

Empower Employees With Consumer-Driven Health Care

Health care premiums and out-of-pocket medical costs have skyrocketed over the last five years. Only 20-30% of businesses with less than 50 employees take advantage of pre-tax health options.

Our Pre-Tax Health Plan Options: Choosing What Fits Your Business Perfectly

HEALTH SAVINGS ACCOUNT (HSA)

- ✓ Low maintenance, low risk & flexible
- ✓ Great for businesses with a high deductible health plan (HDHP)
- ✓ Owned by employees & can be funded by them as well as their employer
- ✓ Funds accumulate & can be invested & transferable from job to job and year to year

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

- ✓ Custom plan option that's the typical choice for mid-size & large businesses
- ✓ Often paired with HDHPs to soften employees' financial burdens
- ✓ Owned & funded by the employer, they also choose what is eligible for coverage
- ✓ Funds are available on day one & can roll over from year to year

FLEXIBLE SPENDING ACCOUNT (FSA)

- ✓ Simple & effective plans
- ✓ Great option for most businesses with group health plans
- ✓ Broader eligibility; for example: No restrictions on health coverage type
- ✓ Multiple account options for FSAs, including:
 - Health Care FSA: Covers out-of-pocket family medical expenses not covered by a group health plan
 - Dependent Care FSA: Way to pay for dependent care expenses (such as preschool or summer camp)

Benefits Services From PrimePay: *You are going to love it here.*

We're here to help with management and compliance associated with controlling health care costs. Plus, we can assist in providing transparency to your workforce.



Continuing Down the Compliance Path

The IRS and Department of Labor (DOL) have set up a variety of guidelines that business owners must follow to avoid fines and penalties.

PrimePay offers compliance solutions and the peace of mind you need.

Our Compliance Solutions Will Keep Your Business in Check

PREMIUM ONLY PLAN (POP)

In order to take pre-tax contributions for employer benefits such as medical, dental, vision, FSAs, and HSAs (per the IRS), this plan document is required and:

- ✓ Needed to maintain compliance & achieve employer/employee tax savings
- ✓ Provided with PrimePay's Benefit Services options

COBRA ADMINISTRATION

The IRS estimates that up to 90% of businesses are out of compliance with Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations. Don't let that be you. We will provide:

- ✓ Management of new plan participants & qualifying events
- ✓ Help to avoid costly penalties and excise taxes from audits
- ✓ 24/7 access to real-time reporting on claims & industry-leading customer support

ACA COMPLIANCE NAVIGATOR

Not offering or reporting coverage under the Affordable Care Act can result in penalties. Our ACA Compliance Navigator offers:

- ✓ Reporting for measurement period tracking & calculating full-time equivalent employees
- ✓ Compiling, printing, & filing Forms 1094 & 1095
- ✓ Penalty exposure warnings, what-if simulations & more

ERISA WRAP PLAN SOLUTION

The DOL states 3 out of 4 employers aren't maintaining sufficient plan documents or providing employees with summary plan descriptions (SPDs) to comply with the Employee Retirement Income Security Act (ERISA). Our solution:

- ✓ Satisfies ERISA requirements
- ✓ Simplifies the amendment process & reduces filing risks
- ✓ Removes unnecessary filing fees & streamlines documentation based on your needs

NONDISCRIMINATION TESTING

Pre-tax health accounts must complete annual Nondiscrimination Testing (NDT) to ensure equality of offering to all employees. PrimePay's 3-step NDT solution provides secure data transfers and comprehensive reporting while helping to:

- ✓ Avoid audit troubles
- ✓ Complete all test(s) required by the IRS
- ✓ Uncover potential problems with mid-year testing

Get started with PrimePay's Benefit Services:
877-44-MYPAY