



Remove the confusion. Eliminate risk.

All employers are required to ensure that their employee benefits plans do not discriminate in favor of Highly Compensated Employees (HCEs).

Unfortunately, non-discrimination tests are convoluted and hard to follow. Each year a series of calculations are required to determine if plans favor HCEs and/or key employees (with respect to eligibility and benefits). Discriminatory plans may subject employers to fines and penalties and employees to unnecessary taxes.

Why risk non-compliance? Why attempt to decipher the various non-discrimination tests on your own? With 40 years of employee benefits experience supported by industry, governmental, and compliance experts, **TASC** is well prepared to do this work for you.

TASC Delivers

- Full compliance with evolving regulations.
- More than fifteen tests offered!
- Easy-to-understand service.
- Helpful guidance for correcting test failures.
- Fast and understandable result notification.

Service Features

- User-friendly tools guarantee that the tests are conducted correctly.
- Comprehensive tests designed to handle all types of Plans, employers, and industries.
- Fast and accurate testing results.
- Convenient packaging of multiple tests for complete compliance.
- Support to bring plans into compliance.

Plans Requiring Testing

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



1-888-595-2261 • Fax 608-241-4584
iwanttasc@tasconline.com • www.tasconline.com