors, LLC and all Administration costs are provided in a proposal format. These fees are nominal and the savings in FICA taxes alone makes the program worth it! Simply provide an employee census of those wanting to participate.

Frequently Asked Questions

Q: Are employees limited to certain health plans? Do I have to choose a set of benefit offerings?

A: There are no limitations and you do not have to offer a set of benefits. The employees get to choose from a menu of top rated insurance products to fit their needs.

Q: What are the tax benefits for the employees?

A: The Defined Contribution Now! system contributions are 100% tax-free to employees. All reimbursements are excluded from employees' taxable income and are not subject to any income or payroll tax withholding.

Q: What are the tax benefits for employers?

A: The Defined Contribution Now! system contributions are 100% tax-deductible to the company as a business expense. All reimbursements are excluded from employees' taxable income and are not subject to FICA tax withholding (7.65%)

Q: How much time does it take to set up the Defined Contribution Now! system?

A: It takes less than 20 minutes for a company to set up the DCN! The entire system is online and there is no paperwork. Once the system is set up, on-going administration takes less than five minutes a month using the company's existing payroll system.

Q: What payroll system works with this?

A: Any payroll systems works whether in-house or outsourced.

Q: Can an employer give different employees different contributions?

A: Yes! An employer can give difference contributions based on bonafide (e.g. job categories, geographic location, part-time or full-time status, etc.) employee classes.

Q: Does this work for Part-time employees or Independent contractors?

A: Due to its flexibility it is ideal for these people because Part-time employees can run their costs through payroll thus saving on income taxes. Independent contractors can access these benefits and report the reimbursements as income. They may not otherwise get access to coverage.

Q: Why do I need this administration system? Why can't I just do this myself under section 105H?

A: This system helps ensure that an employer does not violate ERISA and HIPAA when contributing to employee individual health insurance policies. Contributing to employees' individual health insurance costs without utilizing an ERISA-compliant system will cause the employer to "endorse" the individual health insurance plan and potentially violate employee's HIPAA rights. We take the hassle of sponsoring a plan that is "One Size Fits All". We also remove you from the haggling position with the insurance carriers! No more annual double digit increases eating away at your budget! Contributions are set indefinitely.

Defined Contribution Now! is a system that can be used with any group size of at least three.

CALL OR EMAIL NOW FOR YOUR CUSTOMIZED PROPOSAL TODAY. 1-888-977-5901

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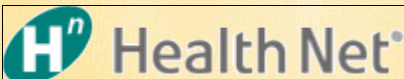
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