



# AMERICAN BENEFITS GROUP

## CLIENT INFORMATION FORM

### Company Profile

Legal Name of Organization: \_\_\_\_\_ Broker of Record: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Website URL: \_\_\_\_\_ Employer Fed Tax ID#: \_\_\_\_\_

# of Years in Business: \_\_\_\_\_ Date Established: \_\_\_\_\_

State of Incorporation: \_\_\_\_\_ # of Years at Location \_\_\_\_\_

Affiliated Employers (list): \_\_\_\_\_  None

**Organization Type (please check):**  Privately Owned  Publicly Owned

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**Ownership Structure (please check):**  Principal Ownership Under 25%  Principal Ownership Over 25%

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**Type of Incorporation (please check):**  Non-Profit Organization  Government Agency

Partnership\*  Sole Proprietorship\*  LLC (Limited Liability Company)\*

Sub-chapter "C" Corporation  Sub-charper "S" Corporation\*  Other \_\_\_\_\_

\* **Note:** Subchapter S Corporation shareholders above the 2% level **may not** participate, but they may sponsor a plan for their employees. In addition, family members and close relatives of these shareholders **may not** participate. LLC, LLP and Sole Proprietors **may not** participate, but may sponsor a plan for their employees. However, if the spouse is a bona fide employee of the firm, he or she may participate and use the benefit for the entire family.

**Type of Business (please check):**  Business to Business  Business to Consumer

N/A Government Agency  N/A Non-Profit International Presence  Yes

### COBRA

Is ABG Administering your COBRA?  Yes  No

COBRA Administrator: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

### INSURANCE CARRIERS

Medical: \_\_\_\_\_

Dental: \_\_\_\_\_

Vision: \_\_\_\_\_

Form Submittal by Printed Name

Form Submittal by Signature

Form Submitted Date

## Employer Plan Administrators

**Administrator Access:** ABG can provide a read-only access to our WealthCare Administration system for Employer Plan Administrators. Those being provided with access should either have been designated as a privacy officer, or have been cleared for access to Protected Health Information (PHI) per HIPAA requirements.

**Scheduled Reports** include information about account balances, debit card transactions and claim reimbursements. Scheduled reports in the system do not contain PHI or Personal Information (PI).

		Administrator Access?	Scheduled Reports?
Primary HR:	Title:	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Email:	Tel:		
Payroll:	Title:	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Email:	Tel:		
Billing/Finance:	Title:	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Email:	Tel:		
Contact:	Title:	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Email:	Tel:		
Broker Contact:		N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No
Email:	Tel:		

## Nondiscrimination Testing

In order to qualify for tax-favored status, Cafeteria, Flexible Spending and Health Reimbursement benefit plans must not discriminate in favor of highly compensated employees (HCEs) and key employees with respect to eligibility, contributions, and benefits. In order to evidence compliance, annual tests must be performed and the results documented for each benefit plan.

Under the 2007 proposed regulations, Code Section 125 nondiscrimination tests are to be performed as of the last day of the plan year, taking into account all non-excludable employees who were employed on any day during the plan year. Some employers choose to perform these tests mid plan year in order to determine whether additional steps need to be taken before the end of the plan year so that the plan passes the nondiscrimination tests and preserves the tax treatment for the key and highly compensated. A second and final test would then be conducted as of the last day of the plan year.

**Per your Admin Agreement:**

**Testing Fees for Non-Assisted Testing run by client or broker through our NDX Testing Portal:**

First two NDX test sets per Plan Year ..... **Waived**  
 Additional NDX test sets per Plan Year ..... \$395

**Testing Fees for Assisted Testing run by ABG:**

Per NDX test set ..... \$495

**To perform the required tests** please complete the **Nondiscrimination Testing Request Form** linked here [https://www.amben.com/demos/NondiscriminationTesting/ABG\\_NondiscriminationTestingRequestForm.pdf](https://www.amben.com/demos/NondiscriminationTesting/ABG_NondiscriminationTestingRequestForm.pdf)

**IMPORTANT: If we do not receive the Nondiscrimination Testing Request Form, we will assume that you do not want to test your Plan(s) with ABG.**

# Flexible Spending Accounts

## Enrollment

**Open Enrollment Period:** Start Date \_\_\_\_\_ End Date \_\_\_\_\_

Will you be using the **ABG Online Enrollment System**?  Yes  No

**If No**, you must submit employee profile and election to American Benefits Group in an Excel template *linked here* [Enrollment Submission Spreadsheet \(XLS\)](#)

What is your Current HRIS / Enrollment System (if any)? \_\_\_\_\_

Will you be submitting ongoing eligibility files?  Yes  No

## Eligibility Guidelines

Number of Benefit Eligible Employees: \_\_\_\_\_

Participation in the Plan Begins (*please check*):

As of date of hire

From date of hire:  30 days  60 days  90 days  Other \_\_\_\_\_

First of the month following:  DOH  30 days  60 days  90 days  Other \_\_\_\_\_

Other (*please explain*): \_\_\_\_\_

Eligible Classes of Employees Covered (*please check all that apply*):

Active \_\_\_\_\_ min. hours per week worked

Union

Other (*please explain*): \_\_\_\_\_

Do you track your employees by Division? If yes, please list them here: \_\_\_\_\_  
 \_\_\_\_\_

## Payroll Contributions (*please complete all applicable fields*)

Will you be submitting ongoing payroll files?  Yes\*  No

**If No**, ABG will assume payroll contributions based on the frequency below.

FREQUENCY	PLAN START DATE	PLAN END DATE	FIRST PAYROLL DATE	LAST PAYROLL DATE	NO. OF PAYROLLS PER PLAN YEAR
Monthly					
Semi-Monthly					
Bi-Weekly					
Weekly					
Other					

### Qualified Reservist Election

A special rule allows amounts in a health FSA to be distributed to reservists ordered or called to active duty. This rule applies to distributions made after June 17, 2008, if the plan has been amended to allow these distributions. Your employer must report the distribution as wages on your Form W-2 for the year in which the distribution is made. The distribution is subject to employment taxes and is included in your gross income.

A qualified reservist distribution is allowed if you were (because you were in the reserves) ordered or called to active duty for a period of more than 179 days or for an indefinite period, and the distribution is made during the period beginning on the date of the order or call and ending on the last date that reimbursements could otherwise be made for the plan year that includes the date of the order or call.

Have you adopted the *Qualified Reservist Election*?  Yes  No

**Flexible Spending Accounts – Plan Design**

Plan Effective Date: \_\_\_\_\_ Plan Name: \_\_\_\_\_

When did you first begin taking pre-tax deductions under a Section 125 Plan? \_\_\_\_\_

When did you first add FSA reimbursement accounts? \_\_\_\_\_

The name of the TPA that was previously administering the plan? \_\_\_\_\_

What is the 3 digit ERISA plan number associated with your Section 125 Plan? \_\_\_\_\_

If the Plan is a takeover, who will be responsible for processing run-out claims:  Previous Administrator  ABG

Check here if this is a short plan year: Start Date: \_\_\_\_\_ End Date \_\_\_\_\_

Check here if this is a mid-year takeover: Start Date: \_\_\_\_\_ Take-over Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Please check the benefits to be included under your Section 125 Cafeteria Plan (even those not administered by ABG):

Medical  Dental and/or Vision Premium Conversion

Health Flexible Spending Account (FSA)  Dependent Care Assistance Plan (DCAP)

Limited-purpose FSA (LPF)  Health Savings Account

Other (please list) \_\_\_\_\_

Maximum FSA Election: \_\_\_\_\_ (if less than the IRS Maximum FSA) Minimum, if any: \_\_\_\_\_

Maximum LPF Election: \_\_\_\_\_ (if less than the IRS Maximum LPF) Minimum, if any: \_\_\_\_\_

Maximum DCAP Election: \_\_\_\_\_ (if less than \$5,000 the IRS Maximum DCAP) Minimum, if any: \_\_\_\_\_

Will Employer Contribute to the plan?  Yes\*  No

\*If Yes, please provide detail of contribution amounts and the timing of contributions:

## Flexible Spending Accounts – Year End Options

### Run-Out Period

#### Active Employees

At the end of the plan year, how many days do you want active employees to have to submit claims for reimbursement incurred in the previous plan year?  3 months Other \_\_\_\_\_

#### Terminated Employees

Employee's FSA coverage ends on the day of their termination. How many days after their termination do employees have to submit claims for reimbursement incurred prior to termination?  90 days  Other \_\_\_\_\_

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### Grace Period

**(if you choose Grace for your Health FSA – you may not choose carryover)**

A Grace Period is an optional extension of up to 2.5 months after the plan year ends to incur expenses against all remaining funds in the previous plan year.

Are you currently offering a Grace Period?  Yes  No

Do you want to offer employees a Grace Period?  Yes\*  No

\*If Yes, please indicate the last day claims may be incurred  2.5 months (maximum)  Other \_\_\_\_\_

Apply Grace Period to Health FSA?  Yes  No

Apply Grace Period to DCAP?  Yes  No

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### Carryover Provision

**(if you choose the Carryover – you may not choose the grace period for the Health FSA, however you may have the grace for the DCAP)**

The optional Carryover Provision allows employees who make an election for the new plan year in the amount of \$100 (our recommendation), the FSA plan's Carryover provision will be automatically permanently indexed to be equivalent to 20% of the federal annual contribution maximum under Section 125 of the IRC for that Plan Year. By statute, the increase to the Section 125(i) limit is rounded to the next lowest multiple of \$50. Increases to the maximum carryover amount, as the result of that indexing, will be in multiples of \$10 (20% of any \$50 increase to the Section 125(i) limit). This initial increase will be \$550 for plans that start/renew in 2020. Carryover funds can be used for new plan year expenses.

Are you currently offering the Carryover Provision?  Yes  No

Do you want to adopt the Carryover Provision?  Yes\*  No

Employees **must make an active new plan year election** to take advantage of the Carryover Provision.

New plan year election minimum:  \$100  Other \_\_\_\_\_

**Adoption of IRS Special Provisions Include:** \_\_\_\_\_

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Please include copies of your amendments