

Flexible Spending Accounts (FSA)

Create Easy Tax Savings for Your Business and
A Better Benefits Package for Your Employees

Do your employees have daycare expenses?

Prescription drug expenses?

Kids who need braces?

These are all examples of expenses that may be eligible under an FSA.

What is a Flexible Spending Account?

A Flexible Spending Account (FSA) allows your employees to set aside an amount* from their paychecks on a pre-tax basis each year, in order to pay for certain health and/or dependent care expenses. That amount is then placed in a special account that your employees can use to pay for those expenses throughout the year. FSAs may be used to pay for a wide range of non-covered services and out-of-pocket expenses, such as qualified daycare and elder care expenses, orthodontia, prescription eyewear, deductibles and copayments.

Tax Savings

Because the money is moved into the FSA on a pre-tax basis, the total amount of your employees' taxable income is reduced – resulting in fewer taxes and increased take-home pay. Small businesses also benefit from tax savings because your total amount of taxable wages is lowered – reducing your payroll taxes. Your tax savings may offset the cost of FSA administration.

Discounted Ceridian FSA Services

Ceridian Benefits Services is offering discounted prices on their FSA services to new or existing Blue Cross of California Small Group accounts with Blue Cross medical coverage. Two FSA services are available:

◆ **FLEX123:** An FSA program that is self-administered.

Cost: \$750 for the first year/\$350 annual renewal fee.

◆ **FlexServ:** A comprehensive FSA program administered for you by Ceridian.

Cost: \$400 for the first year/\$400 renewal plus \$4.85 per participant** per month.

A \$125 per month minimum administrative fee also applies.

Ceridian FSAs Take Care of You and Your Employees

Employer Advantages

- ◆ Payroll tax savings
- ◆ A better benefits package
- ◆ A more satisfied workforce

Employee Advantages

- ◆ Tax savings
- ◆ Increased take-home pay

To find out how to enroll in Ceridian FSA services for
Blue Cross Small Groups, call Ceridian at 877-548-2794.

* Maximum contribution amounts are defined by the employer's plan document and may be subject to limitations. Ceridian's standard services include providing a model plan document for each client. Please contact Ceridian Benefits Services with questions about the FSA program.

** \$6 per participant one-time fee for mid-year takeover.



BlueCross
of California

Federal COBRA Administration Made Easy:

CobraServ from Ceridian Benefits Services

No More Hassle

Federal COBRA administration can be a burden for small businesses. It's time-consuming, complex, and the law often changes. Who can keep up? We can take the stress out of your COBRA administration responsibilities with the help of CobraServ from Ceridian Benefits Services.

CobraServ

CobraServ is a comprehensive service that will:

- ◆ *Minimize your involvement in Federal COBRA*
- ◆ *Greatly reduce your compliance risk*
- ◆ *Reduce the complexity and costs of COBRA for you*
- ◆ *Track every change in COBRA law so you don't have to*
- ◆ *Take over your existing eligible COBRA continuants*
- ◆ *Perform future billing*
- ◆ *Adjudicate, collect and process all related COBRA transactions*

Discounted COBRA Services

Ceridian will offer reduced pricing on CobraServ to new and existing Small Group accounts with Blue Cross of California medical coverage.

Two pricing levels are available:

- ◆ *\$200 set-up fee, plus \$24 per COBRA participant transferred and \$24 per qualifying event.
(If application is received within 30 days of Blue Cross effective date or rate increase date.)*
- ◆ *\$350 set-up fee, plus \$24 per COBRA participant transferred and \$24 per qualifying event.
(If application is NOT received within 30 days of Blue Cross effective date or rate increase date.)*

Let CobraServ Do the Work for You

- ◆ *No more billing*
- ◆ *No more collecting and processing transactions*
- ◆ *No late payment follow-up*
- ◆ *Less paperwork*
- ◆ *More time to concentrate on your business!*



BlueCross
of California

*For information on how to enroll in CobraServ,
contact Ceridian at 877-548-2794.*

**Affordable COBRA Services for
Blue Cross Small Groups**