

PROPOSAL PREPARED FOR

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Non-Discrimination Testing

Date

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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 45 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.**



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### 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

<sup>1</sup> Guardian Workplace Benefits Study – 5<sup>th</sup> Annual; May 2018

## TASC NON-DISCRIMINATION TESTING OVERVIEW

It is the responsibility of every employer to ensure that their benefit plans do not discriminate in favor of Highly Compensated Individuals (HCIs). Unfortunately, the non-discrimination tests are convoluted and hard to follow. Each year a series of calculations are required to determine if plans favor HCIs and/or key employees (with respect to eligibility and benefits). Discriminatory plans may subject employers to fines and penalties and employees to unnecessary taxes. Plus, under new healthcare regulations, discriminatory plans may face excise taxes, civil monetary penalties, and/ or civil actions.

***Non-Discrimination Testing is required for the following plan types:***

- Cafeteria Plans (Section 125)
- Dependent Care FSA Plans (Section 129)
- Healthcare Flexible Spending Accounts (FSA)
- Health Reimbursement Arrangements (HRA)
- Group Term Life Insurance
- Self-Insured Medical Plans
- Tuition Plan

## ADMINISTRATION SERVICES

TASC offers years of employee benefits experience supported by industry, governmental, and compliance experts to ensure all aspects of compliance for your employee benefits plans:

- ✓ Full compliance with evolving regulations
- ✓ More than fifteen tests offered designed to handle all types of Plans, employers, and industries
- ✓ User-friendly tools guarantee that the tests are conducted correctly
- ✓ Guidance on how to correct test failures
- ✓ Fast and understandable result notification
- ✓ Convenient packaging of multiple tests for complete compliance
- ✓ Assistance with bringing Plans into compliance
- ✓ *TASC Tracker* Client Blog: Subscribe to receive TASC news and service updates

## NON-DISCRIMINATION TESTING PRICING

<b>Total Employee Count:</b>	
<b>Plan Start Date:</b>	

**Type of Plan Tested:**

- Cafeteria Plan/POP
- Tuition Plan
- FSA Plan (Health or Dependent Care)
- Group Term Life
- Self-Insured Health Plan/HRA

<b>Set-Up Fee (one-time charge)</b>	<b>\$</b>		
Based on total number of employees.			
<b>Administration Fee (per year)</b>	<b>\$</b>		
<ul style="list-style-type: none"> <li>• Based on the total number of employees in your organization.</li> <li>• Administration fee is due for the full Plan Year.</li> </ul> <p><i>Includes:</i></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Testing and documentation of results</li> <li><input checked="" type="checkbox"/> Recommended adjustments in case of testing failure</li> <li><input checked="" type="checkbox"/> Record-keeping assistance</li> <li><input checked="" type="checkbox"/> Client manual</li> </ul> </td> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Access to experienced professionals and customer support</li> <li><input checked="" type="checkbox"/> Client communications</li> </ul> </td> </tr> </table>		<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Testing and documentation of results</li> <li><input checked="" type="checkbox"/> Recommended adjustments in case of testing failure</li> <li><input checked="" type="checkbox"/> Record-keeping assistance</li> <li><input checked="" type="checkbox"/> Client manual</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Access to experienced professionals and customer support</li> <li><input checked="" type="checkbox"/> Client communications</li> </ul>
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<b>Annual Renewal Fee (per year)</b>	<b>\$</b>		
Same as Admin fees.			
<b>Additional Service Options</b>			

**TERMS**

Plan Applications must be submitted with full payment of all applicable fees listed 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.*