

Employee Benefits for 2020: Solved!

What does Freedom Benefits do?

Freedom Benefits closes the gap between small business employee benefits and the real-life financial concerns of employees with the ongoing service of an experienced dedicated adviser. Employee financial stress extends beyond the end of the workday so our support to employees extends to all personal financial management issues, not just benefits. Over time, we help reduce the financial stress that hurts job performance and causes employee turnover.



How it works

YOU SPECIFY THE BENEFITS – Your small business elects the benefits to be offered. Usually that starts with your specific primary request and then we make suggestions on how to ‘round out’ the choices and structure the employee benefit plan. All plans come with direct personal professional assistance for all financial matters, not just employee benefits.

YOU NAME THE COST – The employer’s cost is always controlled and limited by what the employer elects to contribute. You specify and limit benefit costs.

EMPLOYEE EDUCATION AND SUPPORT – Employees have pressing financial concerns even before they address the questions of benefits. Participation is voluntary/on demand. We are focused on helping employees understand the value of building long term financial stability to lessen stress that hurts job performance. Employees have access to professional help in a fast and informal platform by phone and text. Contracted employee support extends to all financial issues, not just benefits.

INTEGRATION WITH PAYROLL –Integrating employee benefits with payroll is what makes the whole thing work. We take advantage of IRS-sanctioned accounting methods and tax-favored employee benefit plans.

DOCUMENTS AND FILINGS – We handle all the paperwork. You and your employees always have access to online benefits documents.

How we are different

FOCUS IS ON YOU, NOT PRODUCTS - We are focused solely on supporting the financial goals of the business and the individuals. Unlike other firms, we are not aligned with any product, insurance company or an investment company.

MODERN DELIVERY METHODS – We don’t rely on company benefits meetings or enrollment sessions. We help employees (and often their spouses) when and how they need it with direct access to the adviser by phone, text or online chat.

BIG BENEFIT DESIGNS - We deliver big firm benefit plan designs custom fit for smaller organizations.

EXPERIENCE - Freedom Benefits is powered by the experience of Tony Novak, CPA, MBA, MT, an employee benefits adviser with more than 30 years helping small businesses nationwide.

PRICING - Success is ensured by our unique pricing policy that is often less than the tax savings that you achieve. The cost is divided into monthly electronic payments as low as \$25 per employee per month.

The results

WAGE TAX AND INCOME TAX SAVINGS - Tax savings begin immediately with the first payroll run. Reduced wage taxes and help get more of your current earnings to long term wealth building accounts with the same employee benefit programs used by larger firms.

TAX CREDIT – If your firm qualifies for a direct tax credit, that credit will be claimed on your annual tax return to reduce your tax or increase your refund.

EMPLOYEE SATISFACTION - Employees will enjoy a better understanding of their benefit options and see more accumulating by year end as an additional benefit.

A wide range of choices

Plans are now redesigned to maximize savings opportunities under the 2019 Setting Every Community Up for Retirement (SECURE) Act.

- **Health Reimbursement Arrangement**
- **Insurance Premium Payment Plan**
- **Flexible Spending Account**
- **Health Savings Account**
- **Dependent Care Assistance Plan**
- **401(k) Plan (updated for 2020)**
- **Target benefit pension plan (updated for 2020)**
- **Simplified Employee Pension**
- **IRA**
- **Thrift Savings Plan**
- **Home Office Expense Reimbursement**
- **Travel Expense Reimbursement**
- **Commuting Expense Reimbursement Plan**
- **Employee Work Expense Reimbursement Plan**

And more! The Plan Advisor can work with each employee individually to plan the benefit combination that works best. Participation is completely voluntary.

How to learn more

Schedule a planning discussion with Tony Novak at **(856) 265-0306** or email tony@tonynovak.com.

Find more information online at www.freedombenefits.org.