

# Non-Discrimination Testing Summary Report

Plan Year 2023

Date Test Processed: 12/19/2023

Type of Entity Tested: Subchapter S Corp

## Summary of Test Results

### Key Dependent Care Flexible Spending Accounts

Cafeteria Plan 25% Key Employee Concentration Test

PASS

Dependent Care More-Than-5% Owners Concentration Test

PASS

Dependent Care 55% Average Benefits Test

PASS

The Employer's HRIS/payroll system is the system of record for non-discrimination testing information. We rely on the information provided by the employer in performing any testing.

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### Detailed Test Results

#### **Cafeteria Plan 25% Key Employee Concentration Test**

|   |                |
|---|----------------|
| Aggregate Benefits of Key Employees                   | \$22,222.68    |
| Aggregate Benefits of All Employees                   | \$6,428,362.07 |
| Percent of Total Benefits Provided to Key Employee(s) | 0.35%          |

**Results:** Pass

#### **Dependent Care More-Than-5% Owners Concentration Test**

No more than 25% of the amounts paid or incurred by the employer for dependent care assistance during the year may be provided for the class of individuals who are shareholders or owners (or their spouses or dependents).

|  |             |
|--|-------------|
| Annual Dependent Care Contributions of 5% Owners     | \$0.00      |
| Annual Dependent Care Contributions of All Employees | \$45,350.90 |
| Percentage of 5% Owners (5% owners/All Employees)    | 0.00%       |

**Results:** Pass

#### **Dependent Care 55% Average Benefits Test**

The average benefits provided to employees who are not highly compensated employees under all dependent care plans of the employer must be at least 55% of the average benefits provided to highly compensated employees (HCE) under all dependent care plans of the employer.

|  |         |
|--|---------|
| Average Annual Dependent Care Election of Non-Highly Compensated Employees | \$61.09 |
| Average Annual Dependent Care Elections of Highly Compensated Employees    | \$95.59 |
| Percentage of Non-Highly Compensated Employee Elections                    | 63.91%  |

**Results:** Pass