

# Bringing Employee Benefit Plan Audits Into Focus

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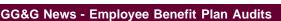
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# **Employee Benefits**

## Is Outsourcing COBRA Administration the Solution for Your Firm?



COBRA allows employees to retain health insurance benefits after they leave a company. And while former employees pay for the continued insurance, employers must continue to administrate the plan. Outsourcing is becoming an increasingly popular COBRA solution for companies who must comply with the law but don't have the staff resources to continue health plan administration.

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## **Benefits Administration**

## New Guidance: Independent Contractor versus Employee Classification



**Is the person** performing work for your organization an employee or an independent contractor? It's a question that employers have wrestled with for years, and getting the answer wrong can result in financial penalties. In an effort to settle the issue, the U.S. Department of Labor issued new guidance to help make clear the difference between an employee and an independent contractor.

## **Benefit Tax Issues**

# IRS Explains Rules for Tax-Free Perks



Which fringe benefits are taxable and which are not? Sometimes, even IRS agents have difficulty telling them apart. To help its field personnel, the IRS has a training manual on the tax treatment of fringe benefits. Click "Full Article" to find out what the manual includes.

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