



## Why 2020 May Be “The Year of Compliance”

If you as an employer, offer ANY group benefits, you must meet clearly defined requirements, specifications, and deadlines for plan documents under ERISA as well as under the PPACA.

It’s also important to note that the Department of Labor’s (DOL) Employee Benefits Services Administration (EBSA) **routinely** conducts audits of group health benefit plans to investigate or audit the plan’s compliance.

Heading into the new year, DOL audits are primed to focus on:

- employer communications and documentation
- employer reporting requirements
- structure of group health benefit plans and offers of coverage
- adherence to PPACA requirements
- coverage and **eligibility verification** of essential health benefits, cost-sharing, and out-of-pocket limits for applicable plans

Keep in mind that ERISA requirements **mandate** a fiduciary responsibility to manage your health plan responsibly, and financial penalties can be imposed for failure to comply with applicable regulations.

Employers are encouraged to implement **comprehensive eligibility verification initiatives** to demonstrate that the plan is in full compliance with federal law by ensuring that *only eligible participants* are on your company sponsored plans and that your plan is administered in full accordance with its corresponding documents.

Remember, by allowing exceptions, even unintentionally through failure to monitor, you essentially amend eligibility for other participants, thus making it difficult or impossible to protect your plan in the future.

*For additional information on eligibility verification programs supporting ERISA compliance measures -and to receive a complementary whitepaper on this topic – contact Verifi1 at [info@verifi1.com](mailto:info@verifi1.com) or by phone at 248-562-6412.*