

PROPOSAL PREPARED FOR

ERISA Compliance
Management

Date



Prepared by

WHY TASC

It started with a desire to help a friend.

Total Administrative Services Corporation (TASC) was founded on a simple belief: regular people should be able to receive the same tax advantages as large corporations.

In the process, we brought simplicity to one of the most complicated systems in the world: the US tax code. The solution worked so well, we continued to invent products that transformed the lives of farmers and other entrepreneurs, their families, and their communities. And we're still in the life-changing business for employers of all sizes, in all markets, today.

After more than 40 years in the benefit administration industry, our conviction is stronger than ever. We've discovered a new way to remove complexity, a new way to help Americans pay less tax and invest more in their health and prosperity.

We are committed to understanding our clients' needs and ambitions and will configure a solution, whether they have one employee or one million. Because when Americans have more money to spend, when they invest in their health, when they have the tools to support their families, when they give back to their communities, when they save and grow, **we all benefit.**

3 in 5

employers say
managing benefits
is increasingly
complex ¹

TASC at a glance:

- » **72,000 clients** across the United States
- » **\$2.7 billion** in funds handled each year
- » **\$30 billion** saved in taxes by TASC clients and participants
- » **\$1.6 million** donated to charity by TASC and its employees in last year
- » **94% of clients** feel their customer service representative handled their call with courtesy and professionalism

¹ Guardian Workplace Benefits Study – 5th Annual; May 2018

TASC ERISA OVERVIEW

As an employer, you face strict deadlines and liability under ERISA law to provide plan disclosures to your plan participating employees and beneficiaries under your various employee benefits programs. TASC ERISA offers years of compliance expertise to help you remain fully compliant by providing all required documents, communications, notices, and record-keeping for your plans.

The U.S. Department of Labor (DOL) and IRS have increased enforcement of ERISA violations through DOL audit programs and IRS penalties under Excise Tax.

- ✓ **Whistle Blower ACT:** protects employees who file any oral or written complaint with the DOL.
 - Employees can earn \$110 per day for each day an employer fails to provide ERISA documents.
 - Employers have only 30-days to provide employees with plan documents upon written request.
- ✓ **DOL Mobile Application:** free download designed specifically for employees as part of their strategic "Plan/Prevent/Protect" initiative of increased workplace compliance enforcement efforts.
- ✓ **DOL Consumer Assistance Web page:** created by the *Employee Benefits Security Administration (EBSA)* to allow users to submit questions and complaints about plans electronically.

ADMINISTRATION SERVICES

- ✓ Document and Form Preparation
 - Plan Document
 - Summary Plan Description (SPD)
 - Summary of Materials Modification (SMM)
 - Wrap and/or Mega-Wrap Documents
- ✓ Record-Keeping Assistance
 - Document retention requirements
 - Guidance on document access and employee rights
 - Assistance in the event that your employee benefit plans are reviewed by the DOL
- ✓ Annual ERISA and Health Care Reform (PPACA) Notices
- ✓ ERISA Compliance for all disclosure and reporting requirements by TASC ERISA
 - Ensure ERISA Plan is current with all the regulation changes
 - Maintenance of all required records for the mandated amount of time
 - Monitor ERISA Plan and employee benefits to ensure timely disclosure of plan change to employees
- ✓ Storage of Plan Document(s)/SPD
- ✓ Hold Harmless clause shifts liability for administrative compliance to TASC

For companies with 50+ Employees where mega-wrap results in 100 or more employees for the purpose of ERISA, you receive all services above in addition to:

- ✓ Preparation of Form 5500 and associated Schedule A or C for current plan year
- ✓ Preparation of the Summary Annual Report (SAR)

TASC ERISA Clients receive a **dedicated service representative** to help guide you through each element of the ERISA compliance program. You will receive a telephone number and email address for your service contact.

TASC ERISA PRICING

Total Employee Count:	
Plan Start Date:	

Select a Plan Option:

- Full ERISA Administration**
 ERISA Documents Only (for 100+ groups only, no Form 5500)

Set-Up Fee (one-time charge)	\$
Based on total number of employees.	
Administration Fee (per year)	\$
<ul style="list-style-type: none"> Based on the total number of employees in your organization. Administration fee is due for the full plan year. 	
<i>Administration Includes:</i>	
<input checked="" type="checkbox"/> Document and form preparation <input checked="" type="checkbox"/> Record-keeping assistance <input checked="" type="checkbox"/> Compliance for annual disclosure and reporting requirements <input checked="" type="checkbox"/> Storage of Plan Document(s)/SPD <input checked="" type="checkbox"/> TASC ERISA Administration Manual	<input checked="" type="checkbox"/> Access to experienced ERISA professionals and customer support <input checked="" type="checkbox"/> Client communications
Additional Service Options & Fees	
<input type="checkbox"/> Form 5500 Late Filing Fee (per Return)	\$950/Return
<input type="checkbox"/> Form 5500 Extension (per Return)	\$100/Return
<i>If deadline for 5500 Due is within 45 days of application, a Form 5500 extension is needed. If within 15 days of the deadline, the extension may not be an option due to time allowance for new business entry and implementation. The Purchaser is responsible for any fines or penalties that may result in the late submission.</i>	
<input type="checkbox"/> ERISA and PPACA Annual Notices (all Notices)	\$350/year or \$100/Notice
<i>The Patient Protection and Affordable Care Act requires annual notices to eligible employees based upon the status of any Group Health Plan. There are also current ERISA notices in place.</i>	
<input type="checkbox"/> Medicare Part D Notice (billed annually)	\$150/year
<input type="checkbox"/> Individual/Separate Affiliated Employer Wrap Document	\$350 each
<i>Client desires plan document/SPD for each benefit as opposed to mega-wrap documents; client requires SPD versions of the same ERISA plan under the name of affiliated employer(s) covered under the master ERISA plan; or client desires separate plan document/SPD based on upon class or location of employees. If Form 5500 is required, applicable fees apply.</i>	

TERMS

- Pricing is based on a single Mega-Wrap Document.
- Where a Mega-Wrap requires employers with fewer than 100 employees to file a Form 5500 and associated Schedules, pricing is based off the 100+ employee group size.
- Pricing assumes the client has a mix of fully and self-insured plans.
- If TASC ERISA is selected on the TASC Purchaser Details form, it must be submitted with full payment of all applicable fees listed above and any additional fees incurred from the above.

GUARANTEES: The pricing presented in this proposal is guaranteed for 90 days.

Any and all information in this TASC proposal is confidential and can be used for the sole purpose of placing a client with TASC. Any disclosure of this information to any other third party is a breach of the TASC Provider Agreement(s) and will cause losses to TASC. TASC will immediately terminate any agreement with any person who discloses the information to an unauthorized third person and seek immediate reimbursement for any loss attributable to the disclosure.