



COMPASS 125

by JKB Consulting Group

**Navigating Employers Towards Compliant Section 125
Health Plans**



Compass125

-Lighting the Way-

Compass125 stands out as a distinctive and self insured clinical preventive indemnity plan, setting itself apart with a unique design that places it among the nation's select few IRS-compliant tax savings plans. This innovative approach ensures that the plan adheres rigorously to IRS regulations, providing a solid foundation for both employers and employees to reap financial benefits.

At the heart of Compass125's philosophy is a commitment to prioritizing employee engagement, empowering individuals to proactively manage their well-being.

By combining clinical preventive measures with a focus on IRS compliance, Compass125 not only enhances employee health but also delivers financial rewards that foster a symbiotic relationship between employer and employee.



Discover a game-changing Section 125 solution
that ensures compliance while maximizing benefits
for both employers and employees.

In the realm of Section 125 healthcare benefits, Compass125 emerges as a beacon of employee-centric innovation. It's self insured, IRS-compliant structure redefines how tax savings plans can positively impact individuals and organizations alike.

By emphasizing employee engagement, the plan encourages a proactive approach to well-being, transforming healthcare benefits into a catalyst for personal and financial growth.

Employers who embrace Compass125 are not only investing in the health of their workforce but also cultivating a workplace culture where employee empowerment and financial rewards converge for maximum benefit - for both employer and employees.



Introducing a program that is **Self Insured and Voluntary**

- Compass125 by JKB Consulting Group is a proactive Care Monitoring and Management Plan
- 83% average participation
- Compliments current Major Medical or Underlying Health Plan
- Compliant to meet all current IRS and Dept. of Labor mandates

Employers experience an average savings of \$500 to \$800 per employee, per year

Employees realize an average savings of \$150 for participating, which can be used for supplemental benefits and see **No Reduction in Take Home Pay**



Summary of Benefits

➤ **MEC Plan (Optional)**

- Unlimited Preventive Care

➤ **Direct Virtual Primary & Urgent Care**

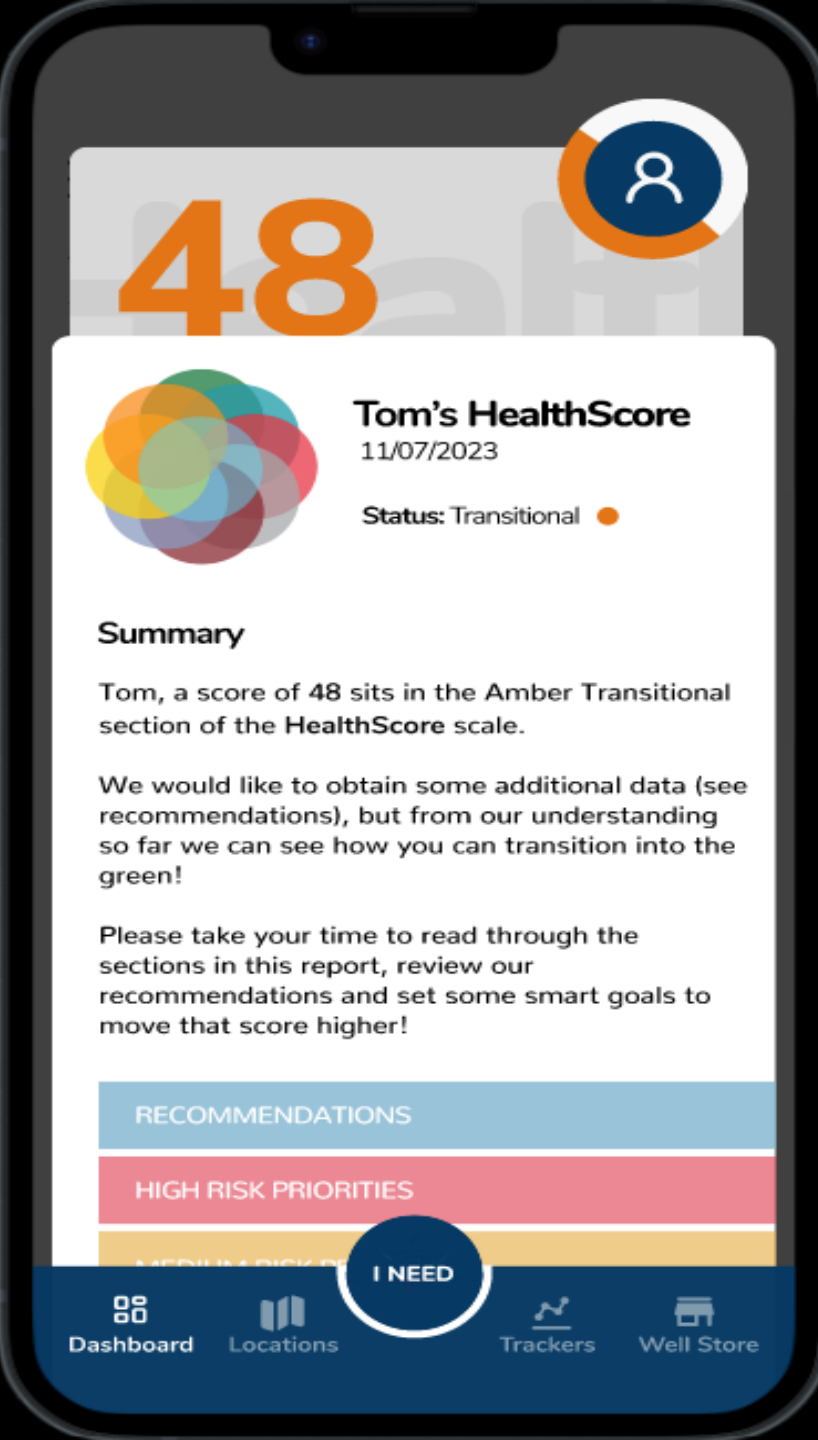
- Unlimited Preventive Care
- \$0 Copay, 24/7/365 Telemedicine

➤ **Mental Health TeleCounseling**

- 24/7/365
- US-based Masters Level Clinicians
- \$0 Copay

➤ **Quest Labs**

- \$0 Copay
- Over 2,000 Labs
- Easy to Implement and Use



Summary of Benefits



➤ Prescription Benefits (PivotRx)

- \$0 Copay
- 1,200+ Generic Prescriptions
- 68,000+ Retail Pharmacies Nationwide
- Mail Order Available

➤ In-Person Urgent Care

- \$0 Copay (up to 3 per year, employee only)
- 16,000 Urgent Care Locations Nationally

➤ Hospital Bill Eraser and Care Navigation

- Hospital Bill Eraser
- Care Navigation
- Cost of Care Transparency
- ✓ Customized Member Journey
- ✓ Real Time Care Monitoring & Maintenance
- ✓ Greater Access. Greater Care. Significantly Lower Cost



Proactive Methodology

The Research

Our research has shown that **8** key risks and behaviors drive **18** of the most costly chronic illnesses nationwide.



Risks contribute to: Diabetes, Coronary Artery Disease, Hypertension, Back Pain, Obesity, Cancer, Asthma, Arthritis, Allergies, Sinusitis, Stress, Anxiety, Depression, Congestive Heart Failure, Lung Disease (COPD), Kidney Disease, High Cholesterol



IRS Alert!

Cost & Impact For The Organization

NO NET COST to the *Employer or Employee*

- All Health Plans are pretax, both the employee and employer save on FICA
- Employer Savings - Average \$500 to \$800 per employee, per year (FICA)
- Employees most times receive additional dollars for use in purchasing supplemental insurance benefits in addition to the claims covering the cost of the plan
- Our program accomplishes lowering claims and utilization, directly affecting the cost of care. (Imagine eliminating nearly all lab costs off of your group medical plan and no longer factored in the renewal or future claims projection?!) This gives you leverage and control of your healthcare spend!
- Give employees the ability to seek care digitally/in person for \$0 copays!



Weekly Paycheck Example

	Before	After
WEEKLY GROSS PAY	\$600.00	\$600.00
PRE-TAX		
Compass125	(\$0.00)	(\$184.62)
Total Weekly	(\$0.00)	(\$184.62)
Taxable Income	\$600.00	\$415.38
TAXES		
Federal Income	(\$39.21)	(\$17.40)
State Income	(\$22.79)	(\$11.88)
Social Security	(\$37.20)	(\$25.75)
Medicare	(\$8.70)	(\$6.02)
Total Weekly Taxes	(\$107.90)	(\$61.05)
POST-TAX	+/-	+/-
Claim Payment	\$0.00	\$184.62
Compass125 Admin	\$0.00	(\$18.46)
Supplemental Insurance	\$0.00	(\$28.39)
TAKE HOME PAY	\$492.10	\$492.10

Federal Income	\$21.81
State Income	\$10.91
Social Security	\$11.45
Medicare	\$2.68
Total Weekly Tax Savings	\$46.85

= Employer FICA Savings



Monthly Paycheck Example

	Before	After
WEEKLY GROSS PAY	\$5,429.06	\$5,429.06
PRE-TAX		
Health	(\$24.70)	(\$24.70)
Voluntary	(\$51.00)	(\$51.00)
401k	(\$174.08)	(\$174.08)
Compass125	(\$0.00)	(\$800.00)
Total Monthly	(\$249.78)	(\$1,049.78)
Taxable Income	\$5,179.28	\$4,379.28
TAXES		
Federal Income	(\$733.23)	(\$557.23)
State Income	(\$249.16)	(\$204.37)
Social Security	(\$321.12)	(\$271.52)
Medicare	(\$75.10)	(\$63.50)
Total Weekly Taxes	(\$1,378.61)	(\$1,096.62)
POST-TAX	+/-	+/-
Claim Payment	\$0.00	\$800.00
Compass125 Admin	\$0.00	(\$80.00)
Supplemental Insurance	\$0.00	(\$201.99)
TAKE HOME PAY	\$3,800.67	\$3,800.67

Federal Income	\$176.00
State Income	\$44.79
Social Security	\$49.60
Medicare	\$11.60
Total Monthly Tax Savings	\$281.99

 = Employer FICA Savings



Next Steps & Data Needed

Our system differentiates us

- Gather Data
- Evaluate Data
- Create Intelligence
- Educate our clients based on that intelligence
- Our clients make good business decisions based on complete and accurate information

Data Needed

1. RFP (Payroll Details Collected)
2. Eligibility Report generated and provided to client and reviewed



Implementation



Sign Agreements



Select Benefits



Communication to Employees



Enrollment



Payroll Implementation Call with Payroll Representative



Continued Relationship Management