



**Are you  
complying with**

**HIPAA?  
COBRA?  
ACA?  
PHSA?**

### *ERISA Wrap Document & Summary Plan Description*

- ✓ *The Department of Labor (DOL) has increased the size of its audit team and the number of employer onsite audits.*
- ✓ *The DOL will want to review your ERISA compliant Wrap Plan Document and Summary Plan Description (SPD) when they conduct their onsite audit.*
- ✓ *A Wrap Plan incorporates, by reference, all relevant ERISA-regulated plans and all required ERISA language. It creates one, fully compliant ERISA Plan.*
- ✓ *As an added benefit, the Wrap Plan streamlines and consolidates the number of ERISA Plans and generally reduces the cost of Form 5500 filing.*
- ✓ *Are your plan documents compliant with ERISA requirements?*

### *Premium Only Plan Document*

- ✓ *Internal Revenue Service (IRS) rules allow employees to contribute toward the cost of their health & welfare benefit plans on a pre-tax basis under a Premium Only Plan (POP).*
- ✓ *A Premium Only Plan converts taxable wages into tax-free benefit plan premiums.*
- ✓ *The Premium Only Plan offers tax savings to both the employer and the employee.*
- ✓ *In order to take advantage of the tax savings, an employer must adopt a compliant Premium Only Plan Document.*
- ✓ *Is your Premium Only Plan updated and ready to be presented to the IRS or DOL auditors when they arrive?*

### *Section 125 Flexible Spending Account*

- ✓ *Section 125 of the Internal Revenue Code allows employees to contribute pre-tax monies into a Flexible Spending Account (FSA) to pay for qualifying expenses.*
- ✓ *The Health Flexible Spending Account is used to pay for out of pocket medical, dental, and vision care expenses on a pre-tax basis.*
- ✓ *Additional savings may be gained by adding a Section 129 Dependent Care Assistance Plan (DCAP).*

***Be prepared. Be Compliant. Contact us representative today!***

**WE  
CAN  
HELP**

