



COBRA Compliance Made Easy

Healthcare benefits bring you powerful competitive advantages as a plan sponsor. On the downside are seemingly endless administrative responsibilities, one of which is compliance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). The more you learn about COBRA's legal requirements and potential pitfalls, the more you'll want to outsource it.

Avoid the Risks

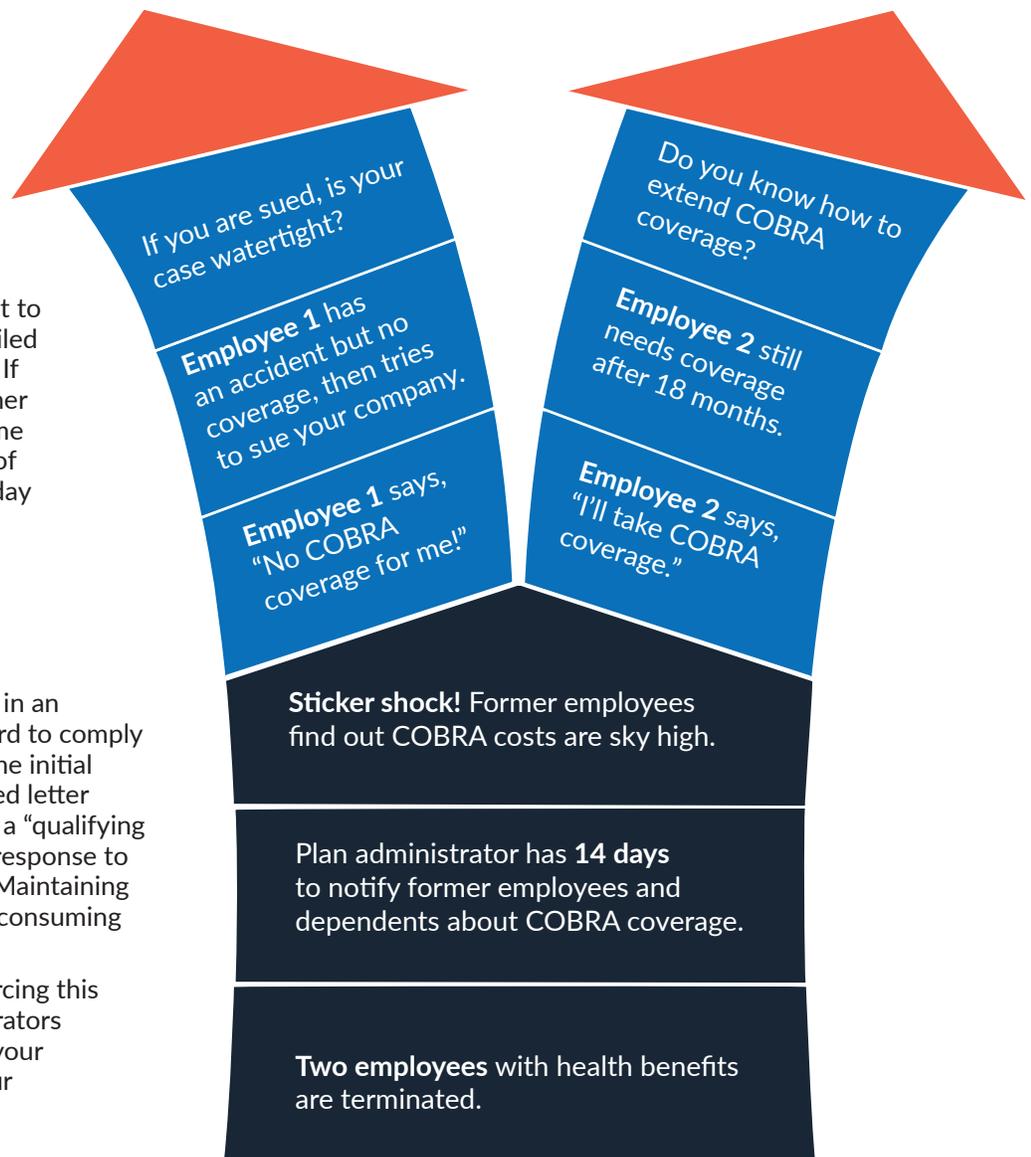
When a former employee is offered COBRA coverage, the usual response is sticker shock. Your business is at risk when an individual refuses coverage unless you have tangible evidence that you've followed all the proper COBRA notification procedures.

If a former employee who refused COBRA has a medical catastrophe, often his or her attorney will attempt to prove that the plan administrator failed to comply with COBRA regulations. If the attorney is successful, your former employee's medical expenses become yours. In addition, the Department of Labor can impose steep fines each day for noncompliance.

Handle with Care

COBRA administration is often mishandled and misunderstood. An infraction can cause untold damage in an instant, so you must be on your guard to comply with all regulations. These include the initial COBRA notification, a time-restricted letter detailing an individual's rights when a "qualifying event" occurs, follow-up actions in response to employee choices and much more. Maintaining COBRA compliance is critical, time-consuming and tedious.

Fortunately, help is nearby! Outsourcing this chore to Vantage Benefits Administrators ensures accuracy while conserving your resources, taking the bite out of your COBRA obligations.



Avoid risks by outsourcing to the experts.

Take the Bite Out

COBRA regulations are subject to continuous revision, making it difficult to stay current. That's why our specialists participate in continuing education. Selecting **Vantage COBRASM** services gives you streamlined administration that includes compliance for COBRA as well as the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Our goal is to handle COBRA accurately, efficiently and cost effectively.

You've got everything covered with our comprehensive services:

- Initial COBRA notification
- Assistance with open enrollment
- Qualifying event notices for employees and dependents
- Processing of benefit elections, terminations and changes
- Participant notifications for termination of benefits, enrollment changes, end of eligibility, account balances and plan modifications
- Tracking and notifications for all applicable extensions
- Carrier notifications regarding COBRA enrollments, terminations and status changes, including conversion notices for voluntary benefits
- Monthly employer reporting that includes group account activities and a disbursement report
- Billing and collections for your continuants

Qualifying Events

COBRA requires organizations with 20 or more employees to offer the continuation of group health benefits to employees and covered dependents upon experiencing a qualifying event. COBRA qualifying events may involve the following:

- Termination of employment
- Death of the employee
- Loss of coverage due to retirement
- Medicare entitlement of the employee
- Reduction in the employee's work hours
- Divorce or legal separation
- A child's loss of dependent status
- Leave of absence

Service Excellence

Every detail is handled correctly the first time, so you won't be unprotected due to a missed deadline. We deal directly with COBRA continuants instead of sending them to third-party vendors. Each participant receives personalized service for fast, accurate and hassle-free processing.

Cost and Time Efficiencies

Our cost-effective coverage is based on predictable, flat-rate fees. The last thing you need is a big surprise bill! In addition, if you choose us for health benefits administration, adding COBRA removes the time-consuming steps required to maintain separate data feeds. The duplicated administrative burden disappears, increasing the value.

"We mitigate risk for our clients by making sure employers are protected and participants are informed."

— Jeff Richie, CEO of Vantage

”

Make the Wise Choice

Why cover all healthcare expenses for a former employee's mishap? Why take on headaches, only to incur severe noncompliance penalties? Let us maintain the vital accuracy COBRA requires by calling 1.800.337.8005.

About Vantage

Vantage Benefits Administrators, Inc., is a full-service employee benefits consultant, Third Party Administrator (TPA), recordkeeper and professional fiduciary. Vantage specializes in comprehensive, cutting-edge corporate benefit program administration, offering fiduciary services as needed. Independent of all carriers and investment product providers, Vantage is unbiased in its pursuit of its clients' best interests. The company emphasizes transparency, integrity, responsiveness and cost efficiency. For more information, please call 1.800.337.8005 or visit www.vantagebenefits.com.



Vantage Benefits Administrators, Inc.
1201 Elm Street, Suite 1600
Dallas, TX 75270
800.337.8005
www.vantagebenefits.com

Vantage COBRA is a service mark of Vantage Benefits Administrators, Inc. All other trademarks, registered trademarks and service marks are the property of their respective owners.

© 2017 Vantage Benefits Administrators, Inc. All rights reserved.