



MHM Resources LLC
Your Total Flexible Benefits Solution

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

With the deadline fast approaching, it is imperative that employers and their agents 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 of 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.

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

AGENT CERTIFICATION

Through MHM's agent certification program, we will provide you with the legal, marketing, and technical support needed to serve your clients. Our certification program also provides assistance on earning additional commission dollars when you sign up your clients through MHM's Section 125 program.

To learn more about Section 125, and to apply for certification to become an MHM marketer, [click here](#), or go to mhmresources.com and click on the "Agents & Brokers" tab.

As a leader in Third Party Administration, MHM Resources is dedicated to empowering your clients and their employees to get the most from their benefits programs.