Warner Pacific Third Party Administrator Comparison Guide

Consolidated Omnibus Budget Reconciliation Act (COBRA)

COBRA generally applies to group health plans sponsored by employers (private-sector or state/local government) who employed 20+ full-time equivalent employees on more than 50% of its typical business days during the previous calendar year. Both full- and part-time employees are counted to determine whether a plan is subject to Federal COBRA. Each part-time employee counts as a fraction of a full-time employee, with the fraction equal to the number of hours that the part-time employee worked divided by the hours an employee must work to be considered full-time. Employers with 20+ employees under the definition above are responsible for administering COBRA and may hire a TPA to assist in the responsibilities.

<table>
<thead>
<tr>
<th></th>
<th>BASIC</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Set-up Fee</td>
<td>Waived</td>
<td>Waived</td>
<td>1-75 EEs: $495/550 renewals</td>
<td>Waived</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>76-125 EEs: $945/1050 renewals</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>126-175 EEs: $1575/1750 renewals</td>
<td></td>
</tr>
<tr>
<td>Annual Renewal Fee</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>$25</td>
</tr>
<tr>
<td>Per Enrolled Per Month Rate</td>
<td>$0.80, minimum $30 a month</td>
<td>$0.65 or annual minimum of $350</td>
<td>None</td>
<td>$0.75, minimum $30</td>
</tr>
<tr>
<td>Take-over</td>
<td>$27 each</td>
<td>Included</td>
<td>Included</td>
<td>$15 each</td>
</tr>
<tr>
<td>Initial Notice Letter</td>
<td>$4.25 each OR Free DOL Initial Notice Letter</td>
<td>Will provide to employer for free to distribute or $3.25 per notice for Infinisource to blanket mail current employee population</td>
<td>Included</td>
<td>2–99: One-time fee of $1.75 per notice 100+: One-time fee negotiable</td>
</tr>
<tr>
<td>Carrier Notification</td>
<td>Included</td>
<td>Included</td>
<td>&lt;125 EEs: $150</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>&gt;126 EEs: $300</td>
<td></td>
</tr>
<tr>
<td>Will TPA Remit COBRA Premium Directly to Carrier?</td>
<td>Included</td>
<td>Included, carrier approval required</td>
<td>No</td>
<td>$400 annually, carrier approval required</td>
</tr>
<tr>
<td>Will TPA Communicate COBRA Election to Carrier?</td>
<td>Included</td>
<td>CEM Service: $0.20/PEPM $275 annual minimum for groups less than 85 insured</td>
<td>$300 annually, carrier approval required</td>
<td>Fee estimated upon request</td>
</tr>
<tr>
<td>Open Enrollment Services</td>
<td>$15 per packet</td>
<td>$10 per packet</td>
<td>1-50 EEs: $50 flat 51-100 EEs: $100 101-200 EEs: $200</td>
<td>Fee estimated upon request</td>
</tr>
<tr>
<td>Excessive Q.E.s</td>
<td>Turnover exceeding 20% will be $15 per notice</td>
<td>N/A</td>
<td>151+ Q.E.s: 25% surcharge</td>
<td>None</td>
</tr>
</tbody>
</table>

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Section 125 Premium-Only-Plan (POP)

A Section 125 POP works to make benefit programs more affordable by allowing certain employees to pay for their group health insurance premiums with pre-tax dollars. Employers may also choose to pay for qualified benefit premiums before any taxes are deducted from employee paychecks. This is a great way to cost effectively enhance benefits packages. Note: Section 125 is not an ERISA plan, however, the underlying benefits like the health, dental and vision plans are ERISA plans and require a plan document and SPD.

Employees of regular corporations, limited liability companies, partnerships, sole proprietors, professional corporations, and not-for-profits can participate. A sole proprietor, partner, LLC members (in most cases), and individuals, spouses or dependents owning more than 2% of an S Corp are prohibited from participating in the POP, owners may still benefit from the savings on payroll taxes by sponsoring the plan for their employees.

<table>
<thead>
<tr>
<th>Set-up Fee</th>
<th>BASIC</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Waived</td>
<td>$300</td>
<td>Basic: $150-10 year renewal period</td>
<td>$125</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Comprehensive: $350</td>
<td></td>
</tr>
<tr>
<td>Annual Fee</td>
<td>$99</td>
<td>$140 annually after 1st year</td>
<td>Basic: $199 each 10 year renewal Comprehensive: $350</td>
<td>$125+2-3% fee increase</td>
</tr>
<tr>
<td>Non-discrimination Testing</td>
<td>Included</td>
<td>Included</td>
<td>Basic: Self-test tool Comprehensive: Included</td>
<td>Included</td>
</tr>
<tr>
<td>Amendments</td>
<td>Included</td>
<td>Included</td>
<td>$50</td>
<td>Included</td>
</tr>
<tr>
<td>HSA Amendments</td>
<td>Included</td>
<td>Included</td>
<td>Included</td>
<td>$150-1st year only</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Carrier</th>
<th>Vendor</th>
<th>Setup Fee</th>
<th>Renewal Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aetna</td>
<td>PayFlex</td>
<td>$500 - check made payable to PayFlex</td>
<td>None</td>
</tr>
<tr>
<td>Anthem Blue Cross</td>
<td>WageWorks</td>
<td>$125 - check made payable to Anthem</td>
<td>$125</td>
</tr>
<tr>
<td>Blue Shield</td>
<td>WageWorks</td>
<td>$120 - check made payable to Blue Shield</td>
<td>$100</td>
</tr>
<tr>
<td>CaliforniaChoice</td>
<td>WageWorks</td>
<td>Fee waived, complete section of CalChoice Employer Application</td>
<td>$100</td>
</tr>
<tr>
<td>HealthNet</td>
<td>TASC</td>
<td>First year free for groups 2+ enrolled in Medical. Request HN TASC Application</td>
<td>$125</td>
</tr>
<tr>
<td>UnitedHealthcare</td>
<td>UHC</td>
<td>Free with medical. Enrollment is done online at uhcservices.com once UHC has enrolled the group in their system</td>
<td>None, medical contract must remain with UHC</td>
</tr>
</tbody>
</table>

| Broker Solutions   | Infinisource | POP Generator: $1250 | ERIS/POP Generator: $2600 |

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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 2018, salary reduction contributions to a health FSA are limited to $2,650.

<table>
<thead>
<tr>
<th>Set-up Fee</th>
<th>BASIC</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Waived</td>
<td>Waived</td>
<td>None</td>
<td>1-15 EEs: $125</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>16-50 EEs: $250</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>51-100 EEs: $350</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>100+ EEs: $450</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual Renewal Fee</th>
<th>Waived</th>
<th>Waived</th>
<th>Total Employees</th>
<th>Choose One:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>1-100 EEs: $3371st year, $375yearly</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>101+ EEs: $450$/500</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Choose Two:</td>
<td>$405/$450</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1-100 EEs: $405/$450</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>101+ EEs: $540/$600</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Choose Three+:</td>
<td>$540/$600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1-100 EEs: $473/$525</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>101+ EEs: $630/$700</td>
<td></td>
</tr>
</tbody>
</table>

| Per Participant Per Month | $4.95 per participant per month, minimum $50 | $4.50, minimum $50 | $5.00, minimum $50 | 1-15 EEs: $7.25, min. $35 |
|                          | 16-50 EEs: $6.25, min. $50 | 51-100 EEs: $5.50, min. $75 | 100+ EEs: $5.00, min. $100 |

| Parking and Transit     | Add $0.15 to PPPM fee | Add $0.15 to PPPM fee | No separate fee | Same as FSA |
| Dependent Care          | Included in standard fee | Included in standard fee | No separate fee | Included |
| HSA Addendum            | None                   | None                   | None             | $150 one-time fee |

TASC offers seamless connection with 3 benefit administration systems for COBRA, HSA, HRA, and FSA. The systems include EaseCentral, Benepay, and employee navigator.
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**Health Savings Account (HSA)**

A HSA is a tax-exempt trust or custodial account established by an eligible individual to pay for qualified medical expenses. For 2018, the maximum contribution is $3,450 for self-only coverage or $6,900 for family coverage.

<table>
<thead>
<tr>
<th></th>
<th>BASIC</th>
<th>Sterling</th>
<th>TASC</th>
<th>Infinisource</th>
</tr>
</thead>
<tbody>
<tr>
<td>Set-up Fee</td>
<td>None</td>
<td>None</td>
<td>$300</td>
<td>$3.15 / PPPM or $2.95 / PPPM with FSA</td>
</tr>
<tr>
<td>Annual Fee</td>
<td>$2.50 per account per month</td>
<td>Silver: $24 due at inception Debit Cards: $5 per card Swipe Fee: $1.50 per swipe Manual Checks: $10 per check Gold: $55 due at inception Debit Cards: $5 per card No Swipe Fee Manual Checks: $10 per check Platinum: $110 due at inception, no additional fees</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Health Reimbursement Account (HRA)**

A HRA is an employer-established benefit plan that reimburses eligible employees for qualified medical expenses. A HRA must be integrated with other group health plan coverages in order to meet certain requirements under Health Care Reform.

<table>
<thead>
<tr>
<th></th>
<th>BASIC</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Set-up Fee</td>
<td>$150</td>
<td>Waived</td>
<td>None</td>
<td>1-50 EEs: $400 51-100 EEs: $500 100+ EEs: $650</td>
</tr>
<tr>
<td>Annual Fee</td>
<td>$250</td>
<td>Waived</td>
<td>Participants: 2-100 EEs: $495 1st year $550 101-200 EEs: $540-$600 201+ EEs: $585/$650</td>
<td>1-50 EEs: $100 51-100 EEs: $200 100+ EEs: $300</td>
</tr>
<tr>
<td>Per Participant Per Month</td>
<td>$4.50 / PPPM, minimum $50</td>
<td>$4.50 / PPPM, minimum $50</td>
<td>$6.00 / PPPM, minimum $50</td>
<td>1-50 EEs: $6.00, min $50 51-100 EEs: $5.50, min $100 100+ EEs: $5.00, min $150</td>
</tr>
</tbody>
</table>

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A Third Party Administrator (TPA) is an organization contracted by an employer to manage their employees’ group benefit plans. TPAs can be your solution for an efficient, productive and cost-efficient HR, Compliance and Benefits Management services. The following are highlights the TPAs and their services available through Warner Pacific for easy comparison.

**Affordable Care Act (ACA) Compliance for Applicable Large Employers (ALEs)**

If an employer has at least 50 full-time employees, including full-time equivalent employees, on average during the prior year, the employer is considered an applicable large employer (ALE) for the current calendar year and subject to reporting information under Internal Revenue Code section 6056 about their compliance with the ACA employer shared responsibility pay or play provisions.

<table>
<thead>
<tr>
<th>Set-up Fee</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASIC</td>
<td>$200</td>
<td>$500</td>
<td>Basic: $4000 &lt;br&gt; Sterling: $5400</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>50-99 EEs: $2,800 &lt;br&gt; 100-249 EEs: $3,300 &lt;br&gt; 250-499 EEs: $3,500</td>
</tr>
<tr>
<td>Annual Rate</td>
<td>$9 per qualified individual &lt;br&gt; $20 per shipping location</td>
<td>$5 per notice &lt;br&gt; $20 per shipping location</td>
<td>Basic: $3000 &lt;br&gt; Sterling: $4000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$1.25/PEPM</td>
</tr>
<tr>
<td>Renewal Fee</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>50-99 EEs: $1,500 &lt;br&gt; 100-249 EEs: $2,000 &lt;br&gt; 250-499 EEs: $2,500</td>
</tr>
<tr>
<td>Controlled Group</td>
<td>6-10 ALEs: add $500 set-up &lt;br&gt; &gt;10 ALEs: additional $100 per ALE to set-up</td>
<td>N/A</td>
<td>$1,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>50-99 EEs &lt;br&gt; 100-249 EEs &lt;br&gt; 250-499 EEs</td>
</tr>
<tr>
<td>Print and Mail</td>
<td>N/A</td>
<td>N/A</td>
<td>$3.75 per form</td>
</tr>
<tr>
<td>Enrollment after Nov, 30 2018</td>
<td>30% surcharge</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Optional Annual Rate (1095-C Mailing Fee)</td>
<td>$4.25/PEPM</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Age Banded Rates</td>
<td>Add $500 set-up fee</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
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Employee Retirement Income Security Act (ERISA), Form 5500 Filing and Summary Plan Description (SPD)

ERISA requires plan administrators to maintain and distribute the SPD for all ERISA-covered health benefit plans. The SPD tells participants what the plan provides, how it operates and includes specific information required by federal law. The plan administrator should refer to the SPD for complete information to avoid possible penalties.

The Form 5500 Series is part of ERISA’s reporting and disclosure framework and was created to collect information about employee benefit plans to ensure plans are operated and managed in accordance with prescribed standards.

<table>
<thead>
<tr>
<th>Set-up Fee</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
<th>HR360</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-99 EEs: $375</td>
<td>$300 ERISA Wrap (only plan doc and SPD)</td>
<td>1-99 EEs: $495</td>
<td>1-19 EEs: $100</td>
<td></td>
</tr>
<tr>
<td>100+ EEs: $400</td>
<td>$500 ERISA Pro (ERISA Wrap plus required notice templates)</td>
<td>101-300 EEs: $765</td>
<td>20-49 EEs: $180</td>
<td></td>
</tr>
<tr>
<td>Stand-alone SPD: Fully-Insured: $300</td>
<td>ERISA Complete TBD (Full Administration)</td>
<td></td>
<td>50-99 EEs: $270</td>
<td></td>
</tr>
<tr>
<td>Self-Insured: $450</td>
<td></td>
<td></td>
<td>100+ EEs: $450</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual Rate</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
<th>HR360</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-49 EEs: $125</td>
<td>ERISA Wrap $140 annually only after first year</td>
<td>ERISA Pro $200 annually only after the first year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>50-99 EEs: $150</td>
<td></td>
<td></td>
<td>1-19 EEs: $500</td>
<td></td>
</tr>
<tr>
<td>100-499 EEs: $275</td>
<td></td>
<td></td>
<td>20-49 EEs: $630</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5500 Welfare Benefit Plan Filing Service</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
<th>HR360</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Fee: $550</td>
<td>$995 reporting year</td>
<td>Standard: $375 per return</td>
<td>1-8 benefits: $850 per form</td>
<td></td>
</tr>
<tr>
<td>Add $150 for each additional Schedule A included in the Wrap (Plan 501)</td>
<td></td>
<td>5500+WrapDoc (new business only): $300 per return</td>
<td>9+ benefits: +$50 per benefit</td>
<td></td>
</tr>
<tr>
<td>Stand-alone: Annual Fee: $195 for each 5500 filing</td>
<td></td>
<td>5500 for renewal business: Included in Standard ERISA</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5500 Late Filing Extension</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>TASC</th>
<th>HR360</th>
</tr>
</thead>
<tbody>
<tr>
<td>$695</td>
<td>must request quote</td>
<td>$750 per return</td>
<td>1-8 benefits: $850 per form</td>
<td></td>
</tr>
<tr>
<td>Plan Overage Fee</td>
<td>$95 per plan over 8</td>
<td>N/A</td>
<td>N/A</td>
<td>$100 per plan over 8</td>
</tr>
<tr>
<td>Additional WRAP or Individual SPDs</td>
<td>$195</td>
<td>N/A</td>
<td>N/A</td>
<td>$350 each</td>
</tr>
<tr>
<td>Non-Grandfathered Plans - Individual ACA &amp; ERISA Notices</td>
<td>Included</td>
<td>$75 per notice</td>
<td>$300 or $75 per notice, whichever is greater</td>
<td></td>
</tr>
</tbody>
</table>

Broker Solutions

<table>
<thead>
<tr>
<th>Client Solutions Only</th>
</tr>
</thead>
</table>

ERISA WrapDoc Generator: $1500
ERISA/POP Generator: $2600

Client Solutions Only

Compliance Central Dashboard: free in broker’s portal
Wrap360 SPD Generator: $1800 annually

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Payroll Services

When employers need assistance with employee payroll processing and tax reporting, here are some options that may help:

<table>
<thead>
<tr>
<th>BASIC</th>
<th>Set-Up Fee</th>
<th>Per Check Fee</th>
<th>Per Pay Period Base Fee</th>
<th>W2 Base/Per W2 Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1-25: $32</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>26-50: $26</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>51-75: $22</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Set-Up Fee</strong></td>
<td>1-25: 4.25, $50 min.</td>
<td>1-25: 1.95/EE</td>
<td>1-25: $6.50/W-2 (Base $53)</td>
<td>26-50: $6.25/W-2 (Base $53)</td>
</tr>
<tr>
<td></td>
<td>26-50: 4.20</td>
<td>26-50: 1.90/EE</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>51-75: 4.10</td>
<td>51-75: 1.80/EE</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TASC</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Number of Employees</strong></td>
<td>Set Up Fee</td>
<td>Base Plan</td>
<td>Additional Fees</td>
<td></td>
</tr>
<tr>
<td>Weekly Payroll</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
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<td>$50.00</td>
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<tr>
<td>11 - 15</td>
<td>$50.00 + $3.00/add’l EE over 10</td>
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<tr>
<td>16 - 20</td>
<td>$50.00 + $3.00/add’l EE over 10</td>
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<td>Over 20</td>
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<tr>
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<tr>
<td>16 - 20</td>
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<tr>
<td>Over 20</td>
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<td>Over 20</td>
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</tbody>
</table>

| **Additional Processing Services** |                      |
| Time Clock Services | Set-Up Fee: Custom Quote |
|                      | TimeVantage: $3.00 per employee, per month, add’l fees may apply |
|                      | Prodigy Time Clock fee: $90.00 per month, for each clock |
|                      | HP1000-E Time Clock fee: $95.00 per month, for each clock |
|                      | HP3000-E Time Clock fee: $135.00 per month, for each clock |
| Additional Hire Reporting: $1.00 per new hire | Online Check Stub Access: $0.50 per employee, per payroll |
| HRIS/Employee Self-Service: $1.50 per employee, per payroll | Workers' Compensation Report: $12.00 |
| Deduction Payment (3rd party check): $3.50 per check | Net Check: $0.50 per check |
| Special Report Request: $25.00 | Additional State: $5.00 per payroll, per add’l state |
| General Ledger Interface: $10.00 per file + $200 setup fee |                      |

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Human Resources (HR) Solutions

Human Resources handles many functions for employers including labor law compliance, record keeping, hiring and training. We work with several providers to offer services that meet your individual needs.

<table>
<thead>
<tr>
<th></th>
<th>BASIC</th>
<th>Infinisource</th>
<th>Sterling</th>
<th>HR360</th>
<th>HRAnswerLink</th>
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</thead>
<tbody>
<tr>
<td>Setup Fee</td>
<td>None</td>
<td>None</td>
<td>1-99: $2000 100+: $8.00 per employee</td>
<td>Gold HR Library: $199 annually Training360: $1199 annually</td>
<td>$99 one-time</td>
</tr>
<tr>
<td>Monthly Fee</td>
<td>$70/monthly, min. 1 year subscription required Monthly fee will reduce to $55 when client comes on with BASIC Payroll, ERISA Essentials or ACA Elevate(new clients only).</td>
<td>1-50: $1.75/PEPM Min:$87.50 51-100: $1.60/PEPM 101-200: $1.50/PEPM 201-300: $1.40/PEPM 301+: $1.30/PEPM</td>
<td>$4.00 PEPM Enrollment &amp; Eligibility Management: $300</td>
<td>None</td>
<td>HR Support Center Access: $1/user/month HR On-Demand Access:$15/user/month Minimum Monthly: $75 Upgrade within site: $39 per month</td>
</tr>
<tr>
<td>Broker Solution</td>
<td>None</td>
<td>Broker Block Pricing: 1-25 clients: $3500 26-50 clients: $6000 51-100 clients: $11000 101-150 clients: $15000</td>
<td>None</td>
<td>Broker360: $899 annually HR Hotline: Please request fee schedule</td>
<td>HR On-Demand: $15 per user per month</td>
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</tbody>
</table>

Family and Medical Leave Act (FMLA)

The federal FMLA is designed to help employees balance work and family responsibilities by allowing them to take reasonable unpaid leave from work for certain family and medical reasons. Group health benefits must be maintained during the leave. Employees are eligible if they have worked for their employer for at least 1,250 hours over the previous 12 months, and at least 50 employees are employed within 75 miles.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Setup Fee</td>
<td>FMLA Ease Only: $450</td>
<td>$500 / Group</td>
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<tr>
<td>Annual Fee</td>
<td>FMLA Fundamentals Only: $795 flat FMLA Ease: 50-100: $1.25/PEPM, minimum $100 101-250: $1.15/PEPM, minimum $100 251-500: $1.05/PEPM, minimum $100</td>
<td>50-74: $2.55 PEPM 75-99: $2.10 PEPM 100-299: $1.55 PEPM *Eligibility &amp; Entitlement Review: $0.30/PEPM</td>
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<tr>
<td>Renewal</td>
<td>None</td>
<td>50-74 EE: $100.00 75-99 EE: $150.00 100-299 EE: $200.00</td>
</tr>
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</table>

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A Third Party Administrator (TPA) is an organization contracted by an employer to manage their employees’ group benefit plans. TPAs can be your solution for an efficient, productive and cost-efficient HR, Compliance and Benefits Management services. The contacts listed below are available for you to set up TPA services.

<table>
<thead>
<tr>
<th>Contacts</th>
<th></th>
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<tbody>
<tr>
<td><strong>BASIC</strong></td>
<td></td>
</tr>
</tbody>
</table>
| David George | (269) 569-4159  
DGeorge@basiconline.com |  |
| **Infinisource** |  |
| Vicki Burke | Office: (517) 489-4581  
Mobile: (517) 617-7245  
VBurke@infinisource.com |  |
| **Sterling** |  |
| Los Angeles | Michelle Doster  
(800) 617-4729 x.258  
Michelle.doster@sterlingadministration.com | Orange County | Jeffrey Strong  
(800) 617-4729 x.280  
Jeff.strong@sterlingadministration.com | San Diego | Tammera Callahan  
(800) 617-4729 x.202  
Tammera.callahan@sterlingadministration.com |  |
|  | Tom Zendaraki  
(800) 617-4729  
Tom.zendaraki@sterlingadministration.com | Bay Area (San Francisco-Monterey) | Mark Rau  
(800) 617-4729 x.250  
Mark.rau@sterlingadministration.com |  |
|  |  |  | Central Coast (Santa Barbara-Bakersfield) | Cathy Baldwin  
(800) 617-4729 x.213  
Cathy.baldwin@sterlingadministration.com |  |
|  |  |  |  |  |  |
| **TASC** |  |
| Warner Contact | Bill Kay  
(800) 422-4661 x.8832  
Bill.kay@tasconline.com | Northern California | Jon Welch  
(800) 422-4661 x.8852  
Jon.welch@tasconline.com | Southern California | Rebecca Flemming  
(800) 422-4661 x.4841  
Rebecca.flemming@tasconline.com |  |
|  | Colorado | Mariette Lasley  
(608) 316-2451  
Mariette.lasley@tasconline.com |  | Missie Hesselbacher  
(800) 422-4661 x.2482  
Missie.hesselbacher@tasconline.com |  |