





## ENJOY THE BENEFITS

**AxisPlus Benefits™ provides customized benefit administration to school districts, government entities and businesses nationwide. We specialize in products that increase both organizational and employee profits through pre-tax initiatives.**

When looking to offset benefit cutbacks to their employees, organizations can use a section 125 Cafeteria Plan to cope with the high cost of medical and dependent care by allowing employees to elect non-taxable benefits.

*AxisPlus Benefits™ offers any or all of the following options within a Section 105, 125 or 132 Plan*

AxisPlus Benefits™ offers many administration services online, including discrimination testing, legal documents, administrative forms, and more...

## **PREMIUM ONLY PLAN (POP)**

Provided under Section 125 of the Internal Revenue Code, a POP plan reduces taxes without reducing employee benefits, by allowing employees to pay employer-sponsored insurance on a pre-tax basis. Payroll tax savings create more take-home pay for employees and a tax break for employers. Both parties profit!

### ***AxisPlus Benefits™ offers the following Premium Only Plan administration services:***

- Legal documents and administrative forms
- Toll-free administrative and legal support for 125 Plans
- Initial benefit election forms
- Employee-deduction payroll setup forms
- Pay cycle contribution billing reports
- Non-discrimination testing
- Plan compliance advice
- Change of Status election processing

## **HEALTH REIMBURSEMENT ARRANGEMENT (HRA)**

A Health Reimbursement Arrangement (HRA) is an employer-funded plan that allows employees to pay for qualified medical expenses tax-free. Benefits of offering an HRA include: HRA funds are tax deductible to the employer, an HRA gives employers the flexibility needed in plan design, and HRAs can be linked with a High Deductible Health Plan, which can save the employer money in health insurance premium costs.

## **HEALTH SAVINGS ACCOUNT (HSA)**

HSAs were created by the Medicare Prescription Drug Improvement and Modernization Act of 2003. An HSA is a tax-free savings account that employees use in conjunction with a High Deductible Health Plan (HDHP) to pay for qualified medical, dental, and vision expenses.

### ***The following are some benefits of an HSA account:***

- 100% tax deductible
- Owned by the individual, not the employer
- Funds in a HSA will roll over from year to year
- Earn tax-free interest

## **FLEXIBLE SPENDING ACCOUNT (FSA)**

As part of a cafeteria plan employers may elect to offer Flexible Spending Accounts. FSAs allow employees to pay for qualifying medical and dependent care expenses with pre-tax dollars.

FSAs belong to one of three categories: Medical, Dependent Care, or Limited.

**Medical FSAs** cover out-of-pocket medical, dental, and vision expenses.

**Dependent Care FSAs** reimburse dependent care related expenses such as child daycare.

**Limited FSAs** exclusively reimburse for out-of-pocket dental, vision or preventative care expenses.

Even the most comprehensive insurance policies have out-of-pocket expenses. FSAs help employees prepare for the future.

### ***Flexible Spending Accounts through AxisPlus Benefits™ encompass all aspects of a POP plan with these additional benefits:***

- Online/on-site enrollment
- Claims submission to AxisPlus Benefits™
- Claims adjudication tailored to employer schedule
- Payments via direct deposit, check, or debit card
- Online participant inquiry and reporting
- Online employer module and reporting

## **QUALIFIED PARKING/TRANSPORTATION PLANS**

A qualified transportation plan (Section 132) allows employers to offer transportation fringe benefits to employees on a tax free basis. Employees can be reimbursed for qualified parking, transit passes and transportation in a commuter highway vehicle as long as the travel is between the employee's residence and place of employment.

***FIND OUT MORE ONLINE***  
***[www.myaxisplus.com](http://www.myaxisplus.com)***

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**IF YOU HAVE QUESTIONS OR IF YOU'RE READY  
TO BEGIN, PLEASE CONTACT US!**

877-872-2125 | [info@myaxisplus.com](mailto:info@myaxisplus.com)