

Warner Pacific Third Party Administrator Comparison Guide

Section 125 Flexible Spending Account (FSA)

FSA is an employer-established benefit plan that allows eligible employees to be reimbursed for qualified medical expenses. Qualified medical expenses are those specified in the plan that generally would qualify as expenses for "medical care" as defined in IRC Section 213(d).

For 2021, salary reduction contributions to a health FSA are limited to \$2,750.

| | BASIC | Isolved (formerly Infinisource) | Sterling | TASC |
|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| Set-up Fee | Waived | Waived | None | *Custom Proposal Required |
| Annual Renewal Fee | Waived | Waived | Total Employees Medical only: 1-100 EEs: \$337 1st year, \$375 yearly 101+ EEs: \$450/\$500 Medical & Dependent Care 1-100 EEs: \$405/\$450 101+ EEs: \$540/\$600 Medical, Dependent Care & Transit and Parking 1-100 EEs: \$473/\$525 101+ EEs: \$630/\$700 | *Custom Proposal Required |
| Per Participant Per Month | \$4.00 per participant per month, minimum \$50 | \$4.00, Monthly minimum \$50 | \$5.00, minimum \$125 | *Custom Proposal Required |
| Parking and Transit | Add \$0.15 to PPPM fee | Add \$0.15 to PPPM fee enrolled in transportation only | No separate fee | *Custom Proposal Required |
| Dependent Care | Included in standard fee | Included in standard fee | No separate fee | *Custom Proposal Required |
| HSA Addendum | None | Included in standard fee | None | *Custom Proposal Required |
| Multiple Accounts Choose 2: FSA, Standalone HRA, Education Accts. and Wellness Accts. | 2 Accounts: Annual fee \$250 1-50 Eligible \$5.10 PPPM/ Monthly minimum \$75 51-100 eligible \$5.00 PPPM/ Monthly minimum \$75 | | | |

Warner Pacific has created this comparison guide for reference purposes only and it may include special pricing. The accuracy of this comparison is not guaranteed and the pricing is subject to change without notice. Please contact your benefits advisor or attorney for specific questions. Revised: **11/1/2020**