



FLEXIBLE BENEFIT PLANS are employer-sponsored programs that allow employees to use tax-free dollars to pay for many regular family expenses. The money which employees contribute to the Plan is not subject to Federal and State Withholding Taxes or Social Security and Medicare contributions. These payroll tax savings result in an increase in take-home pay for participating employees and a reduction in payroll taxes for the employer.

Tax-free expenses which can be paid through a Flexible Benefit Plan include:

- Child/Dependent care expenses necessary to employment (\$5,000 maximum per family per year)
- Out-of pocket medical, dental, and vision expenses
- Health Savings Account contributions
- Employee-paid health, dental and vision insurance premiums
- Employee-paid disability insurance premiums
- Employee-paid term life insurance premiums up to \$50,000 in death benefit

After-tax choices may also be offered on a voluntary basis such as long-term care insurance; critical illness insurance; universal life insurance, group auto, home and rental insurance; and Pre-Paid Legal Services and Identity Theft programs.

FlexMagic Consulting can help employers determine if a Flexible Benefit Plan can work effectively for them. We help design, communicate, administer and support a Flexible Benefit plan to meet a company's specific needs. There are a number of consulting options available.