

Strafford

Presenting a live 90-minute webinar with interactive Q&A

ERISA Benefit Plan Wraps, SPDs and New ACA Mandates

Structuring and Amending Compliant Plan Wraps, SPDs and Notices

TUESDAY, OCTOBER 8, 2013

1pm Eastern | 12pm Central | 11am Mountain | 10am Pacific

Today's faculty features:

Stephen F. Herbes, Assistant General Counsel, 1199SEIU National Benefit & Pension Funds, New York

Jennifer Kobayashi, Partner, Wang Kobayashi Austin, Chicago

The audio portion of the conference may be accessed via the telephone or by using your computer's speakers. Please refer to the instructions emailed to registrants for additional information. If you have any questions, please contact Customer Service at 1-800-926-7926 ext. 10.

Wrap Plan Documents

October 8, 2013

Possible DOL Audit Request Items:

- Plan document
- Summary plan description and any modifications (SMMs)
- Contracts with insurers (if insured)
- Contracts for administrative services, claims processing, reinsurance (if self-insured)
- Description of employer/employee responsibilities for the purchase of welfare benefits
- Description of the plan's coverage of health benefits (medical, mental health), including any annual or lifetime limits
- Enrollment forms
- Evidence of Health Insurance Portability and Accountability Act (HIPAA) creditable coverage compliance
 - Creditable coverage notices
 - Special enrollment rights
- Evidence of Consolidated Omnibus Budget Reconciliation Act (COBRA) compliance
 - Sample COBRA coverage notices (general/initial, election, termination)
- Form 5500 reports and underlying data/documentation
- Sample Womens' Health and Cancer Rights Act (WHCRA) notice
- Sample Newborns' and Mothers' Health Protection Act (Newborns' Act) notice
- Various documents, notices, information that relate to Affordable Care Act compliance, including:
 - Items specific to grandfathered plans
 - Items specific to non-grandfathered plans
 - Summary of Benefits Coverage (SBC)
 - Compliance with specific provisions, *e.g.*, updated claims procedures, no pre-existing condition exclusions, dependent coverage to age 26, etc.
 - Notice of Marketplace (Exchange) Coverage Information

...and more