



Help Your Clients Create Savings on Healthcare Premiums and Expenses

In today's economy, many small employers either do not offer health insurance coverage or have decided to disband their group health coverage. TASC has designed a service specific to these employers who are also interested in helping their employees save money on healthcare costs.

TASC has designed a Plan that combines **Premium Reimbursement and FSA accounts** into one tax-savings Plan. This Plan allows both employers and employees to make pre-tax contributions to any of the accounts. Funds are available to the employee throughout the Plan Year to help pay for their individual health insurance premiums and out-of-pocket medical, daycare, and work-related transportation expenses.

Recent regulations do not restrict an employer (not offering a group health Plan) from offering a Section 125 Cafeteria Plan...meaning that an individual premium is still allowed under a Section 125 Plan; that's what makes this Plan especially valuable to employers and employees alike.

How the Plan Works

Non-Employer Sponsored Premium Account (NESP): Designed for employers and employees to contribute tax-free dollars toward individual health insurance. And because this benefit is not considered a Flexible Spending Account, the contribution limits **do not apply**.

- No \$2500 cap on employee salary reduction.
- No \$500 limit on employer contributions.
- No employer contribution limit to individual plans (i.e. defined contribution).

Non-Excepted Health FSA Account (NEFSA): Both employers and employees may contribute tax-free dollars to help employees pay for eligible out-of-pocket medical expenses (**not subject to the \$500 limit on employer contributions**).

Other FSA Accounts: Employees may contribute tax-free dollars for dependent care expenses and work-related transportation expenses. These FSA types are pre-determined by the employer.

Once the Plan is established with your Client, funding for each account will be set-up by the employer and their participating employees. TASC provides a **Client Administration Manual** and **Participant Reference Guide** to help the Client and their employees understand how the Plan works, how to make contributions, and how to request a reimbursement. We also offer a one-page employee education flyer that may be distributed to your Clients.

Employer Benefits

- **Save money with tax benefits!** For every employee dollar contributed, employers reduce their FICA tax by 7.65%.
- Offer a valuable tax-benefit to help recruit and retain quality employees.
- Enjoy multiple service features from TASC:
 - Online Administration and Services
 - Low Monthly Administration Fees
 - Summary Plan Description (SPD)
 - Employee Education and Compliance Materials
 - Exclusive Audit Guarantee

Employee Benefits

- **Save money!** Pre-tax deductions reduce taxable income by 20-30%.
- **Reduce personal healthcare costs and choose a health Plan that best suits their family needs.**
- Enjoy multiple service features from TASC:
 - Online Enrollment and Account Management
 - Benefits Debit Card (FSA and NEFSA)
 - Mobile App and Text Messaging (FSA and Premium Reimbursement)
 - Fast Reimbursements / Daily Processing
 - Dedicated Customer Support



TASC is a leading third-party administrator with a proven track record of customer service, expertise in compliance, and innovative service offerings that enhance the participant experience.