

ERISAEdge Delivers

ERISAEdge manages care all of your ERISA concerns and obligations.

- Prepares the Plan Document and Summary Plan Description (SPD), known as a wrap Plan or mega-wrap Plan.
- Prepares the 5500 Form and associated Schedule A or C.
- Prepares the Summary Annual Report (SAR).
- Prepares the Summary Material Modification (SMM) if needed.
- Prepares all required Healthcare Reform Notices to eligible employees (additional fee).
- Monitors the ERISA Plan and the associated employee benefits to ensure timely disclosure of Plan changes to employees.
- Monitors legislative and regulatory changes, ensuring the Plan is up-to-date.
- Provides technical and customer service assistance.
- Guarantees compliance with all ERISA requirements.
- Maintains all required records for the mandated amount of time.
- Provides instruction regarding required on-site record keeping.
- Provides access to experienced employee benefits professionals.
- Assists with resolution in the event that employee benefit plans are reviewed by the DOL.
- Provides toll-free customer service.
- Offers 35+ years of experience.



Make sure your benefits plans pass the test with ERISAEdge



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What is ERISA?

The **Employee Retirement Income Security Act (ERISA)** was enacted by Congress in 1974. ERISA is a federal law that regulates group-sponsored benefits (also called “welfare benefit plans”). Besides requiring the provision of specific Plan features and funding information, the law mandates employers to submit detailed reports to the government.

ERISA law is extremely complex. To make matters even worse, Congress amends these laws nearly every year. As the laws get more complex, keeping current can spell the difference between success and disaster for your benefits Plans.

To be compliant with ERISA, employers must perform the following duties:

- Collect and carefully review the contracts or booklets provided by their insurance carriers.
- Prepare and file laborious Department of Labor forms throughout the year.
- Strictly maintain the necessary forms for employee review.
- Deliver communication to employees when benefits are changed that affect their welfare benefit plan(s).

ERISAEdge stays up-to-date on all the rules and paper work. We do the work to ensure that ensure your Plan stays in compliance.

How will my company benefit from ERISAEdge?

Most employers do not realize just how ERISA empowers employees. With ERISA, employees and their beneficiaries can initiate civil and criminal actions in federal court to enforce the requirements of ERISA or to enforce the terms of a welfare plan. Failure to comply with ERISA can be costly to an employer, with daily and cumulative penalties possible.

Any business that offers one or more employee welfare benefit plans must comply with ERISA. These plans include health insurance, life insurance, vacation, sick pay, day care, pre-paid legal services, severance pay, educational assistance, on-site day care facilities, financial assistance for employee housing expenses, and death benefits plans.

Employers face strict deadlines for disclosing Plan information to all eligible employees and all sponsors who administer ERISA plans must follow a strict fiduciary code of conduct.

You may be at risk and not even know it! Failure to comply with ERISA's requirements can mean costly government penalties, even employee lawsuits. Let ERISAEdge take care of all the necessary communications, forms, and record keeping for you.

ERISAEdge Administration

DOCUMENT AND FORM COMPLETION

Starting with the basics, ERISA requires a Plan document. ERISAEdge also supplies a Summary Plan Description, a Summary of Material Modification and a Summary Annual Report. In addition, for employers with more than 100 employees, ERISAEdge will complete IRS Form 5500. ERISAEdge accurately completes and files all forms in a timely manner.

COMPLIANCE

ERISAEdge helps employers meet their ERISA compliance obligations. Whether it is drafting Plan documents, completing IRS Form 5500, or filing forms with the Department of Labor, ERISAEdge keeps employers in compliance with the law.

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The **Patient Protection and Affordable Care Act (PPACA)** requires Annual Notices to eligible employees based upon *status* of any new or renewed Group Health Plan on or after September 23, 2010.

These notices must be provided to all eligible employees on or prior to the first day of the Group Health Plan effective date.

ERISAEdge can help!

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Money Back Guarantee

If you are not entirely pleased with ERISAEdge, simply return all of the ERISAEdge materials within 30 days of the date received to obtain a refund for the full purchase price, less a \$100.00 processing fee.

RECORDKEEPING ASSISTANCE

Careful record keeping is essential for ERISA welfare benefit plans of any size or complexity. ERISAEdge gives employers important direction and assistance to ensure they satisfy the mandated records retention and access rules imposed by ERISA.

TRAINED STAFF AND TECHNICAL SUPPORT

TASC's experienced team of employee benefit experts will keep you up-to-date on all legislative and regulatory changes affecting your ERISAEdge Plan.

EASY IMPLEMENTATION

A simple set-up kit helps you establish your ERISAEdge Plan within days, thereby reducing your immediate risk of not being compliant with ERISA.

ERISAEdge puts your benefits plans in compliance with ERISA laws.