

How an enterprise company passed their non-discrimination test *with benefits employees actually used.*

When this trades software company failed their non-discrimination test, they needed more than a compliance fix. They needed benefits engagement across every demographic. Pasito stepped in as the always-on benefits workspace and delivered a 4× return.

INDUSTRY

Trades business software

COMPANY SIZE

Enterprise

USE CASE

**Compliance + engagement
Decision support**

 The challenge

Competing for talent when benefits are the second thing candidates ask about

This IoT company competes for talent directly with Ring and Google. Benefits aren't a nice-to-have. They're a recruiting tool, a retention lever, and a reflection of how much the company values its people. The problem: employees didn't fully understand the value of what they had.

The Head of HR needed a way to communicate the total rewards package clearly and personally, without HR having to advise every individual on their financial and medical situation.

 The solution

Pasito as the always-on benefits workspace

Pasito gave every employee a personalized view of their benefits package, with data-driven guidance on which plans best covered their lifestyle, medical, and financial needs. Employees could get answers without putting HR in the position of giving individual advice.

The result was a workforce that actually understood what it had. Employees made better elections, contributed more to pre-tax accounts, and came back to HR saying they felt more empowered and confident.



HR EXPERIENCE

Pasito made my life a lot easier. Employees always ask which plans to select and as HR professionals we can't advise without getting super personal. So, it helps us to point them to Pasito to help them get a data-driven decision in place that covers their lifestyle, medical, and financial needs. It was so helpful for our team.

HEAD OF HR
COMPUTER AND ELECTRONICS MANUFACTURING
COMPANY

EMPLOYEE EXPERIENCE

I had many employees come to me saying they felt more empowered and confident in their decisions after using Pasito.

HEAD OF HR
COMPUTER AND ELECTRONICS MANUFACTURING
COMPANY

100%

EMPLOYEE SATISFACTION RATING
WITH PASITO

 The results

4X

DIRECT RETURN ON INVESTMENT

*Total value delivered
against Pasito investment,
year one.*

ENGAGEMENT

61%

Engagement rate across
demographics after open
enrollment.

FSA CONTRIBUTORS

68%

Increase in FSA contribution
volume across the team.

EMPLOYEE SATISFACTION

95%

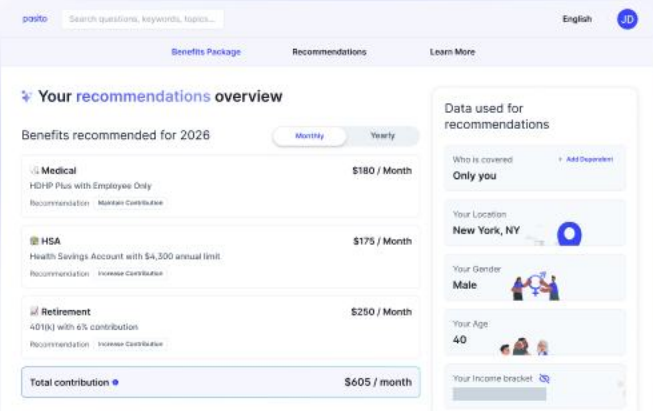
Employee satisfaction rating
with Pasito.

Higher pre-tax account engagement across demographics, direct employee and company savings, better compliance metrics, and very happy employees.

The engagement reached every part of the company, not just the highly compensated employees whose participation caused the compliance problem in the first place. That balance is what fixes a failed non-discrimination test. Employees put more into their pre-tax accounts, which lowered their own taxes and the company's payroll taxes at the same time.

Employees told HR they felt more comfortable and confident in their elections. Some shared their Pasito experience in company Slack channels and told coworkers to sign up. The company says it's now on track to pass non-discrimination testing with very little extra legwork, and the program returned four times its cost in year one.

p About Pasito



Decision support

Pasito creates proactive, personalized benefits recommendations for employees, helping them project health expenses, retirement plan contributions, and more.

Pasito is the AI-native workspace for benefits. Carriers, consultants, and employers use Pasito to build guides and microsites, deliver personalized decision support, and answer employee questions all year. More than 40,000 plans have been built in Pasito with over 96% extraction accuracy.



PARTNERSHIP

Pasito offered something helpful to us, and they are the only ones doing it. It just made sense.

SENIOR BENEFITS MANAGER, TRADES BUSINESS SOFTWARE COMPANY

READY TO BUILD BETTER BENEFITS?

Build a benefits program that works for deskless employees.

See Pasito in action →

pasito.ai/demo
partnerships@pasito.ai