

## Professional Health & Welfare Compliance Services

### 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).

Are you complying with HIPAA,  
COBRA, ACA, & PHSA?  
WE CAN HELP!



**Health & Welfare Compliance**

Contact us:  
(800) 523-7542  
[www.medcombenefits.com](http://www.medcombenefits.com)  
[sales@medcombenefits.com](mailto:sales@medcombenefits.com)