

# Use the Affordable Care Act to Improve Your Employee Benefit Program and Reduce Cost

What Healthcare Reform Can Do For Your Company and  
For Your Employees

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# ***The Dilemma for Group Health Insurance***

*In This New Insurance Market Should Your Company*

## ***Go With, or Without Group Health Insurance?***

- Do you keep your group health plan in place to keep employees happy and comply with the ACA?
- Or, should you go without group health insurance, send employees to the individual market?
- How do you decide? Do you decide based on...
  - What's best financially for the company?
  - What's best for employees?

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What if... The best option for the company, *and*,  
The best option for the employees  
was the same thing?

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# Will Group Insurance Provide Better Coverage than Individual Insurance in 2014 and beyond?

## *Pre-2014*

*Guaranteed Issue*

Group Insurance

Yes

Individual Insurance

No

*Maternity*

Yes

No

*Pre-X Coverage*

Yes

No

## *2014+*

*Guaranteed Issue*

Group Insurance

Yes

Individual Insurance

Yes

*Maternity*

Yes

Yes

*Pre-X Coverage*

Yes

Yes

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**Individual health insurance and group health insurance  
now have the same level of benefits.**

**AND**

**There is an option that may be the  
best financial choice for businesses  
and their employees.**

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# NESP, NEFSA & Flexible Spending Plans



**Flexible Spending Accounts (FSA)**

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**Tax saving solutions for small  
business owners and employees, fits  
ANY health insurance offering\*\*\***

**\*\*\*including businesses that DO NOT offer health insurance\*\*\***

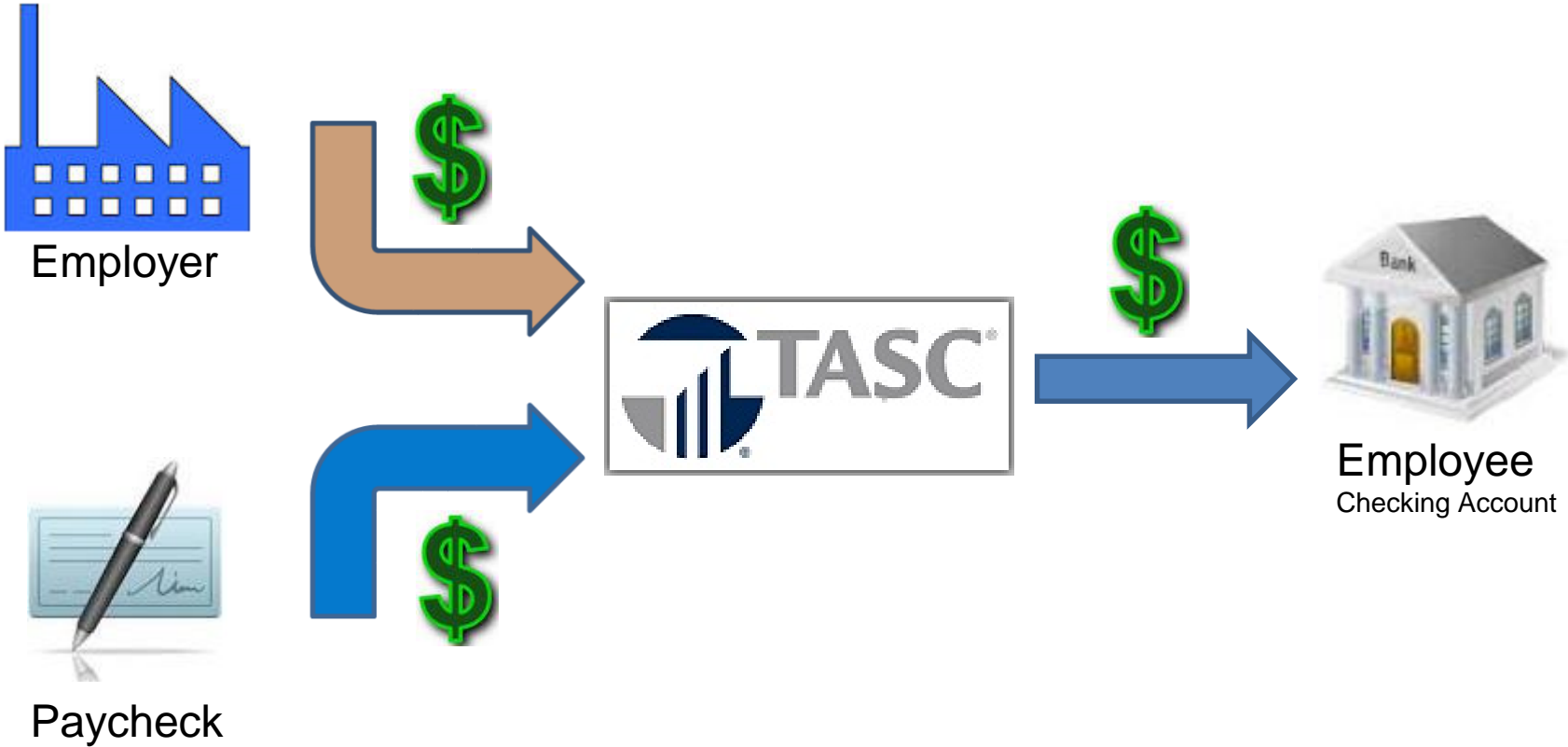
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# FlexSystem NESP – Why?

- Group Health → Individual Health Plans:
  - Reduces employer costs by over 40%
  - Individual health plans are portable
  - Employees have options rather than 1 size fits all



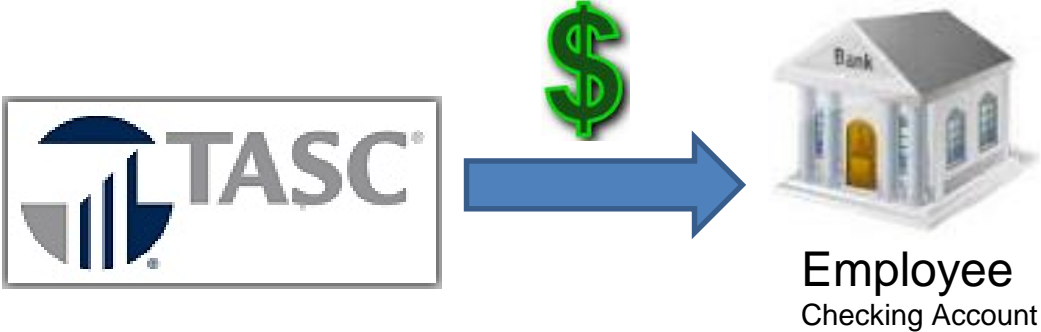
# Premium Reimbursement



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# Premium Reimbursement

30<sup>th</sup> of the Month



1<sup>st</sup> of the Month



# FlexSystem NESP – Why

- Advantages to a NESP:
  - Employer sponsored Group Health = Tax Deduction, Individual Health does not, unless...
  - Employee chooses policy, pays carrier directly
  - Employer determines how much they want to fund toward Premiums via Defined Contribution
  - Employee is reimbursed from contribution when Individual Premium expense is incurred
  - Reimbursements 100% tax deductible for ER

# FlexSystem – Would Employees Enroll?

- Employees should enroll if:
  - They pay a portion of their own Ind Health Ins
  - They have out-of-pocket medical expenses
    - Families that consistently approach their deductible
    - Scheduled dental expenses or orthodontia
    - Regular vision expenses such as contacts or glasses
  - They have children in Daycare
  - They have work-related Transportation expenses

# FlexSystem Plan Mechanics

- Employer
  - Employer Contribution Defined (\$X per month/year)
  - Employee elections made, Enrollment completed
  - Pre-tax withholdings taken each pay period
    - Funds routed to TASC via ACH after each pay date
  - Ability to enroll, make changes, view reimbursements
- Employee
  - Out of Pocket election immediately avail via debit card
  - Dep Care/Transportation/Ind Ins Prems
    - Available as withheld, recurring ACH reimbursements available

# Recent News on FSAs – Healthcare Reform

- MAJOR change in legislation on October 31<sup>st</sup>
  - Employees are allowed to rollover up to \$500 per year in unused Out of Pocket Medical FSA elections into the next plan year

# FlexSystem – What Separates TASC?

- Funding Model: Payroll Withholding Funded
  - Client never receives large bill for claims paid
  - **No interruption to Client cash flow!**
- Risk Protection Available
  - Client can choose to make TASC liable for end of year plan balance
  - Not on the hook for negative balance if employee leaves early
- Transparent Plan Administration
  - Client can view all transactions
  - Enrollment/Changes: many options
- 100% Audit Guarantee

# TASC Mobile Tools

*Managing Benefits in the Go!*

- **MyTASC Mobile App**

- Free download from Apple® and Android Market™ for smart phones and tablets
- Secure login and memory with MyTASC username and password
- Check real-time account balances
- Request a Reimbursement wizard
- Submit substantiation (use embedded camera to capture receipt)
- View plan information, contributions, and transactions



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# The TASC Card



- Eliminates out-of-pocket purchases and reimbursements by allowing participants to pay for eligible **healthcare** and/or **dependent care** expenses at the point-of-purchase.
- Mailed to participants after Plan enrollment.
- Good for 3-years – automatically reissued.
- One additional card for a dependent or spouse at no charge.
- Works as a debit card drawing from available FSA funds.
- ***MyCash account feature!***

\*Refer to the list of eligible and ineligible expenses as defined by the IRS, available in the FlexSystem Enrollment Kit.

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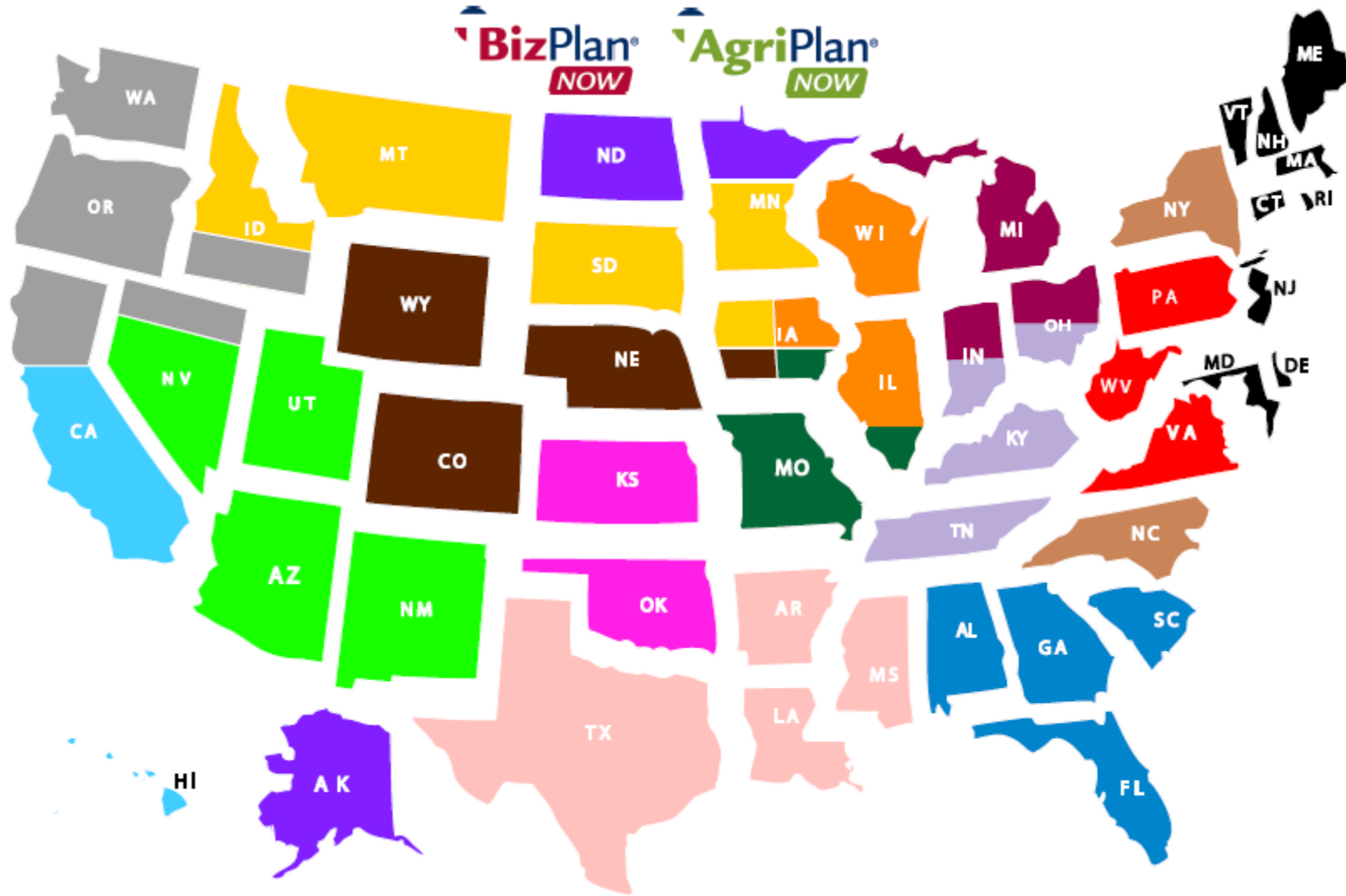
# FlexSystem Pricing - Microbusiness

<i>Plan</i>	<i># of EEs</i>	<i>Annual Flat Fee</i>
FSA	2-5	\$600/annual
	6-12	\$900/annual
	13-20	\$1200/annual
	21-49	\$5/EE/month

All inclusive. No added fees.

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# There is a TASC Microbusiness Regional Sales Director in every region of the US!



...com

# What's Next?

- Sign and return page 7 of your microbusiness plan application: [microbusiness@tasconline.com](mailto:microbusiness@tasconline.com).
- Complete TASC's Client Eligibility Worksheet
- Email both forms to [microbusiness@tasconline.com](mailto:microbusiness@tasconline.com)
- A TASC Regional Sales Director will contact your office leader to provide follow up and direction