



Commuter Benefits: Find the Money for You and Your Clients

- Do you sell voluntary benefits?
- Isn't half the sale "finding the money" for employees to spend and invest in these programs?
- Have you found a client that is not receptive to increased savings?
- When you save your client money and make them a hero within their firm, don't your chances to discuss other services increase?
- Do your clients offer and promote a Commuter Benefit program throughout the year?

Case Studies

Employees of XYZ firm perceive their benefits have been reduced for the past three years – increased co-pays, coinsurance and cost sharing. Real or not, this perception has caused quite an employee morale problem for employers. You propose a great solution – voluntary benefits! However, there is concern employees will consider this another ploy to "steal" more of their paycheck. In addition, employers are trying to reduce costs and simplify administration, not add to their responsibilities. Your challenge: To find ways to help employers identify the cost savings and assist their employees to understand the value of all their benefits.

Solution

Consumer-driven purchasing of healthcare and commuter expenses can help the employer's employees have more control over their spending and savings. In combination with voluntary benefits, your client can promote FSA and Commuter Benefit plans. With this enhanced offering:

- You have found a cost-neutral way for employees to increase their insurance coverage
- Your employer client will realize FICA savings in excess of the cost of administration
- The CONEXIS education portal will provide convenient tools to increase participation
- You have doubled the tax savings by offering parking alongside a commuter program!

By offering a Commuter Benefits program, you will find, on average, over \$1400 in tax savings. Now that would encourage a nice voluntary product sale!

Sample Savings table	Healthcare FSA	Dependent Care FSA	Commuter	Parking	Total
Avg. Annual Deferral – NYC area	\$900.00	\$5000.00	\$1200.00	\$2400.00	\$9,500.00
Avg. Annual Employer FICA Savings per participant	\$68.85	\$382.50	\$91.80	\$183.60	\$726.75
Avg. Annual Employee Tax Savings @40% - Potential Voluntary Benefit Dollars	\$360.00	\$2,000.00	\$480.00	\$960.00	\$3,801.00

For compliant, comprehensive, and cost effective benefits administration solutions you and your clients can rely on, contact CONEXIS for a proposal or additional information. A CONEXIS representative is available toll-free at 877-CONEXIS (266-3947) or via e-mail at CXSALES@conexis.com.