

CLIENT ALERT

Brought to you by:



TIME SENSITIVE MATERIAL
PLEASE READ AND TAKE
ACTION

It's been three years since your last Dependent Eligibility Audit

As part of our commitment to you we offer these audits every three years

If you have not been collecting proof of dependent eligibility, we recommend that an audit take place, keeping in mind that WE DO ALL THE WORK!!

Audits are critical for several reasons:

As a Plan Administrator, you have a fiduciary responsibility to administer your medical and dental plans in a fair and consistent manner in accordance with your plan documents. Audits ensure that your money and your employee's contributions are used in the most fair and consistent way. Covering ineligible dependents does not meet this standard.

Providing benefits to only those who are eligible continues to be a necessary step to control costs as well as prevent fraudulent payments to ineligible participants.

Most employees who add an ineligible dependent do so innocently, though not all. When contributions have been, you can only retroactively terminate a dependent due to fraud. Healthcare reform does not allow rescissions under any other situation. By ensuring that your employees understand what constitutes an eligible dependent, you lay the groundwork for retroactive terminations as well as employee terminations for fraudulent dependent enrollment.

Please contact your account manager to discuss timing for the audit.