

Ask SCORE

Presented by Fox Valley Chapter 289

Issue: 30

www.ScoreFoxValley.org

March 2010



SCORE[®]
Counselors to America's Small Business

Human Resources

Need an Affordable Health Care Option? Consider an HSA

According to the National Federation of Independent Business (NFIB), health-insurance premiums have increased 87 percent in the past six years. This is enough to cause any small business owner much concern. Because of the continued escalation, small business owners have little choice but to pass the increases on to their employees or drop the benefit completely.

A health plan option first introduced in 2004 offers some measure of hope. Health Savings Accounts, or HSAs, work in IRA-like fashion to cover out-of-pocket medical costs with tax-sheltered money. An HSA is an investment account funded by each individual, with optional contributions from your business. The accounts *must* be linked to an insurance plan that has a high deductible of, say, \$1,200 to \$2,400 or more. Money from the HSA pays health expenses until the insurance kicks in.

Unspent funds carry over, so the accounts have the potential to accumulate significant balances over years of untaxed contributions and investment gains. And premiums on health plans with high deductibles are more affordable. Employer contributions to a tax-favored HSA are exempt from payroll taxes, and the employee is not taxed either.

As medical costs soar, HSAs have become more popular among small businesses. Plan features include these:

- 1) The annual contribution limit to an HSA matches the deductible on your health insurance -- up to \$3,050 for an individual, and \$6,150 for family coverage as of 2010. Amounts are adjusted annually to inflation.
- 2) The employer, individual or both can make contributions and each individual has control over the assets in their account.

What's in a Price?

Take this short online course to find out. It's FREE, so that price was easy for SCORE to set. But how do you set your prices: mark up your costs, study your competition, figure value to the buyer, convey an image, achieve your profit objectives, or what? Here's help...

www.tsbc.com/sbo/score/viewLesson.aspx?Lid=210&cid=1

Free Counseling

Visit www.scorefoxvalley.org/index.php to sign up for free counseling at that location. Click on the "counseling" tab to make an appointment. Seek help as many times as you like.

Legal Corner

Sponsored by
[Poznak Law Firm, Ltd.](http://www.poznaklaw.com)

Trademark Basics

A trademark is more than a distinctive name or symbol. It may be the key to promoting and preserving

3) Plan providers will generally be insurance companies or banks. If your business sets up the plan, you will arrange for employee HSAs.

4) To be eligible, an individual must be covered by a high-deductible health plan and must *not* be covered by other health insurance.

To learn more about how HSAs work, visit the National Association of Health Underwriters' Web site, www.nahu.org. You'll also find up-to-date information on regulatory changes and assistance with finding insurance firms and agents.

To learn more about human resources issues facing your small business, contact America's free source of small business mentoring and coaching.

The Fox Valley SCORE Chapter offers *confidential* counseling to small businesses, including start-ups. Affiliated with the U.S. Small Business Administration, SCORE has counselors available in eight locations in the counties and suburbs west of Chicago.

To sign up for a free appointment at the location closest to you, go to ScoreFoxValley.org.

Copyright (c) SCORE Association

Your Success. **SCORE**
Powered by

your goodwill. Here are some pointers on choosing, acquiring and protecting what is arguably the most valuable asset your company has.

www.poznaklaw.com/articles/tradem.htm



March Offers 40 Workshops in 31 Days. Whew!

Where do you need a jump start? Let us help you find just the right, affordable workshop to get up-to-speed on **small business accounting, social network marketing, intellectual property, export financing** and dozens of other timely topics. These half-day courses are conveniently held at College of DuPage in Lisle, McHenry Community College, Waubensee Community College in Aurora, Joliet Junior College, and Elgin Community

College.

Choice of topics. Choice of locations.

FREE: Check out the **Open Forums** scheduled for March 4 and 18 in Lisle.

[Find a workshop that fits your needs.](#)

[Forward email](#)

Constant Contact is a proud sponsor of SCORE



✉ **SafeUnsubscribe®**

This email was sent to tcella@mchsi.com, by counselor@scorefoxvalley.org
[Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#)

SCORE Fox Valley Chapter 289 | 1444 North Farnsworth | Room 504 | Aurora | IL | 60505