Responsible plan management starts with verifying who's eligible.

With the high cost of health care, most employers are struggling to provide competitive health benefits for eligible plan members – let alone ineligible ones. Family dynamics are changing – the traditional family unit is becoming less common and single-parent and "blended" families are more prevalent. Whether intentional or not, employees often enroll plan members that are not eligible.

It's a company's fiduciary responsibility to administer the plan according to plan documents and only provide benefits for those who are eligible. Eligibility Audits identify dependents that should not be covered under the plan. By removing those who are ineligible, companies are not only fulfilling their fiduciary responsibility, but saving a substantial amount of money.

Depending on their specific situation and where things are in the enrollment life cycle, an employer may wish to perform a full, targeted, or ongoing audit.

A *Full Audit* is a blanket effort to verify the eligibility of everyone on the plan, while a targeted initiative may focus on a specific dependent type, employee group, or location. The most popular example of this is a *Spousal Coverage Audit* which verifies whether a working spouse is eligible for employer-sponsored health coverage.

An *Ongoing Audit* typically comes into play after a full version has been performed and an employer wishes to verify plan enrollees that have been added on a weekly, monthly, or quarterly basis.

By the Numbers

Our experience indicates …

6%

dependents on medical plan who are ineligible[1]

$3,500

average annual health care cost per dependent

$210,000

first-year savings after audit[2]

Why us?

Chelko's Center for Benefits Management has been performing dependent audits for 15 years, serving clients across all industries. Our proven process and high-touch, customized approach minimizes employee disruption and internal HR involvement while maintaining the highest standards of employee privacy and data security.

CHELKO CONSULTING group
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To learn more, please contact Lynn Linder at llinder@the-cbm.com or 440-201-7088.

[1] Actual findings and results may vary based on industry and employer profiles. [2] Based on a 1,000 dependent group