



Mid-year Compliance Check-up

General:

- How many full-time equivalent employees (FTEs) do you have now?
- When was the last time you updated your employee handbook?
- When did you last update your POP plan/Cafeteria plan?
- Are you thinking about offering a HDHP?
- If you offer self-insured plans, or an HRA, have you ensured form 720 allotted for PCORI fees?

Reporting (for level-funded non-ALE's):

- When did you last complete non-discrimination testing?
- Have you filed your 1094/1095 B forms?

Reporting (for ALE's):

- Have you filed your 1094/1095 C forms?
- Have you prepared Form 5500 (if applicable) yet?
- When did you last distribute Summary Annual Reports (SARs) (if applicable)?
- If you offer an FSA (Health or Dependent Care), Section 105(h) plan, or a Section 125 plan, when did you last complete a nondiscrimination test?
- Is your plan in compliance with ACA requirements?
 - No pre-existing Condition Exclusions
 - Child covers to Age 26
 - Limited Waiting Periods
 - Essential Health Benefits (EHBs)
 - Clinical Trial Participants
 - Summary of Benefits and Coverage
 - Marketplace (Exchange) Notice
 - Grandfathered Plan Notice
 - Patient Protection Notice
 - W-2 Reporting of Health Coverage
 - Patient Centered Research Institute Fee (PCORI)
 - Medical Loss Rebates

Transforming employee experience for a better today and a better tomorrow.

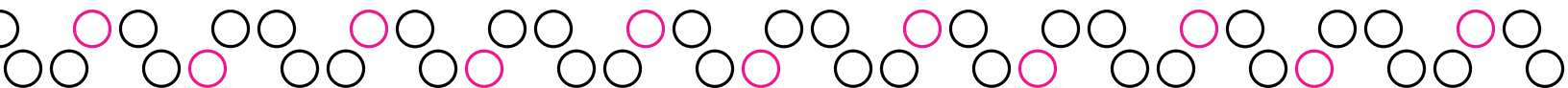
Disclosure:

- Are you reviewing your ERISA plan document annually for plan level, legislative, or regulatory updates?
- Do you provide SPDs in accordance with DOL's distribution rules?
- When is the last time you updated your health plan notices?
 - Special Enrollment Rights
 - CHIPRA
 - WHCRA
 - Patient Protection Notice
 - Medicare Part D
 - Mental Health Parity
 - HIPAA: Notice of Privacy Practices
 - COBRA General Notice
 - Coverage Options Notice
- What plan documents do you have prepared in the event of an IRS or DOL audit?
- Do you know the grandfathered status of your health plan?
- Is your health coverage affordable and does it provide minimum value?
- What wellness programs do you have that offer health benefits (including biometric screening or health coaching)?

Benefit Continuation and Leave Management:

- How are you handling COBRA notices and administration (if applicable)?
- How are you administering leave of absences (to abide by FMLA, if applicable)?

Did you uncover any areas you may need to address? Let isolved be an extension of your business to ensure you stay compliant and offer the right voluntary/account-based benefit programs to retain and attract top talent.



Need a partner to help implement with you discovered?

Contact your sales executive at 800.300.3838.