IMPORTANT UPDATE

Missouri's Cafeteria Plan Mandate

Effective January 1, 2008, the Missouri House Bill 818, 376.453 requires an employer that provides health insurance coverage for which any portion of the premium is payable by the employer shall not provide such coverage unless the employer has established a premium only cafeteria plan as permitted under federal law, 26 U.S.C. Section 125. The provisions of this subsection shall not apply to employers who offer health insurance through any self-insured or self-funded group health benefit plan of any type or description. The Cafeteria plan must satisfy both:

1. Section 125 of the Internal Revenue Code
2. Regulations established by the Missouri House
   www.house.mo.gov/bills071/bills/HB818.htm

Employers and their agents should verify the accuracy of their cafeteria plan document.

- ✓ A Section 125 Plan, must be, at minimum, a premium only plan offering access to one or more health coverage options in lieu if regular cash compensation
- ✓ Description of the benefits that may be elected
- ✓ Eligibility rules
- ✓ Method, timing and irrevocability of participant elections
- ✓ Manner of any employer contribution
- ✓ Plan Year

It is essential that the verbiage within the documents specify that the Plan is construed, enforced and administered according to the laws of the State of Missouri

The EzPOP Section 125 Premium Only Plan meets the accuracy requirements necessary under the new Missouri Health Insurance Portability and Accountability Act.

AGENT CERTIFICATION

Through the EzPOP agent certification program, we are committed to providing you with the legal, marketing and technical support needed to serve your clients. Our certification program also provides assistance on earning additional commission dollars through Section 125.

To learn more, or to apply for certification, go to **EzPOP.com**.

As a leader in Third Party Health Administration, we are dedicated to empowering organizations and individuals to get the most from their benefits program.