Employee Benefits Compliance

It's not an option - *It's the Law*

Ameriflex

Offering a competitive employee benefits package is a necessity for employers interested in finding and keeping the best employees. But when planning the perfect benefits strategy for your employees, *don't forget about compliance.* Compliance regulations are ever-changing and can be difficult for HR departments to maintain in-house, but they are required by law, and penalties for noncompliance are costly. Ameriflex can help you maintain compliance standards with services tailored to your organization's size and needs.

What does compliance look like for your organization?

Check the chart to see where you fit in:

Groups with 1-19 employees	☐ ERISA: Summary Plan Description ☐ Annual ERISA & ACA Notices* ☐ Annual Medicare Part D Notices* ☐ HIPAA Notice of Privacy Practice* ☐ ACA Employer Reporting 1094 B/ 1095 B (self-funded plans and fully-insured plans that are hands-on)
Groups with 20-49 employees	☐ ERISA: Summary Plan Description ☐ Annual ERISA & ACA Notices* ☐ Annual Medicare Part D Notices* ☐ HIPAA Notice of Privacy Practice* ☐ ACA Employer Reporting 1094 B/ 1095 B (self-funded plans and fully-insured plans that are hands-on) ☐ COBRA
Groups with 50-99 employees	☐ ERISA: Summary Plan Description ☐ Annual ERISA & ACA Notices* ☐ Annual Medicare Part D Notice* ☐ HIPAA Notice of Privacy Practice* ☐ ACA Employer Reporting 1094 C / 1095 C ☐ COBRA ☐ FMLA
Groups with 100+ employees	☐ ERISA: Summary Plan Description ☐ Annual ERISA & ACA Notices* ☐ Annual Medicare Part D Notice* ☐ HIPAA Notice of Privacy Practice* ☐ ACA Employer Reporting 1094 C / 1095 C ☐ COBRA ☐ FMLA ☐ Form 5500

* Included in Our Federal Notices Module: With our Federal Notices Module, clients receive all required notices for one price instead of being charged for each notice a la carte.

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Failure to obtain these products, overseen by the Department of Labor (DOL), may result in civil or criminal penalties for non-compliance.

SPD Wrap Plan Document	▶ Loss of tax benefits ▶ Potential for lawsuits ▶ DOL audit ▶ Unintended benefit payments ▶ Criminal charges if intentional violation	▶ Courts may hold the employer personally liable $110/day ▶ DOL may impose $149/day
Form 5500	DOL inquiry or notice with potential to lead to an audit	Up to $2,739/day for late, incomplete, or not prepared forms
ACA Reporting	Failure to offer affordable coverage to eligible employees	▶ Failure to file Form 1095/1094 is $280 per form, $3,426,000 annual cap. ▶ Total penalty imposed for all failures during a calendar year cannot exceed $3,392,000.

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Why Ameriflex?

Clients receive personalized service throughout the process from a dedicated compliance analyst. Having a single point-of-contact helps ensure accuracy and a quick turnaround time.

Federal Notices Include:

- Department of Labor Notices
- ERISA Notices
- COBRA Notices
- HIPAA Notices
- USERRA
- GINA
- QMCSO
- Health and Wellness Program
- FMLA
- WHCRA
- NMHPA
- Medicare Part D
- Grandfathered Plan
- Preventive Care
- Patient Protection Rescissions
- MHPAE

Contact our team for a proposal.