

Welfare Plan Compliance Self Assessment

Is your organization’s group health care plan in full compliance with the key regulatory requirements under the ACA and ERISA, and could the plan withstand an examination by the Department of Labor?

Circle the number that most closely represents your compliance health in the 12 key areas below.

1 = Strongly Disagree 2 = Disagree 3 = Unknown 4 = Agree 5 = Strongly Agree					
The company’s FTE count is known and recalculated annually.	1	2	3	4	5
Employees are properly classified as FT, PT or variable-hour.	1	2	3	4	5
There is a system in place to measure eligibility for variable-hour employees	1	2	3	4	5
A Summary Plan Description is distributed to all plan participants.	1	2	3	4	5
Medical coverage options meet ACA standards for minimal essential coverage.	1	2	3	4	5
Coverage is offered to at least 95% of FT employees and their dependents.	1	2	3	4	5
Medical coverage costs employees no more than 9.5% of their monthly income.	1	2	3	4	5
Creditable coverage notices are issued to employees timely.	1	2	3	4	5
Carrier rebates are handled according to ERISA guidelines.	1	2	3	4	5
Forms 1094-C and 1095-C are issued timely and audited for accuracy	1	2	3	4	5
A compliance calendar is maintenance for all important annual deadlines	1	2	3	4	5
We are prepared for a DOL welfare plan audit.	1	2	3	4	5

This list is not exhaustive of all compliance requirements of a group health care plan

Scoring: Add the number from each answer above to determine your score

Excellent	48-60	Congratulations! Your company meets all the key areas of welfare plan compliance. Keep up the great work and remember that Breeze Benefits has the tools and resources you need to maintain compliance health.
Good	43-47	You’re off to a good start, however there is room for improvement. Breeze Benefits is prepared to assist with reducing your exposure to costly penalties
Room For Improvement	37-42	Let’s make things better today. There are some areas where your company is doing well, but many others that require adjustment to avoid costly penalties.
Caution	< 36	Don’t worry, Morris & Garritano can help you turn things around. We will assist you with assessing your needs for both immediate and long-term improvements.

