



## Summary of Benefits and Coverage

ERISA mandates that the SBC be provided by the employer/plan sponsor in cases of self-insured health plans and by insurance carriers in regard to fully-insured health plans.

### Why should you consider making a change?



If there are any change in benefits between the time the SBC is provided and the coverage becomes effective, an updated SBC must be provided. Updated SBC need to be provided to new hires as they come on.

### Things to Know:

- The Coronavirus Aid, Relief, and Economic Security (CARES) Act mandates that a group health plan and a health insurance offered by the Company (including a grandfathered health plan as defined in section 1251(e) of the Patient Protection and Affordable Care Act) be revised to comply with the Families First Coronavirus Response Act. This law mandates first dollar coverage be provided to participants with no cost sharing for in vitro diagnostic products and related services for the detection of SARS-CoV-2 or the diagnosis of the virus that causes COVID-19 that are approved by the FDA.
- Regardless of whether you are a TASC client or not, you should work with your health plan carrier (in the case of a fully-insured health plan) or your TPA (in the case of a self-insured health plan) to make sure your SBC is updated accordingly.

### Additional Resources

We want to help! You don't need to be a TASC customer to call our hotline or download our helpful documents.

General questions on this benefit	Want to administer this account yourself	Want guidance for your benefits TPA?	Want to have TASC handle this benefit for you?
Call our Special Forces COVID-19 hotline:  Call 1-833-433-1002	Download our helpful How-To document: <a href="#">Get Started.</a>	Share our How-To document with your administrator: <a href="#">Get Started.</a>	Contact us to do all or part of this work effort for you:  1-888-595-2261, or <a href="#">Get Started.</a>



## Why TASC?

For more than 40 years, TASC has been a leader, an innovator, and a partner of employers committed to ensuring the health, wealth and well-being of their employees and their employees' families and community. TASC was a pioneer in assisting sole-proprietor farmers and small businesses save billions in tax dollars through the adoption of health reimbursement plans; challenging many ill-informed IRS auditors, accountants, and naysayers along the way. TASC, through FlexSystem, brought the idea of a Cafeteria Plans to large and small businesses; challenging the notion that such plans were burdensome, complicated and difficult to administer.

There from the beginning of Section 125, TASC has brought its knowledge and expertise forward with the idea that together we can improve lives of many, strengthen our communities, and make benefits feel like benefits. TASC understands that each employers circumstance is different. TASC offers its guidance based upon the wealth of its experience as an employer and as a benefits administrator. It is not legal or tax advice and should not be taken as such but is offered to prompt knowledgeable inquiry of your plan professionals and provoke thoughtful plan decision making.