

TaxPLUS For Enterprise

Certainty in dollars. · Designed for CHAMP programs. · Carrier backed.

For years, employers have adopted **The CHAMP Plan** to deliver meaningful additional healthcare benefits while capturing the payroll tax efficiency the program produces. **TaxPLUS** is the companion commercial indemnity wrapper that converts the underlying tax position into a written contract. If the Service reclassifies a covered CHAMP benefit, the carrier pays the assessed tax — up to the policy limit.

01

ASSESSED-TAX INDEMNITY

Responds dollar-for-dollar, up to the coverage amount, to assessed employer FICA/FUTA or participant income tax where the plan's treatment is reclassified.

02

FIRST-DOLLAR COVERAGE

Placed with an insurance carrier and structured to respond from the ground up — independent financial strength beyond a self-funded or sponsor indemnity.

03

PURPOSE-BUILT FOR CHAMP

Two coverage components mirror the program's Section 125/MEC and Section 104(a)(3) HPMP structure. One aggregate limit. One policy year.

What the Indemnity Covers

WHAT IS COVERED	DETAILS
Component 1 — Employer FICA/FUTA	Assessed employer FICA and FUTA taxes if pre-tax MEC contributions are later reclassified.
Component 2 — Employee FIP	Assessed employee income taxes on the Fixed Indemnity Payment if the HRA-triggered \$213(d) benefit is later recharacterized.
Aggregate limit	One annual limit shared across both components, sized to the coverage amount you select.

CARRIER BACKED

The indemnity is written by an insurance carrier — independent financial strength that stands behind every policy.

Certainty in dollars, not just opinions.

How it works

1. Employer adopts The CHAMP Plan and applies for the desired coverage amount.
2. Carrier issues an annual policy covering the CHAMP Plan tax position in accordance with the plan documents.
3. If a covered benefit is reclassified, the carrier pays the assessed tax up to the policy limit.

AVAILABLE TO CORPORATIONS OF 500+ EMPLOYEES · INSURED-INITIATED PLACEMENT

Tax Warranty Program

PROGRAM ADMINISTRATION FACILITY

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