

Benefit Innovators

Health Benefits and Actuarial Consulting

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Compliance Services

Let us be your "Expert Partner"

Benefit Innovators offers Compliance Services for health and welfare plans that relate to the following topics:

BENEFIT DESIGN

Eligibility - Benefit Innovators provides guidance on defining plan eligibility in a way that covers only those employees and dependents that the employers wants to have covered under the plan, while advising employers on the legal implications and risks associated. Issues such as domestic partner coverage and the new PPACA dependent eligibility requirements are common issues for employers. We can also assist in reviewing dependent eligibility and conducting dependent eligibility audits and/or reviews.

Cost Controls - Many employers are looking at ways to save costs by, for example, excluding high cost claims, increasing deductibles, changing their funding method or implementing reimbursement accounts. Benefit Innovators can define the legal parameters and provide guidance to employers on these topics.

COBRA

Employers often have questions about specific COBRA situations that Benefit Innovators can assist in answering. We help employers that self administer or those that are unsure of the requirements or how to apply them in a specific situation.

DISCRIMINATION

As employers try to find ways to reduce the costs of health coverage, they are becoming more creative in defining eligibility, setting contributions, providing incentives and rewards for those with lower health costs and designing plans. Benefit Innovators has the expertise to help employers avoid discrimination issues under laws and regulations such as:

"Health care reform will forever change the landscape of health and welfare outsourcing as the complexity of sponsoring a plan will outstrip the ability of organizations to comply effectively."

Barbara Drames, Oasis Outsourcing, from
HR Executive On-Line, October 13, 2011

- Internal Revenue Code Non-Discrimination Rules
- HIPAA Non-Discrimination Rules
- Pregnancy Discrimination Act
- Age Discrimination in Employment Act
- Americans with Disabilities Act

ERISA

5500 Filings - With the required information, Benefit Innovators will prepare the 5500 forms, advise employers on the requirements, and assist employers with the electronic filing process. We also prepare the required Summary Annual Report.

SPD/Plan Document Drafting or Review - Benefit Innovators drafts Summary Plan Descriptions and Plan Documents for group health and welfare plans. We will help employers determine whether a wrap SPD is needed and will prepare a mega wrap to create a single plan out of multiple benefit offerings.

Fiduciary Obligations - Ensuring compliance with ERISA's fiduciary requirements is important for employers that sponsor health plans. Benefit Innovators can help by reviewing any specific situations and make sure that the exclusive benefit and other plan asset rules are followed. We can also assist by conducting a comprehensive review of all of the welfare benefit plans offered by the employer and providing an online or



written binder of these documents with suggestions for changes needed for compliance.

CONSUMER DIRECTED PLANS

Benefit Innovators specializes in helping employers define unique reimbursement plan designs using health reimbursement arrangements (HRA's), medical expense reimbursement plans (MERP's), and health savings accounts (HSA's). We can prepare the plan document and SPD, and assist with the employee communications for these plans.

Benefit Innovators has the expertise to assist with the questions and issues that arise during the design and implementation phases of these plans. We will also help you ensure that these plans are implemented in accordance with the legal requirements. Our package includes, as needed, self-funded premium equivalent rates for COBRA and W-2 reporting purposes.

FMLA AND LEAVE POLICIES

An employer's policies need to address the effect of employee leaves, layoffs and other time off work on their benefit plans. Many employers fail to include this in their policies, but Benefit Innovators can help make sure that these policies are drafted correctly and are consistent with other benefits documentation. In addition, Benefit Innovators will guide employers on dealing with leave issues as they relate to benefit plans. This includes helping them understand the interaction of these leaves with other laws such as workers' compensation, USERRA, and COBRA.



HEALTH CARE REFORM ("ACA")

The Affordable Care Act provides a number of new challenges for employers. Benefit Innovators can assist employers with the following issues and more:

- Determining whether proposed changes will affect the grandfather status of the plan
- Helping employers determine whether their plan designs comply with healthcare reform requirements
- Understanding the Health Coverage Fee, small employer tax credit, W-2 reporting requirements, summary of benefits and coverage development and distribution rules, and other requirements of the ACA
- Compliance with all relevant laws and regulations.

HIPAA

Portability - Benefit Innovators reviews plan documents and advises employers about plan designs and proposed changes that may affect the HIPAA non-discrimination rules, the pre-existing condition rules or violate another requirement of HIPAA.

Privacy - Benefit Innovators provides a full package for employers to comply with HIPAA privacy. These documents include a Privacy Policy, Privacy Notices (when required), forms and other required documentation. Benefit Innovators will also review existing policies to make sure that they include all of the changes that have been required by the HITECH Act.

Security - We guide employers and provide them with the information that they need to comply with the HIPAA security rules.

INTERNAL REVENUE CODE

Benefit Innovators helps employers comply with Internal Revenue Code regulations that affect employee benefit plans, including:

- Interpretation, application and review of Form 9928 (Return of Certain Excise Taxes) filing requirements
- Review of plans for compliance with non-discrimination requirements (including self-funded plans, cafeteria plans and insured plans when required by the ACA)
- Cafeteria plan document drafting, including premium only plans, health care and dependent care flexible spending accounts.

MEDICARE

Part D

Benefit Innovators will provide compliance guidance and notices to employers relating to Medicare Part D compliance. If the employer has applied for a Part D Subsidy, our Actuaries can provide the required attestation.

Secondary Payer

Employers have many questions about what they can and cannot offer or provide to employees and their dependents who are eligible for Medicare. Benefit Innovators will help guide employers to ensure that they are in compliance with these rules.

MEWAs

Benefit Innovators reviews ownership information to determine common control and helps employers who covering unrelated employers on the same plan. These employers, who have a MEWA, will need advice on how to structure their insurance and/or self-funded plans. Benefit Innovators also will prepare and file a Form M-1 for any MEWA.

STOP LOSS COVERAGE

When an employer is self-funded, the specific provisions of the stop loss contract can affect its overall costs. Benefit Innovators will review the contract to ensure that there are not any coverage gaps that will result in claim liability for the employer that is not covered by the stop loss policy.

WELLNESS PROGRAMS

Benefit Innovators provides guidance on the impact of HIPAA, ADA, and GINA on Wellness Programs and incentives. We also help you prepare wellness policies and certifications that are in compliance with the requirements of these laws.

EXPERT PARTNER SERVICE MODEL

Benefit Innovators works with licensed producers and brokers, human resources consultants and third party administrators as their behind the scenes subject matter expert. Under this model, you can use our services as needed to support your business model or make us part of your overall team. We can work directly with your clients or provide you with the information and reports that your clients need.

Our Expert Partner Pricing can be a la carte or on a retainer type basis. With the retainer model, hourly and document fees are reduced if you contract with us for more hours. We offer flexible and affordable compensation arrangements to fulfill your needs.

Retainer arrangements are adjusted regularly so that you are paying only for the hours and services that you need.

Email us with any questions or for a Proposal that will include our fees and more details of this service.

Benefit Innovators also provides Actuarial Services as your
Expert Partner

List of Compliance Services Available:

- Perform Comprehensive Plan Review or Audit
- Provide assistance and guidance on compliance related questions
- Review any Plan Document, Summary Plan Description, administration agreement, stop loss contract,
- Draft Mega Wrap Summary Plan Description and/or Plan Document
- Draft Medical, Dental or Vision Summary Plan Description and/or Plan Document
- Draft HRA Summary Plan Descriptions and/or Plan Document
- Draft Medical Expense Reimbursement Summary Plan Description and/or Plan Document
- Draft Cafeteria Plan Document (including FSA or Premium Only Plan) and Summary Plan Description for FSA
- Draft Summaries of Material Modifications or Plan Amendments
- Prepare Summary of Benefits and Coverage (SBC) required by the ACA
- Provide regulatory amendments for plan documents
- Prepare or review plan enrollment materials (for new hires and open enrollment)
- Draft Wellness Plan and/or Policy (including required certifications)
- Create or review COBRA Procedures (and notices if requested, including USERRA notices)
- Draft QMCSO Procedures
- Draft or review Claims and Appeals Policies and/or Procedures
- Prepare or review HIPAA Policies and Privacy Notice
- Draft or review Leave of Absence Policies (including FMLA, Disability, Workers' Compensation and unpaid leave)
- Prepare 5500 Filings
- Non-Discrimination Testing for cafeteria plans, self-funded plans (including flexible spending accounts) and insured plans (when required)
- Draft monthly or quarterly client newsletters that you can send to your clients
- Any other compliance services, as requested