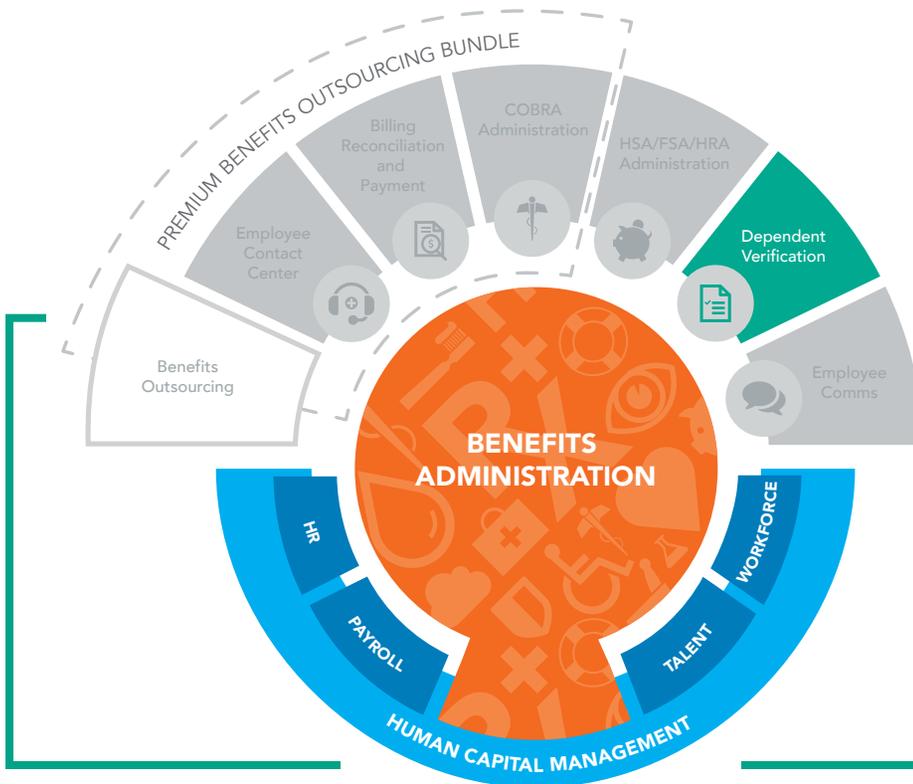




Dependent Verification

PLANSOURCE®



Software + Services = A Better Benefits Experience

At PlanSource, we believe that the best way to build a better benefits experience is by combining best-in-class software with a range of high-touch benefit services. This simple equation provides brokers and employers with a complete solution that can help busy HR departments work more efficiently and focus on strategic initiatives rather than tedious tactics.

Dependent Verification



Dependent verifications are a best practice in employee benefits. By ensuring that only eligible participants are receiving coverage, you can save money and stay compliant. If you're self-funded, you can eliminate stop-loss exposure and Employee Retirement Income Security Act (ERISA) violations (if applicable) and Sarbanes-Oxley (SOX) issues (if you're a public company). The monetary savings to the employer can be significant, with an average of 6% of covered dependents deemed ineligible for continued coverage.

Why Dependent Verification?

Save Money

Reduce medical premiums for fully-insured plans and claims costs for self-insured plans.

Improve Compliance

Improve compliance with your Summary Plan Descriptions (SPDs), HR policies and rules.

Minimize Risk

Reduce stop-loss exposure and litigation risk related to ERISA, Sarbanes-Oxley and other regulations.

What is the typical process?

Weeks 1-3

Planning and Communications



PlanSource works with you to develop an audit plan and comprehensive communications strategy.

Weeks 4-10

Documentation and Verification



Employees submit documentation to validate dependent relationships. PlanSource manages the verification process for you.

Weeks 11-12

Appeals and Cancellations



PlanSource handles the appeals process and updates enrollments, removing dependents who can't be verified on your behalf.

Best Practices for Dependent Verification

- ✔ Conduct an amnesty-style audit after you've concluded open enrollment
- ✔ Get buy-in from unions and other stakeholders in advance
- ✔ Use a third-party to conduct the audit to protect the employee-employer relationship
- ✔ Communicate clearly and often with employees about the audit process and deadlines
- ✔ Provide positive and clear communications to employees using multiple communication channels