

Premium Only Plans (POPs)

From Flexible Benefit Service Corporation (Flex)



A simple way to keep employers compliant and help employees.

The Internal Revenue Service (IRS) requires all employers to show proper documentation when allowing employees to pay for eligible group health insurance premiums on a pre-tax basis.

Flex will provide the IRS-required Premium Only Plan (POP) documents to keep employers in compliance.



A POP allows employees to save on Federal and State income taxes, as well as Social Security and Medicare taxes. Additionally, the employer saves on the matching payroll taxes, and potentially Federal and State unemployment taxes. It's a win-win!

✓ **Having a POP in place saves employees money on their portion of eligible premiums, including:**

- Health
- Vision
- Prescription
- Employee Group Term Life (up to \$50,000)
- Dental
- Voluntary Benefits

Educational Focus

All employer clients can earn free credits with **HRCI**® and **SHRM**® through our accredited **FlexUNIVERSITY**® series of webinars. Flex offers education on various topics, including Healthcare Reform, ACA Reporting Requirements, Consumer-Driven Best Practices and more.

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