

**NPCC Employer's Pricing Illustration - Flex Plan  
10 People with Pre-Tax Elections of \$7,200**

		Without Flex Plan	Year 1 With Flex Plan	Year 2 With Flex Plan
1	GROSS PAYROLL	\$250,000	\$250,000	\$250
2	(LESS) FLEX PLAN ELECTION	\$0	(\$7,200)	(\$7)
3	TAXABLE PAYROLL	\$250,000	\$242,800	\$242
4	PAYROLL TAXES @ 8.0%	\$20,000	\$19,424	\$19
5	PAYROLL TAX SAVINGS WITH PLAN		\$676	:
6	(LESS) FEES FOR FLEX PLAN ADMINISTRATION		(\$336)	(:)
8	(LESS) FEES FOR ENROLLMENT		(\$150)	(:)
9	(LESS) OTHER FEES		(\$400)	(:)
	PRE-TAX PLAN SAVINGS/(COSTS)		(\$146)	
MEMO:	AFTER-TAX SAVINGS TO PARTICIPANTS @ 25%		\$1,800	\$1

**NOTES:**

- 2 Assumes 4 people will use Unreimbursed Medical account (averaging \$50/mo); and 1 person will use Dependent Care account (averaging \$400/mo).
- 4 Primarily FICA (7.65% up to \$90,000 in 2005, then \$1.45%).
- 6 Monthly administration fees at \$7.00 per participant (no charge for premium only) (minimum billing of \$300 per Plan Year) for: claims processing, recordkeeping, cash management, quarterly statements, daily hotline access, and "use it or lose it reminder."
- 8 Enrollment fees of \$150 for: enrollment materials, group meetings, individual counseling and confirmations.
- 9 Set-up for the Plan Year, forms production, testing, Form 5500 (if required), and Plan Administration Services