

REDW Benefits



Benefits LLC

*A Subsidiary of REDW The Rogoff Firm*

**INTEGRITY COUNTS.**

**CERTIFIED PUBLIC ACCOUNTANTS | BUSINESS & FINANCIAL ADVISORS**

505.998.3200 | REDW.COM



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6401 Jefferson Street NE, Albuquerque, NM 87109

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Albuquerque, NM  
Permit #1844

## **EMPLOYEE BENEFITS AND COMPENSATION**

### *Retirement Plans*

Whether you are implementing a new plan or need a review of your current plan design, you will find our innovative, knowledgeable perspective refreshing. At REDW The Rogoff Firm, our professional team of benefit planners will evaluate your company's goals, balancing the expectations of the owners, management and workforce to create an optimal plan design.

Our state of the art software offers comprehensive daily valuation services for retirement plans. Plan participants may access account information 24/7 via the Internet. Participants make transfers among investments online and allocate new contributions immediately and directly. They can also make changes to their investment elections, contribution elections and personal information using our website.

### *Cafeteria Plans*

Cafeteria plans, or flexible spending accounts, are one of the "last free lunches" (no pun intended). Employees use tax free dollars to pay for childcare, medical expenses and health insurance. Cafeteria plans save employees money, because they pay for these expenses using funds that are not subject to federal and state taxes, or FICA and Medicare taxes. For some employees, this could be as much as a 40% tax benefit. Employers also receive a tax benefit, because they don't pay FICA, Medicare and unemployment taxes on funds spent using a cafeteria plan.

REDW Benefits can administer your cafeteria plan electronically and handle all reimbursements in accordance with IRS and HIPAA requirements. Many times the tax savings to the employer more than covers the cost of this service.

## **COMPENSATION PLANNING**

Best practice in compensation planning is to link employees' pay to their performance and your company's strategic goals. Studies show that pay for performance compensation systems enable organizations to gain an edge over their competitors, and create happy and productive employees. Compensating employees for accomplishments that are linked to a company's goals is just good

business. Pay for performance programs reward employees in a number of ways, including merit based salary increases, incentive compensation, bonuses and stock options.

Whether your needs involve a simple review of current practices, to a more in-depth project involving job evaluation, job analysis, salary benchmarking or designing a compensation system, we have the team and the expertise to assist you.

## **OUR TEAM**

We take great pride in the team we have assembled to help you with your benefit plans. All of our consultants have a long history working in this highly technical area of employee benefits, as well as a long history with REDW. When you work with us, our entire team is available to help you and your company achieve your strategic goals. We place great value on each and every client relationship, and are committed to helping you and your business be highly successful.

## **SPECIFIC LIST OF SERVICES:**

- Retirement Plan Design (qualified and nonqualified)
- Retirement Plan Administration
- Retirement Plan Documents
- Cafeteria Plan Administration
- Cafeteria Plan Documents
- ESOP Plan Administration
- Per Capita Plan Administration
- Compensation Planning and Analysis
- Performance Evaluation Systems
- Human Resource Consulting

## **CONTACTS:**

*Carol Mayo Cochran*

505.998.3208

[ccochran@redw.com](mailto:ccochran@redw.com)

*Dennis Davis*

505.998.3294

[ddavis@redw.com](mailto:ddavis@redw.com)

*Lisa Wilcox*

505.998.3296

[lwilcox@redw.com](mailto:lwilcox@redw.com)