

THE SIMPLY SMARTER WAY TO
Erase COBRA Worries
 COBRACompli™



**COMBAT
 THE SQUEEZE**
 ON YOUR SMALL TO
 MID-SIZED BUSINESS

- ✓ **FOCUS ON GROWTH**
- ✓ **SAVE TIME & HASSLE**
- ✓ **AVOID FINANCIAL RISK**

ALERT * COBRA Can Squeeze the Life Out of Your Small-Medium Business (SMB) *** ALERT**

Your business is obligated to comply with COBRA - a complicated federal law:

IF you employ 20 or more employees **AND** offers group healthcare benefits **IF** a qualified employee leaves your company, works fewer hours or experiences a qualifying event **THEN**, COBRA requires you to provide former employees and dependents with the opportunity to continue health benefits coverage for a designated time

2 Ways COBRA Can Squeeze Your Business

1 PERPLEXING RULES, CALCULATIONS & ADMINISTRATION

Example: Confusing COBRA calculation

"...at least 20 employees on more than 50 percent of its typical business days in the previous calendar year. Both full- and part-time employees are counted to determine whether a plan is subject to COBRA. Each part-time employee counts as a fraction of a full-time employee, with the fraction equal to the number of ..." U.S. Department of Labor on "Group Health Plans Subject to COBRA"

Example: Painful COBRA notification & tracking

[25] Written notices for EACH affected employee
 COBRA may require you to provide 25 written notices per affected employee

1. <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/an-employers-guide-to-group-health-continuation-coverage-under-cobra.pdf>

2 SIGNIFICANT FINANCIAL PENALTIES

Employers are responsible for COBRA mistakes.

Consequences include:

- IRS fines
- DOL² audits & enforcement activities
- Employee lawsuits
- Other negative actions

Example: The cost of mistakes

\$57,600 IRS & ERISA PENALTIES FOR A FAMILY OF 4 FOR 90 DAYS OF NON-COMPLIANCE

Jan	Spouse	Child 1	Child 2	
\$210	+	\$210	+	\$110 + \$110 = \$640 x 90 days of non-compliance

Non-compliance penalties applied in this example:

IRS EXCISE TAX
 \$100 per day / per qualified participant
 (\$200 per day maximum)

ERISA CIVIL PENALTIES
 \$110 per day / per qualified participant
 (No maximum)

2. Department of Labor

Care for Customers.... Grow the Business

With COBRACompli, you're released from managing frustrating COBRA compliance processes and tasks. You're free to do what matters most – take care of customers, grow your business, enjoy life...

Save Time, Stress & Money

COBRACompli is an easy, affordable, secure way for you to handle COBRA obligations. You get a stress-free way to save time and money – precious resources you can devote to growing the business.

Prevent Costly Mistakes

Providing accurate COBRA Election Notices can trip up even the most diligent employer. Costly mistakes can jeopardize your business. COBRACompli helps you shield your business from this financial risk – You have peace of mind.

Count on COBRACompli

RECOUP PRECIOUS RESOURCES • LOWER OVERHEAD • REDUCE FINANCIAL RISK

COBRACompli gives you 1 point of contact to

- Fulfill COBRA deadline, documentation & tracking requirements
- Keep up with ongoing changes to COBRA regulations
- Respond quickly & accurately to inquiries
- Invoice & receive payment

COBRACompli's unique customer-focused service model combines knowledgeable experts who deliver personal service with streamlined processes and a secure back office infrastructure.



The COBRACompli™ Services Suite

ASK US ABOUT TAX-ADVANTAGED PLAN DESIGN & SUPPORT

We can help design and support a tax-advantaged compliant COBRA plan for your business.

Protect your business

from financial risk with COBRACompli's Administration and Support

1 COBRACompli Administration



ELIGIBILITY



REQUIRED
NOTICES



OPEN
ENROLLMENT



PREMIUM
COLLECTION



RECORD
KEEPING



CARRIER
NOTIFICATIONS



AND MORE

Count on COBRACompli to handle the administration details

- Send required correspondence to qualified employees
- Track dates
- Collect premium payments from participants promptly
- Remit premium payments to you without delay
- Communicate enrollments to the carrier
- Remove terminated employees from coverage

2 COBRACompli Support



MONITOR
COBRA REGS



EMPLOYER
REQUESTS



ACTIVITY
REPORTS



PARTICIPANT
INQUIRIES



ONLINE
ACCESS

Trust the COBRACompli team of experts to help you navigate intricate COBRA rules

- Easy-to-understand, precise guidance tailored for your business objectives, workforce and situation
- Help when you need it
- Convenient, secure online access for you and the participants
- Monitoring of changes in COBRA regulations
- Rapid system and process updates to address COBRA legislation changes
- Reports on all COBRA activity



The COBRACompli™ Difference



Count on us to help start and run a new COBRA administration program – Or manage an existing program. You can rely on COBRACompli to handle the complex details that often drain your time. It frees you to handle what really matters to your business.

Designed for SMBs

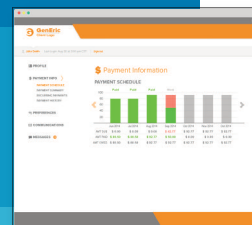
COBRACompli delivers a more personal, simpler and more affordable approach to COBRA compliance that focuses on the needs of small-medium businesses.

Reach a Person Vs a Call Center

Our **COBRACompli experts** know business, workforce management, federal and state compliance including COBRA as well as benefits. This enables us to support the specific needs of each customer rather than simply spouting out COBRA regulations.

Always Available

COBRACompli delivers a full-featured online experience for you and the participants. You get secure, real-time access to information through an online portal.



Solid & Secure Infrastructure

The COBRACompli platform and processes are built to manage the complexities of compliance within a secure environment. This includes a leading, enterprise-class, central system of record for COBRA administration.



To learn more about COBRACompli, contact Chris Cooley:

855-538-6947 Ext. 108 | ccooley@myhrconcierge.com

Other Ways to Combat the Squeeze on Your Business

Click on these MyHRConcierge Services



HR Support Services

Low-cost assistance
Solve common HR challenges

- HRHealthCheck™
- Manager's HR Help Line
- Anonymous Worker Tip Line
- Job Descriptions
- Labor Posters
- Employee Screening
 - > Background Checks
 - > Drug Testing



HR Management Programs

Easy, affordable support
Fill in HR resource gaps

- HR Compliance & Administration
- Affordable Care Act Compliance
- Unemployment Compensation Management (SUI)
- HR Policy & Handbooks
- Performance Management
- Worker Retention Program
- Custom Solutions



Worker Benefits* & Support

Flexible, budget-friendly options
Design plans your workers value

- Group Health Benefits
 - > Level-Funded Healthcare
 - > Voluntary Benefits
- COBRA Compliance

*SMB Benefits Advisors, a MyHRConcierge sister company, designs and delivers benefits programs essential to business growth.