



# The Benefits Group, Inc.

Member of Connecticut Health Partnership  
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Your Healthcare Benefit Source

## **\*\*Anthem News\*\*** **New — Online Billing!**

You've been asking for it and now you've got it!  
You can now pay your Anthem bills online.

The Employer Group Inquiry (EGI), the online benefits management system, has been enhanced to allow you to view and pay your monthly premium bills online.



There are many benefits to using this system:

- ◇ View, download and print statements going back 13 months
- ◇ Pay bills electronically via a secure online environment
- ◇ Option to eliminate paper bills
- ◇ Avoid late payments and coverage interruptions

To access the system to the new EGI homepage at [www4.anthem.com/ec3/view-employer/searchct.htm](http://www4.anthem.com/ec3/view-employer/searchct.htm) and log in with your current user ID and password (or set up a new one). You'll need only a few minutes to set up the electronic payments which will save you time in the long run.

If you have any questions, please contact your Anthem service representative, who can walk you through the process.

## **Product Highlight** **'Return of Premium' Life Insurance**



You may not be aware that there is an individual life insurance product that will 'return your premium' after the term period is met (or before on a scaled percentage basis).

Seems too good to be true, doesn't it? This feature is an added rider to the policy. Depending on your needs and what the policy is protecting, this might be a perfect fit for you, an employee, or your client.

Over the last few years, the insurance companies, in accordance with the tax laws, have been introducing new term and universal life insurance products that can be used in creative ways. Please contact your agent for more information.

## **New Health Care Plan? What are the Employer Responsibilities?**

When employers decide to change their companies health care plan, there are legal guidelines to follow. One of the most important guidelines is that employees are given at least 15 days notice that their coverage will be changing or terminating. This includes changes in carrier, or changes to a different plan design, for example, changing from an HMO to an HSA. This can be done via written communication or employee meetings.



When these changes are made, employees need to complete new enrollment forms. These should be promptly submitted to the insurance company so that employees receive their new ID cards by the effective date, which eliminates problems with doctor appointments scheduled right after the new carrier's effective date.

Please contact your agent with any questions.

## **HSA's and Taxes**



If you or your employees had an HSA in 2007, additional forms may need to be completed as part of the 2007 tax filing. Please contact your CPA or tax counselor for more information and advice.

### **IMPORTANT INFO RE: STUDENTS**

Please promptly return student verification forms, and appropriate documentation, to your medical and dental carriers when requested. Some carriers request verification each semester, while others only check annually. Claims will not be paid if the information is outstanding.

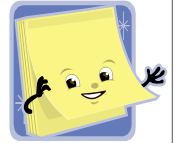


If the student has decided not to return to school, or has graduated and is no longer an eligible dependent, please contact your agent to discuss your options. COBRA, short term and individual medical policies are available. We can help you make an informed choice.

### **More Life Insurance Reminders**

As a reminder to you and your employees, please remember to make changes to your group and individual life insurance as you experience life changes:

- ◇ Add new spouse as beneficiary (or remove a former spouse)
- ◇ Update trusts and change beneficiaries
- ◇ Promptly update designees upon the death of a beneficiary and/or owner
- ◇ Notify carrier of address changes as appropriate.
- ◇ Please refer our name to your employees who may require coverage in addition to your group plan. Thank you!



### **Keeping HSA Records**

It may be hard to believe that we're already into the second month of 2008. Many well intentioned New Year's resolutions have already been broken, but here's one to keep: accurate records for HSA's.

It is very important to balance your HSA checkbook, as you would for a regular checkbook. It's a good idea to keep a running total of expenditures (don't forget those Rx's!) and keep all of the receipts and Explanation of Benefit forms in an envelope.



Not sure which expenses qualify? Check out: [www.health--savings--accounts.com/qualified-expenses.htm](http://www.health--savings--accounts.com/qualified-expenses.htm). (Please note there are double dashes in the first part of the web address and a single dash in the last part.) This will help you make the most of your HSA plan.

### **CT's Cafeteria Plan Mandate**

We are still getting inquiries on this new law effective 10/1/07. Cafeteria plans are vehicles that permit, among other things, pre-tax payment of health insurance premiums. The new mandates effective 10/1/07 states: Any employer that provides health insurance benefits to its employees for which any portion of the premiums are deducted from the employees' pay shall offer employees the opportunity to have their contributions excluded from their gross income for state or federal income tax purposes.

If you don't already have a Section 125 plan, please call your agent to get a plan set up so that you will be in compliance with the Connecticut state law.

If you are a CBIA Health Connections customer you can complete the Section 125 document (only) via CBIA's website at no cost. This document can typically cost up to \$300. Talk to your accountant, then talk to us!



### **More HSA Information**

Employers that fund HSA's must do so in a non-discriminating manner. The funding can, however, be based on deductible amounts. If you have more questions about HSA funding, please contact your agent.



### **Insurance Company Name Change**

Genworth Financial is now Sun Life Financial. New name; same reputable company!

