



An independent licensee of the Blue Cross and Blue Shield Association

FlexShare Benefits

Premium Only Plan (POP)

- A Premium Only Plan allows for the Employers and Employees both to save taxes!
- Section 125 Premium Only Plan (POP) saves you and your employees money by reducing payroll taxes. Eligible insurance premiums are deducted on a pre-tax basis allowing employees to save Federal Income Tax, Social Security and Medicare taxes (approximate tax savings of 20%).
- Employers may implement a POP plan at any time. The first year may be a short plan year, followed by future plan years coinciding with your fiscal year or calendar year.
- Employees save FICA, federal, Medicare and, where applicable, state and local taxes.
- Employers save FICA, Medicare and in Wyoming SUI & WCB.
- Tax savings defrays administrative expenses.
- Some limitations apply to owner participation.

FlexShare Benefits offers POPs and much more!

- Plan Consulting and Design
- Plan Setup includes enrollment and employee meetings
- Plan Documents, Summary Plan Descriptions and Certificate of Resolution
- Simplified instructions for payroll deductions
- Annual plan compliance with all regulatory agencies
- Discrimination testing

FlexShare Benefits

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