

benefits

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2010

employee



About Workable Solutions

Workable Solutions was founded in 1997 and is located in Orlando, Florida. Servicing over 5,000 employer clients and managing over \$17 million in monthly premium, Workable Solutions is a full-service benefits administrator and licensed TPA. Our senior management team has over 100 years of combined experience in employee benefits administration and our in-house call center is staffed by highly-trained customer service specialists. We focus on service from the ground up. That's why we recently introduced our 100% money-back **Workable Guarantee**.

We work hard to deliver impeccable service, but we want to prove it to you too. So we'll put 100% of our fees at-risk. When you join us as a client, we both agree to a set of performance metrics (determined by the client) that focus on standards such as wait time on a customer service call, email response time and processing times. If we fail to live up to your standards, and don't remedy the problem within 30 business days, we'll waive all of our fees until we fix the problem. It's that simple.

Products Explained

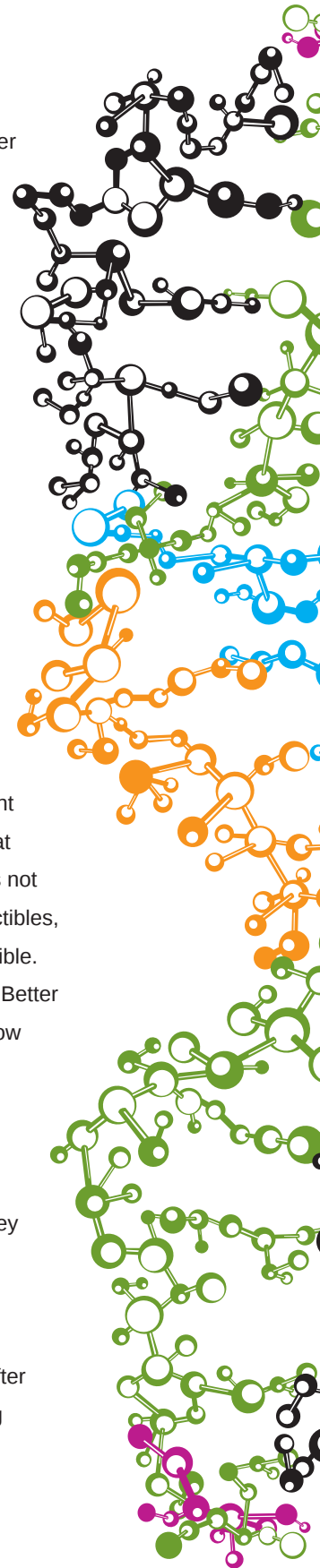
MedFlex FSA: Flexible Spending Account FSA

MedFlex FSA is a flexible spending account. Using their MedFlex plan, employees set aside a certain amount of each paycheck and spend the money on medical-related expenses throughout the year. So how does that help employees? The money placed into the MedFlex FSA account is "tax advantaged" or in plain speak, it's not taxed by the government. That means participants have more money to spend for things like co-pays, deductibles, eyeglasses and braces for their kids. Even certain over-the-counter medical supplies like bandages are eligible. With a doctor's note, they can even purchase over-the-counter medications like pain relievers and antacids. Better yet, every dollar contributed to a MedFlex FSA saves the employer nearly 8% in payroll taxes. You decide how much employees can contribute and exactly what is covered by the plan.

You can also include a DirectPay debit card that may be used at doctors' offices, hospitals, and most major pharmacies and retailers. (We'll provide a list of approved merchants.) Employees just swipe the card to automatically pay for eligible expenses like co-pays or bandages. It's a no-brainer...save a whole lot of money with minimal effort.

CareFlex FSA: Dependent Care Plan

For employees with dependents that need supervised day care (such as childcare, nursery school, before/after school care or even eldercare) you should consider offering a CareFlex FSA. CareFlex is a flexible spending account that employees contribute to annually to pay for day care expenses while they work. The money is deducted from their paycheck before tax is taken out, so employees get all the dollars they earn to use for dependent care. (Up to \$5,000 a year.)





MedFund HRA: Health Reimbursement Arrangement (HRA)

A MedFund HRA is funded by the employer and can be used to pay for most medical expenses. The employer decides exactly what expenses are covered. Just want to pay for prescription co-payments? A MedFund HRA can be designed just for that purpose! MedFund dollars are only paid out if an employee has a qualified expense and unused funds can roll over from year-to-year, if you like. Rollovers help create an incentive for employees to carefully spend their available funds.

HSA Solutions: Health Savings Account (HSA)

A Health Savings Account can be funded by an employee, an employer, or both. Like other plans, HSAs are “tax advantaged” so any contribution will not be taxed so long as the funds are used for qualified medical expenses. To open and fund an account, the employee must also be enrolled in an HSA-qualified high-deductible insurance plan. But unlike HRAs, once the money is placed into the account it stays with the employee and can even be used during retirement. HSA Solutions includes an online account management platform for automated deposits, provider payments and investment management.

Workable COBRA

COBRA provides certain employees and dependents the right to continue their coverage at group rates when coverage is lost due to “qualifying events.” These events can include voluntary or involuntary termination of employment or reduction of hours. COBRA also protects spouses and dependents in the event of death of the covered employee, divorce or legal separation or if the covered employee becomes eligible for Medicare. There are specific notices which must be provided on prescribed timelines with significant liabilities if they are not. Transferring COBRA responsibilities to an outside expert is a solid investment in minimizing your risk. Our online platform makes managing and tracking COBRA easy and convenient.

Benefits Solutions: Benefits Administration Outsourcing

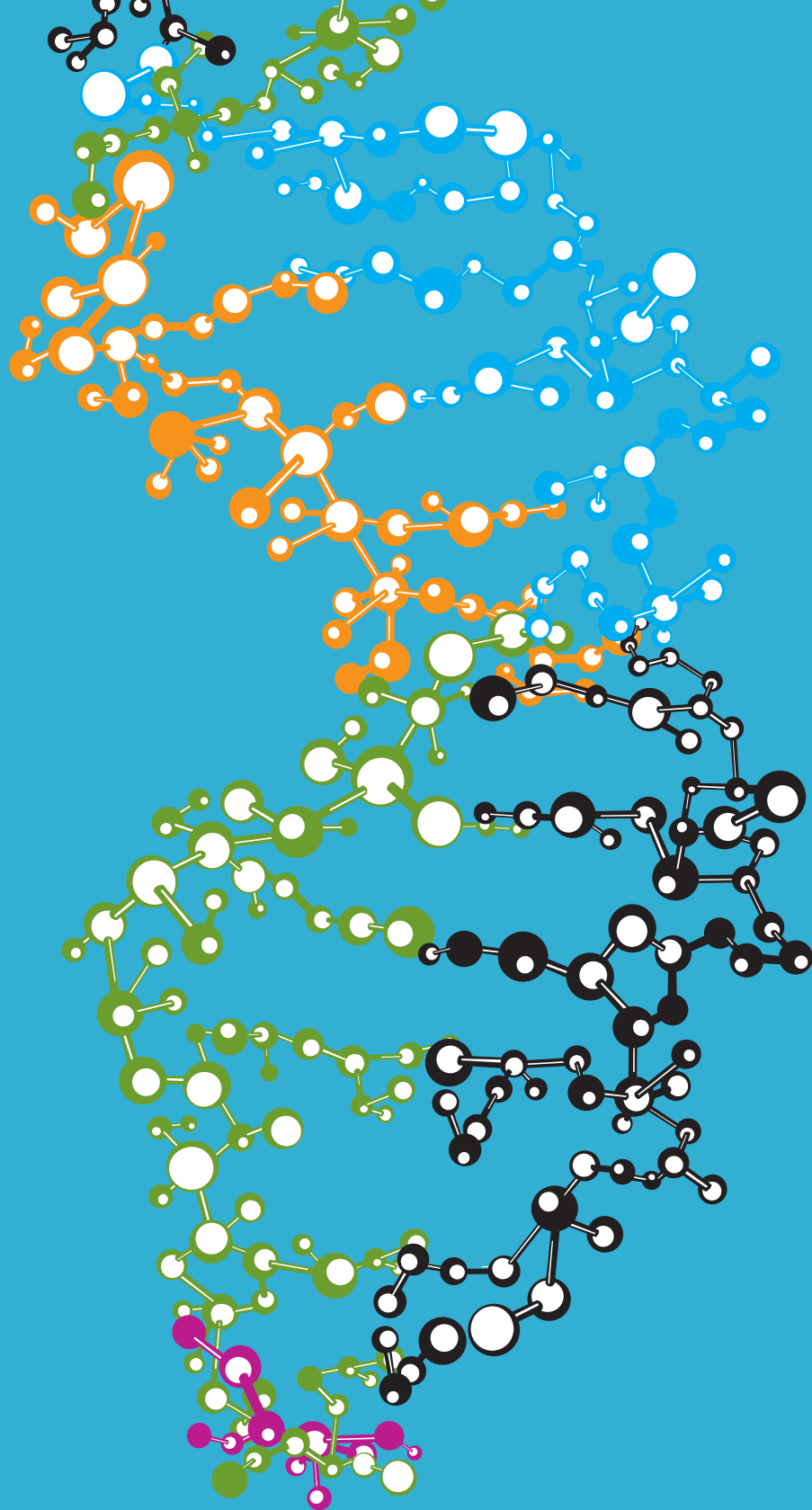
Instead of using the company’s internal human resources department to handle benefits administration processes and maintenance, you outsource it to us. Benefits Solutions manages open enrollment, adding/dropping employees, carrier billing reconciliation and other time consuming tasks. You’ll also have the advantage of our technology, so both you and your employees get instant access to consolidated online enrollment and benefits information. Workable Solutions can handle as much or as little of your benefits administration as you like. And unlike a PEO, you decide exactly what benefits you want to offer.

Commuter Assist: Transit FSA

Do your employees use mass-transit, van-pooling or pay for parking in order to get to work? Save them some money! By using the Commuter Assist program, employees can put aside a portion of their paycheck before taxes to pay for those expenses. They can even buy tickets and passes with their benefits payment card, saving them time on the morning commute. Who doesn’t appreciate a few more ZZZ’s and few more \$\$\$ in their bank account?

Workable Payroll: Payroll Administration

Payroll is just one more thing to deal with at the end of the day. Everyone has to get paid, and there are big consequences for mistakes. By outsourcing payroll responsibilities, you’ll eliminate the stress of managing tax tables, deductions and other payroll headaches.



Does your benefits TPA come with a 100% money-back guarantee?

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