



SECTION 125

PROVIDED BY
BEN-E-LECT

Many companies interested in establishing a cafeteria plan are concerned about the problems of administering such a plan. Ben-e-lect ends those concerns.

Ben-e-lect has been in the employee benefits business for nearly 40 years and has been designing and administering cafeteria plans for over ten years. We can provide consulting, administrative services, and communications in all areas of flexible benefit plans. We make service a priority.

A Section 125 Plan is a method of delivering qualified benefits to employees in a manner that provides tax savings to both the participant employees and to the sponsoring employer. The tax advantages come from Code Section 125, which was added to the Internal Revenue Code by the Internal Revenue Act of 1978.

Section 125 is not an insurance plan. Section 125 is not magic. It simply enables employees to pay for qualified benefits with pre-tax dollars instead of taxed dollars. And...for every dollar an employee elects to place under Section 125, the employer will save an average of 15% in payroll tax.

Section 125 Rates

SET-UP & RENEWAL

Employer enrolled in other Ben-e-lect Product	\$250.00
Stand Alone Section 125 Client	\$500.00
Annual Renewal Fee	\$100.00

Includes ~ Personalized Plan Document, Summary Plan Description, Discrimination Testing, Administration Kit, Enrollment Forms AND annual Employee Account Status Report.

PREMIUM ONLY

Ben-e-lect will~
Enter employee data into administration system, update data, changes and terminations, as reported by employer, as well as enter and maintain data on new enrollees.

Admin. Fee: Premium Only Participants (POP)	\$ 2.50
Minimum Monthly Fee	\$50.00

(Waived if employer is enrolled in other Ben-e-lect product).

FLEXIBLE SPENDING ACCOUNT (FSA)

Ben-e-lect will~
Process reimbursement vouchers on a weekly basis, mail account status letter to plan participants on a quarterly basis, and mail year-end warning letter to plan participants on a monthly basis during last quarter of the plan year

Admin. Fee: FSA Participants	\$ 5.50
Minimum Monthly Fee	\$50.00

PREMIUM

All charges that employees are required to contribute for their employer sponsored insurance may be pre-taxed.

UNREIMBURSED HEALTH CARE

All qualified charges for health care treatment incurred by an employee and/or dependent, which will not be paid by their medical insurance, may be pre-taxed.

DAY CARE

All qualified charges up to \$5,000 annually, incurred for day care or baby sitting, required to enable the employee and spouse to work may be pre-taxed.