

"This publication is only for general informational purposes and is not intended as specific legal or insurance advice. Please contact Bollinger directly to discuss your specific needs."

Legislative/Regulatory News

- **IRS Determines Pension Plan Limits for 2008**

The Internal Revenue Service recently announced cost of living adjustments applicable to dollar limitations for pension plans and other items for Tax Year 2008. Click [here](#) to continue.

- **Proposed regulations provide guidance for cafeteria plans**

The Treasury Department issued new proposed cafeteria plan regulations under Section 125 of the tax code. Cafeteria plans (also called Section 125 plans) allow employees to withhold a portion of their pre-tax salary to cover qualified health and child care benefits. Click [here](#) to continue.

- **DOL Releases Advance Copies of Form 5500 Annual Report**

The U.S. Department of Labor's Employee Benefits Security Administration recently issued advance copies of the 2007 Form 5500 Annual Return/Report of Employee Benefit Plan and related guidelines. Key revisions to the forms allow plan sponsors with fewer than 25 participants to streamline their reporting options pursuant to the Pension Protection Act. Click [here](#) to continue.

- **Plan Now to Get Full Benefit of Saver's Credit**

Low- and moderate-income workers can take steps now to save for retirement and earn a special tax credit in 2007 and the years ahead, according to the Internal Revenue Service. Click [here](#) to continue.

Benefit Trends

- **Prepare Retirees for Medicare Part B Surprise in Premiums**

Many Americans have come to rely upon Medicare Part B as their primary source of health care coverage after age 65, largely due to many employers rolling back their retiree medical benefits. What employees may not understand, however, is that, although they may enjoy a high standard of living in retirement, they will also be responsible for paying a greater portion of the cost for their Medicare Part B coverage. Click [here](#) to continue.

- **Most Boomers Not Prepared for Long-Term Care**

The majority of baby boomers have not planned accordingly for long-term care expenses and mistakenly believe they have the resources to cover such care. They could find assistance from their employers, which are increasingly willing to help cover long-term care. Click [here](#) to continue.

- **2007 Benefits Study Reveals Focus on Consumerism, Wellness**

High-deductible health plans, including varieties with or without health savings accounts and health reimbursement arrangements, remain a focus for employers, reveals the 2007 Benefits Decisions' Impact Study, co-sponsored by *Employee Benefit News* and Forrester Research. Click [here](#) to continue.

- **Health Benefits, Vacation Time Drive Attraction and Retention**

It's generally known by employers that low-cost work-life benefits are an integral part of attracting and retaining top employees. But exactly how important are they? To answer this question, WorldatWork recently released results of a report that measured the perceived impact of various benefits on attraction and retention. Click [here](#) to continue.

- **Study: High Costs Lead to Drop in Job-Provided Health Plans**

The percentage of New Jerseyans under 65 who are covered by employer-provided

health plans has dropped from 75.6 percent to 72.1 percent over a five-year period, and the escalating cost of medical care is the chief reason, experts said. The Economic Policy Institute in Washington, D.C., released results of a study that found New Jersey ranks 29th in terms of the number of people under 65 who receive health coverage through their employers. Click [here](#) to continue.

- **A Tepid Reception for Annuities as 401(k) Payouts**

Although employers will soon have protection against being dragged into court on charges that they didn't select the 'safest' annuity available doesn't mean that they'll now embrace annuities as a distribution option. The problem is that too few of the 52 million people who have defined-contribution accounts want to put their retirement savings into annuities. Click [here](#) to continue.

Carrier News

- **Aetna Offers Flu Shots Offered for Members at Target Locations**

Aetna announced that it is working with Target to administer influenza vaccinations (flu shots) to members enrolled in its health benefit plans. In addition to receiving the vaccination from their physicians, Aetna members will have the option to get their flu shots at any participating Target with an in-house pharmacy. Click [here](#) for more details.

- **Sloan Kettering a CIGNA In-Network Provider Effective 11/01/07**

CIGNA HealthCare is pleased to announce effective 11/01/07, Memorial Sloan Kettering will be a participating provider for all CIGNA Healthcare medical programs. Members will automatically have in-network access beginning on 11/01/07.

- **Horizon BCBSNJ Reminder to Use Correct Enrollment/Change Form**

Horizon has asked us to remind you that all subscriber additions, terminations or changes must be requested via the standard enrollment forms (the HINT form). As required by NJ State regulations, Horizon cannot accept noncompliant forms. The only valid and compliant form to use is the approved Horizon BCBSNJ Enrollment/Change Form #6859. ([Click here to download the form](#)). Effective immediately, any enrollment updates received on a non-HINT form will not be processed and will be returned immediately.

- **MetLife's Open Benefits Enrollment: The Employee Experience**

Click [here](#) to download MetLife's "Big Envelope" White Paper, which examines how employees across multiple life stages think and behave during their company's open enrollment process.

- **Unum's Annual Landscape of Long Term Care Debunks Myths**

When Michael Schumann was 41, he bought a long term care insurance policy through his work with IBEW Local 164 in New Jersey. Just four years later, he became a claimant. Mr. Schumann is representative of nearly 57 percent of Unum's group long term care claimants: He's under the age of 65. For Mr. Schumann, a traumatic brain injury ended his career as a journeyman electrician. Click [here](#) to continue.

Of Interest

- **U.S. Workers Do Not Understand Health Care Consumerism**

More employers are embracing consumerism in health care, but American workers understand very little about the changes that health benefits are undergoing, according to a recent study by Fidelity Investments. Click [here](#) to continue.

If you would like more information on any of the topics reviewed in this newsletter, please [click here](#).

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