



# The Benefits Group, Inc.

Member of Connecticut Health Partnership  
Member of the CT Better Business Bureau



SEPT/OCT 2007

Your Healthcare Benefit Source  
Celebrating our 15th Anniversary in 2007!

## Life Insurance rEVIEW

Just like people and cars need check ups, you should check your financial portfolio periodically, especially your life insurance coverage. Life insurance is the insurance that many people hate to talk about.

The fact is that many Americans do not have enough life insurance. In the event of their untimely death, they can leave numerous bills, college expenses and a loss of income. We all want our families to be financially secure and life insurance is one way to achieve this. As we go through life, our needs change, therefore a check-up is appropriate and necessary.

As a reminder, don't forget to check and update your beneficiaries as needed.

Please call us to schedule an appointment to evaluate *your* needs.



## IS IT TIME FOR YOUR RENEWAL?

When it's time for your insurance benefit renewals, your agent will contact you for a census and 'go shopping' for you. When it's appropriate, schedule your renewal meeting in a timely fashion. Please make plan decisions promptly so that employees will have new ID cards by the effective date. Thanks for your help!

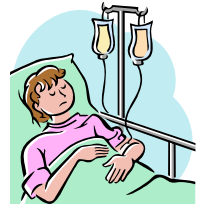


## What Will Your Company Do If...?

Are you concerned what will happen to your revenues should a key employee become disabled?

You can purchase a rider on some long term disability plans that will pay **you**, the employer, should a key employee become disabled.

Call your broker for more details!



## Connecticut's Cafeteria Plan Mandate Effective October 1, 2007

Section 23 of Public Act 07-185  
Section 125 Plans

Cafeteria plans are vehicles that permit, among other things, pre-tax payment of health insurance premiums.

The new mandates 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.

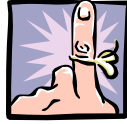


### WHAT DOES THIS MEAN FOR YOU?

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.

## HSA—Reminders

Don't forget to keep your prescription receipts and include the totals when tracking your deductible expenditures. If you have any questions about your HSA plan and deductibles, please contact your agent.



## Medicare D Open Enrollment

Employees who are enrolled in the Medicare D Prescription Drug Program can make changes to their plan during the open enrollment from November 15th through December 31, 2007.



Those that are newly eligible for Medicare can enroll in a Part D plan, three months before, the month during and three months after their month (birthday) of eligibility.

Also, please remember to distribute creditability letters to your employees by November 15, 2007. Please call us with any questions.



## Flu shots and Pneumonia shots

Flu shots, pneumonia shots, FluMist™, and antiviral medications are a covered benefit under most health plans. For specific coverage information, check your plan document or call the number on your ID card.



## ADMINISTRATIVE NOTES

Here are a few housekeeping items that will help us serve you better!

- ◇ Please remember to inform your agent when you have a change of address and/or phone number. 
- ◇ Please let us know if your email address has changed.
- ◇ If you have a new benefits administrator or human resources director, please let us know; we would be happy to schedule an appointment to bring them up to speed on your benefits package. 

## DO YOU EMPLOY SINGLE PARENTS?

Recently, there have been articles in the newspaper and on the Internet about the extra challenges that single employees may have. As an employer, if you don't already, you may wish to assist by:

- Offering short and long term disability coverage to help protect their income in case of illness or injury
- Offer a life insurance program with a flat rate or buy up provision
- encourage participation in your 401k plan



Good employees can be difficult to find, but offering quality benefits is a good way to keep them!