

Medical Benefits	Basic MEC
Preventive / Wellness	Covered 100%
Rx Discount Program	Included
freshbenies® Membership	Basic MEC
24/7/365 Telehealth	Included
benieWALLET	Included

¹The Basic MEC plan excludes out-of-network services and covers only the services listed above and on the covered services page.

²Rx program offers discounts up to 80% on most FDA-approved prescription medications.

³freshbenies® members have access to physicians via phone or video, with prescriptions sent directly to the member's pharmacy, when medically necessary.

Monthly
Payroll Data
Measurement

Filed 1094 &
1095 Forms

IRS Audit
Representation

Trusaic Deliverables:

- 1. Annual Plan Review and Annual Profile Construction:** Review Client's healthcare coverage plan documents; set up Client workforce and benefits offerings profile; establish full time measurement methodology, including measurement and stability periods for Client's variable/part-time and seasonal workforce if under Look-Back Measurement Method.
- 2. Monthly Full-Time Status Determination and Tracking:** Track full-time status of Client's workforce based on IRS sanctioned measurement method(s).
- 3. Monthly Offer of Coverage Tracking:** Identify employees newly eligible for an offer of coverage and timing of required notices of offers of coverage.
- 4. Monthly IRS ACA Audit Readiness Monitoring:** Track the percentage and number of claimed offers of health coverage which can be substantiated in the event of a regulatory inquiry; provide action items in the form of "Missing Document" alerts for client follow-up.
- 5. Monthly Data Consolidation and Validation:** Manage payroll data migration; consolidate, reconcile and cleanse payroll and benefits data for accuracy for Monthly Reporting.
- 6. Year-End Summary:** Provide audit-ready Annual Report documenting employer aggregation group determination (Client determined unless Client selects Value Add-On Service D.1); Applicable Large Employer (ALE) status determination; FT determination methodology; calculation of potential ACA penalty exposure; verification of compliance with waiting period limitation and minimum value criteria.
- 7. Unlimited Customer Service and Technical Support.** Dedicated ACA Team specialist(s) assigned to Client to provide guidance on ACA reporting process.
- 8. Preparation:** Prepare 1094-C/1095-C Schedules, including Enrolled Data for Self-Insured Client; provide an electronic file of prepared 1094-C schedule(s) and 1095-C Schedules to Client in PDF or equivalent format.
- 9. U.S. Mail Distribution:** Distribute IRS 1095-C Schedules (disclosures) to applicable employees by U.S. mail. (No cost if Client distributes 1095-C Schedules). Optional \$2 per mailed 1095-C available.
- 10. Filing:** File 1094-C/1095-C Schedules with the IRS.
- 11. IRS E-Filing Corrections:** Provide up to three resubmissions in the event of an IRS Acknowledgement Status of "Accepted with Errors."
- 12. IRS ACA Audit Representation Assistance:** Maintain ACA reporting documentation and provide representation assistance in response to IRS ACA Audit (Letter 226J or variant).