



EMPLOYEE BENEFITS



Total Benefit Solutions Inc. is a full service employee benefits firm providing comprehensive consulting services for small to mid-size companies. In today's world, a basic presentation of rate benefits is not enough. Strategies around funding, contributions, and voluntary offerings are an integral part of the process. As your strategic partner, we will guide you through the planning and implementation of an employee benefits package that is right for your company.

Our Employee Benefit Products & Services:

- Medical Plans: Fully Insured, Self-Insured, Consumer Driven, HSA, HRA
- Dental, Vision, Life, AD&D
- Short & Long Term Disability
- Voluntary Benefits & Gap Strategies
- Third Party Administration: Section 125, COBRA, FSA, FMLA
- Employee Benefit Websites
- HR360 Research Center
- Compliance & Health Reform Bulletins
- 5500 Document Preparation
- Human Resource Information System (HRIS)
- Health Advocacy Program



CONTACT US

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Value Added Programs

Compliance & Healthcare Reform Bulletins

We understand that in today's complex world it is important for our clients to have a trusted resource for compliance and healthcare reform updates. As new topics and guidance becomes available, our benefits counsel prepares timely bulletins to help simplify these complicated benefit issues.

HR360

With HR360, you'll find easy, step-by-step guidance on how to comply with a broad range of laws from Health Care Reform, COBRA and FMLA to how to interview, hire and terminate employees. Whether you have 25 employees or 500— HR360 provides the guidelines that will help you comply with the laws, written in plain English so it's easy to understand.

Employee Benefit Website

As an added value benefit of working together, we can provide you with HR Connect, a secure web-based benefits administration system to improve your communication of benefit information to your employees. HR connect can also act as your company's intranet, featuring internal documents, announcements, news, and calendar postings.

5500 Document Preparation

As part of our standard service component, We can arrange for your 5500 documents to be prepared on your behalf, utilizing state-of-the-art software to help ensure compliance with all filing requirements.

Employer Services

Third Party Administrators

We have a preferred network of TPAs to ensure the highest quality and best price for our clients. TPA services include section 125 cafeteria plans, COBRA administration, consolidating billing, FSA / HRA administration, and transit checks.

Human Resource Information System

WorkLife Manager is the next generation of Human Resource Information Systems (HRIS) that simplifies the administrative tasks associated with managing Human Resources, Payroll, and Employee Benefits. The system can interface with multiple payroll vendors and integrate directly with carriers.

Health Advocacy Program

Health Advocate™, Inc., the nation's leading independent healthcare advocacy and assistance company, serves more than 7,000 clients providing more than 20 million Americans with expert, personalized help to resolve healthcare and insurance-related issues.

Zane HRA/Defined Contribution

Employers use ZaneHRA to open and manage their own stand-alone HRA or defined contribution health plan completely online, electronically enroll participants and print welcome kits, and monitor expenses and reimbursements in real-time. Zane Benefits was founded to provide a revolutionized SaaS (Software-as-a-Service) administration defined contribution healthcare. The flagship software provides a 100% paperless administration experience to employers that want to offer better health benefits without a traditional group health insurance plan at lower costs.