

COBRASHield

Don't take unnecessary risks with COBRA administration.

The potpourri of COBRA legislation was ambiguous in its original form and therefore is constantly being changed and clarified. These changing laws, requirements and responsibilities are complicated. Failure to meet established mandates may have devastating effects on your business.

Businesses not in compliance with current regulations are threatened by excise taxes, fines, Department of Labor lawsuits, legal fees, former employee medical claims and damages.

The risk is just too great.

COBRA can be a time consuming and costly undertaking to do in-house.

Or you can concentrate on what you know best - taking care of your business and let the COBRA professionals save you time and money with our COBRA services.

Human Resources America

Our staff is comprised of professionals with resources in the benefit and legal arenas with many years of experience in all phases of benefit management and compliance; who work with COBRA, HIPAA and ERISA every day and are familiar with all of the pitfalls which can await unprepared employers.

Founded in 2004 by a group of benefit professionals concerned with supplying full service to their clients, we are a fast growing company concentrating on COBRA compliance.

We are members of the Better Business Bureau, licensed by the Pennsylvania Dept. of Insurance with the required Professional Liability Insurance for Third Party Administrators.

Human Resources America, Inc.

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www.hracobra.com

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COBRA Compliance and Medical Reimbursement Plan Administration

According to the Internal Revenue Service and the U.S. Department of Labor, 95% of all businesses are not in compliance with federal COBRA regulations. As a result, on-site compliance audits are increasing.

Take care of your business. Allow us to take care of COBRA compliance. It is our business.

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COBRA Compliance

DO YOU?

- Maintain a COBRA procedure manual and internal auditing system?
- Provide COBRA education and certification for your administrator?
- Send initial notices of COBRA rights to all new employees, their spouses and dependents?
- Have a system to prove that COBRA notices are sent on time?
- Send subsequent notices to newly acquired spouses?
- Handle all COBRA extensions correctly for secondary events and disabilities?
- Keep archives of all initial and subsequent notices and feel confident that your records are adequately maintained and in compliance?
- Track reductions in hours, terminations, deaths, leaves of absence, Medicare eligibility and disability status for all eligible employees?

Medical Reimbursement Plan administration

In 2004 HRA, Inc. began to offer administration of Medical Reimbursement Plans to their clients as an alternative to HSA and HRA plans.

As defined by the IRS Code section 105 it is any plan where an employer reimburses an employee for uninsured health or accident expenses incurred by the employee or his/her dependents. The goal of the MRP is for the employer to be able to save money. They do this by purchasing a high deductible health plan and using the savings to “buy back” a portion of the deductible.

Our services include the necessary Plan Document, claim verification and complete reporting of individual and group status.

See how simple COBRA can be when the professionals will provide:

Initial notification to new plan enrollees

Qualifying event notification to all qualified beneficiaries

Qualifying event, secondary event and COBRA election tracking

COBRA participant billing, receipt of monthly premiums, reconciliation and remittance to the plan sponsor

Monthly reporting, maintenance of proper documentation and tracking of COBRA activity for complete COBRA compliance

Monitoring of COBRA legislation, changes, updates and maintenance of current requirements and procedures for full compliance

Call to discuss the specific needs of your business for COBRA and MRP administration. 724-514-6671

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