



Florida Insurance Brokers, *simplifying the complicated subject of employee benefits and helping you design benefit packages that will attract and maintain a talented workforce.*

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**From all of us at Florida Insurance Brokers, we wish you a Merry Christmas and a very Happy New Year!**



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## ACA Compliance tips



When the Affordable Care Act was enacted, there was a lot of talk about compliance, who does it apply to, and when does it get done. If you renew your health insurance through us then you have received a letter that includes this sentence: "As you may be aware, the Department of Labor is getting ready to audit all employee benefit plans by the end of 2015."

And time passed. Now nearly four years later, the IRS is starting enforcement of information filed in 2015. So far only large employers (50+ employees) have been audited. But that doesn't mean smaller businesses do not have to maintain compliance.

If your company offers health insurance, the Department of Labor (DOL) requires, in compliance with the Healthcare law, that a Summary Plan Description (SPD) and Summary of Benefits (SBC) be distributed to employees. The SBC provides details of each plan; the SPD details the benefits offered. These are just two of the notices that should be supplied either by your insurance company or your broker. Along with the notices, employers are required to maintain record of employee receipt of the notices.

We offer the resources and tools to help you stay in compliance. With HR 360, Employee Navigator, and a dedicated service department, documents and information are just a mouse click away. Any questions about ACA Compliance should be directed to your insurance agent.

[Reporting and disclosure guide](#)

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We would like an opportunity to provide a no obligation consultation to review your company health benefits. Our Benefit Consultants have the resources to inform and guide you through the processes and requirements involved in group benefit packages, including health insurance, payroll, and many other HR decisions. Our online enrollment/hris system makes benefit implementation a breeze. Let us help you.

**BENEFIT ADMINISTRATION DONE RIGHT!**  
FLORIDA INSURANCE BROKERS | 800-397-2133 | 352-754-1099

