ERISAfire
Benefits Compliance Solutions
www.erisafire.com

IAHU Healthcare Symposium
ERISA Bootcamp

All Things Compliance (Theory)

	2-19		20-49		50-99		100-500(ish)		500(ish)+	
Compliance Event or Task	FI	SI	FI	SI	FI	SI	FI	SI	FI	SI
ACA 1095 Reporting		X		X	X	X	X	X	X	X
ACA Employer Mandate					X	X	X	X	X	X
ERISA Plan Document	X	X	X	X	X	X	X	X	X	X
Form 5500							X	X	X	X
COBRA			X	X	X	X	X	X	X	X
FMLA					X	X	X	X	X	X
Medicare Secondary Payer			X	X	X	X	X	X	X	X
HIPAA Privacy	X	X	X	X	X	X	X	X	X	X
Notices & Disclosures	X	X	X	X	X	X	X	X	X	X
Medicare Part D Reporting to CMS	X	X	X	X	X	X	X	X	X	X
Nondiscrimination Testing	X	X	X	X	X	X	X	X	X	X
Wellness (HIPAA Nondiscrimination)	X	X	X	X	X	X	X	X	X	X
FFCRA Leave, Benefits Maintenance	X	X	X	X	X	X	X	X		

ERISAfire
Benefits Compliance Solutions
www.erisafire.com

All Things Compliance (Practical)

	2-19		20-49		50-99		100-500(ish)		500(ish)+	
Compliance Event or Task	**FI**	**SI**	**FI**	**SI**	**FI**	**SI**	**FI**	**SI**	**FI**	**SI**
ACA 1095 Reporting		Hi		Hi	Hi	Hi	Hi	Hi	Hi	Hi
ACA Employer Mandate					Hi	Hi	Hi	Hi	Hi	Hi
ERISA Plan Document	Low	Low	Low	Low	Mod	Mod	Mod	Mod	Hi	Hi
Form 5500							Mod	Mod	Mod	Mod
COBRA			Hi	Hi	Hi	Hi	Hi	Hi	Hi	Hi
FMLA					Hi	Hi	Hi	Hi	Hi	Hi
Medicare Secondary Payer			Mod	Mod	Mod	Mod	Mod	Mod	Mod	Mod
HIPAA Privacy	Low	Low	Low	Low	Low	Low	Low	Low	Mod	Mod
Notices & Disclosures	Low	Low	Mod	Mod	Mod	Mod	Mod	Mod	Mod	Mod
Medicare Part D Reporting to CMS	Low	Low	Mod	Mod	Mod	Mod	Mod	Mod	Mod	Mod
Nondiscrimination Testing	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low
Wellness (HIPAA Nondiscrimination)	Low	Low	Mod	Mod	Mod	Mod	Mod	Mod	Hi	Hi
FFCRA Leave, Benefits Maintenance	Hi	Hi	Hi	Hi	Hi	Hi	Hi	Hi		