



Save money on individual insurance premiums

Using pre-tax dollars to pay for individual health insurance premiums will reduce your taxable income and increase your take-home pay!

The Non-Employer Sponsored Premium (NESP) reimbursement benefit is an additional plan option under the Cafeteria Plan (FSA) that allows employees to make pre-tax contributions into a separate reimbursement account for insurance premiums that are not employer sponsored. These insurance policies are **individually purchased** by the employee on their own.

Premiums Eligible for Reimbursement

- Health and/or Dental insurance for employee, spouse, or dependent
- Disability insurance (*benefits received are taxable when premiums are paid pre-tax*)
- COBRA premiums (*you must no longer be employed by the company sponsoring the insurance to qualify under the NESP Plan*)
- Health insurance that may be deducted from retirement benefits through a previous employer
- Dreaded disease insurance (*without a premium refund feature*)
- Medicare supplement premiums
- Medicare Part B or D

Ineligible Premiums

- ⊗ Premiums for plans purchased through the Marketplace (federal or state exchange programs)
- ⊗ Policies that defer compensation (*e.g. cancer and hospital indemnity policies with a premium refund feature*)
- ⊗ Any product which is advertised or offered as Long-Term Care insurance
- ⊗ Health coverage provided by another employer (*spouse or dependent's insurance premium through their employer*)

Participation Features

- Online enrollment and account management
- TASC Card for eligible purchases
- Multiple ways to request a reimbursement: *TASC website, mobile app, text, fax, or mail*
- Daily reimbursement processing
- Reimbursement status via text messaging and email notifications

Important Considerations

- Insurance premiums may not be reimbursed through a Healthcare FSA—only through a Premium Reimbursement Plan.
- The policy may be in the name of the employee, spouse, or dependent.
- Participant elections are irrevocable for the Plan Year unless there is a qualifying event.
- NESP Participants may increase, reduce, or revoke their NESP salary reduction election to coincide with the cost of their individual insurance plans under the automatic cost change event.