

PrimeHR-COBRA

Manage Your Risk of Liability

How confident are you with your COBRA procedures? Are you compliant?

Did you know that according to the IRS, 95% of companies in the United States are out of compliance with COBRA regulations?

COBRA definition: The Consolidated Omnibus Budget Reconciliation Act mandates that any organization with 20 or more full or part-time employees offer a “temporary continuation” of group health and Section 125 benefits to employees (and covered dependents) upon experiencing a qualifying event.

COBRA administration is a complex process governed by constantly changing rules and regulations. Virtually every aspect of COBRA is extremely time sensitive. It is critical that actions are handled promptly. Non-compliance can result in excessive penalties, legal fees and significant losses of productivity. The risk of non-compliance can be severe. Substantial penalties and excise taxes are assessed at \$100 per day per violation.

PrimeHR-COBRA will coordinate every aspect of COBRA administration, from start to finish. PrimeHR-COBRA will manage all of the necessary communications, notices, forms and record keeping. Once these services are implemented, you only need to inform us of newly eligible plan members, all qualifying events, report any plan or rate changes and review your monthly management reports.

By outsourcing your COBRA administration, we take complete responsibility for your account and have a contractual obligation to ensure our services are compliant with the latest COBRA regulations and rulings. And if the IRS or Department of Labor comes knocking on your door, PrimeHR-COBRA will be there to provide the proof of compliance you need.

- Easy to Use website with real-time reporting
- Online access 24 hours a day, 7 days a week
- Confirmation and reminder emails
- One dedicated client service specialist

Contact Us