



JJH Employer Services
Insurance & HR Administrative Solutions

JJH Employer Services—(516) 802-4114

Compliance Checklist

Company:

Date:

of Employees:

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- Compliance by employer size
 - State resources
 - Employee Retirement Income Security Act (ERISA)
 - Covered plans
 - Requirements
 - Fiduciaries and responsibilities
 - Documents
 - HIPAA
 - Portability Rules
 - Privacy Rules
 - Business Associates
 - COBRA
 - Covered plans
 - Qualifying events
 - Qualified beneficiaries
 - COBRA timeline
 - Government Mandated Benefits
 - Social Security and Medicare
 - Workers' Compensation
 - Unemployment Compensation
 - Family Medical Leave Act (FMLA)
 - Covered employers
 - Eligible employers
 - Reasons for leave
 - MSP Reporting
 - Who/what must be reported?
 - Reporting for HRAs
 - Exceptions
 - Non-discrimination Rules Under 105(h)
 - What/how is it determined?
 - HCI and key employees
 - HEART Act
 - Qualified Reservist Distribution
 - Plan Amendments
 - Tax Treatment of Fringe Benefits
 - Cafeteria Plan (Section 125)
 - Qualified benefits
 - Rules
 - Simple Cafeteria Plans
 - FAQs Regarding FSAs
 - Health Reimbursement Arrangement
 - 213(d)
 - Non-discrimination
 - Continuing coverage
 - Cafeteria Plan and HRA Eligibility
 - Owners
 - Funding Techniques
 - FSAs
 - HRAs
 - MSAs
 - Health Savings Account
 - Who can participate?
 - QHDHP
 - Distributions
 - Funding Techniques
 - Stacking Rules for CDHP
 - FSA/HRA/HSA Combinations
 - Mid-year renewals
 - Domestic Partners
 - Taxation of benefits
 - PPACA
 - Healthcare Reform Timeline 2011-2015
 - Grandfathered Plans
 - Dependent to Age 26
 - Small Business Tax Credit
 - Summary of Benefits and Coverage
 - W-2 Reporting
 - Wellness Programs & Class Act
 - Annual Limit Prohibition
 - PPACA Misc.
 - Human Resources
 - Classifying Employees: W-2 vs. 1099
 - Employee handbook
 - Labor Law Posters
 - Social Media at Work
 - Red Flags Rule
 - Participating employers
 - Identity Theft Prevention Program