

CLIENT UPDATE

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Referrals

We believe our firm is the most professional provider of employee benefits programs in the business. Our knowledge, ability and service are second to none. Our best new clients are those referred by you. If you know someone that might use our services call us or tell them to call us. It's as simple as 800/344-3766.

Thank you,
Rock Tuchek, President



TRYING TO JUGGLE MORE THAN ONE BENEFIT COMPANY?

Are you trying to maintain your employee benefits program by juggling several benefit companies with different products? When it comes time for renewals, do you spend more time in meetings than you'd like to?



Don't turn your benefits plan into a circus—let MGB help keep things organized!

When it is time for your renewal, we would appreciate the opportunity to talk with you about all that we have to offer. Not all of our products may be right for you at this time; we can help you decide what is best for you and your employees.

Midwest Group Benefits offers a wide variety of products for your company's benefit needs. Perhaps you have your health insurance with us now. Did you know that we can also help you with Flexible Benefit Plans for Health and Child Care, Health Savings Accounts, Health Reimbursement Accounts, Retirement Plans, Disability, Dental, Vision and Life?

By keeping your benefits together with Midwest Group Benefits, you'll save time and energy, and your office will start to feel less like the big-top and more like the place of business you need.

CHANGES TO NOTE

You may have noticed a new look to the Midwest Group Benefits Client Update. This change is in conjunction with our new logo and our new building. We are in the process of phasing out the old logo and replacing it with our new one.

Decorah IA 52101—this will not change when we move and works great now, too!

We are also changing our address in the near future. At the current time, we are in the process of building in the Decorah Business Park, and are on track to move in late spring. To ensure your mail will continue to reach us with no delays, update our address to PO Box 408,

Even in this time of flux, there is one thing that will never change: our commitment to our customers.



Midwest Group Benefits
"specializing in employee benefits"

Midwest Group Benefits, Inc.

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We're on the web!
www.midwestbenefits.com



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FINAL RULES FOR AUTOMATIC ROLLOVERS IN RETIREMENT PLANS

The DOL (Department of Labor) has issued final rules which authorize "Automatic Rollovers". This applies to plans which currently allow for an employee's vested account balance of \$5,000 or less to be automatically cashed out upon termination and will be effective March 28, 2005. Instead of cashing out a participant whose vested balance is \$5,000 or less, you will be required to roll that money into an IRA. If certain rules are followed, you will be relieved of your fiduciary duty once that money is deposited into the IRA. We are awaiting a plan amendment and additional information which will be issued by the IRS early this year. At that time, we will be contacting current clients to discuss the best options for your plan with regard to these rules.

2005 BENEFIT LIMITS

Once again the deferral limits for qualified plans have increased. The new limits for 2005 are as follows:

- 401(k) Plans for employees under age 50 \$14,000
- 401(k) Plans for employees age 50 & over \$18,000
- SIMPLE 401(k) Plans for employees under age 50 \$10,000
- SIMPLE 401(k) Plans for employees age 50 & over \$12,000

In addition, the 415 Limit has increased to the lesser of 100% of compensation or \$42,000 (as a reminder, the 415 Limit is the TOTAL amount that can be allocated into a plan on behalf of an employee. The total includes employee deferrals, employer match and any employer profit sharing contribution).



MEET THE STAFF: BRYAN WASKOW

Bryan Waskow is the newest member of Midwest Group Benefits' capable staff. He was recently hired as Director of Information Technology. He is responsible for implementing, maintaining and improving MGB's information technology infrastructure, processes and procedures.

Originally from Northeast Iowa, Bryan chose to return to the area and join the MGB team after eight years in Omaha,

Nebraska. While in Omaha he served as the Director of Information Technology at a mid-sized TPA (Third Party Administrator).

Bryan and his wife Nicole, who is employed at Luther College, reside in Decorah with their two overweight cats Reagan and Haley.