



A cost-effective alternative to help employees save on insurance premiums

In partnership with TASC FlexSystem, Health Net has arranged for groups enrolling in a Premium Only Plan (POP) through Health Net to receive a significant discount on the annual cost of POP administration.

Offer a Tax-Savings Benefit

Under Section 125, a POP allows employer-sponsored insurance premiums to be paid by the employee on a **pre-tax basis**. The result is tax savings for you and your employees.

Paychecks Increase with a POP

Implementation of your POP will require a change in the way you calculate payroll taxes. Your POP will affect employees who currently have eligible premiums deducted from their payroll (after-tax) and now elect to participate in the POP (pre-tax).

Section 125 states that the gross salary must be reduced by the insurance premiums that are being funded through the payroll deduction, therefore, taxes will go down and the employee's paycheck will increase.



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POP Fees

- **First year Administration: \$0.00**
- **Second and following years: \$125.00**
- The POP can be written with any eligible Health Net group with 2-100 employees.
- This offering is not eligible for commissions and/or production credit with TASC.

Eligible Premiums Under a POP

- Group Medical and Dental
- Vision
- Disability
- Group Term Life Insurance
- and other eligible coverage

FlexSystem POP Deliverables

- Administration manual
- Non-discrimination assessment
- Toll-free technical support
- 30-day money back guarantee
- Plan Document and Summary Plan Description

Save 7.65% FICA taxes on each dollar pre-taxed through a POP!