

# AAIB COBRA

Unfortunately, it is not easy to comply with COBRA. A great majority of employers are not in compliance, or do they fully understand the COBRA laws. That is not for the lack of trying, but the laws are very complex. As a company, you need to have complete confidence that the actions being taken are correct.

AAIB Business Solutions has developed a COBRA solution that eliminates the hassle and offers integration with other key employee benefits. AAIB COBRA communicates with AAIB Payroll or your payroll department to ensure all employees are accounted for and in compliance. AAIB COBRA also manages the employees during the COBRA eligibility period tracking all premiums and payments.

Using AAIB COBRA to administer COBRA reduces your exposure to risk and frees up valuable time that you can devote to your active employees. With AAIB COBRA, you'll be relieved to know that your COBRA administration is being handled consistently and accurately by a trained and qualified support team.

## Services

- Constant event monitoring by our experienced PowerCOBRA support representative
- Automated communication and notifications
- Billing & collection premiums including retiree collections
- Premium consolidation
- HRA premium calculations (with PowerHRA)
- Rate change notification
- Powerful reporting and automated notifications
- Comply with federal laws and new state COBRA laws
- Toll-free support
- Dependent Eligibility verification & testing

## Court Case

Middleton v. The Russell Group, Ltd. – The employer was fined the maximum per day penalty totaling \$74,000 because the company failed to provide a COBRA notice to an employee following a qualifying event.

## Penalties and Fines

Companies that violate COBRA's provisions are subject to a nondeductible excise tax penalty of up to \$100 per day per affected individual. In addition ERISA (Employee Retirement Income Security Act) provides notice penalties of up to \$110 per date from the date of compliance failure.

## Benefits

- Avoid the hassles and headaches of managing COBRA in-house
- Eliminate easily forgotten but critical maintenance tasks
- Protect Your Business from penalties
- Easily stay up to date with new laws and regulations
- Comply with Federal Laws and new State Mini-COBRA laws

There is no need to worry. Our AAIB COBRA will provide the peace of mind you are looking for. Let AAIB Business Solutions look out for your business by protecting you from COBRA violations. AAIB COBRA attached to Payroll offers an integrated approach to managing COBRA and ensuring not one employee change goes unnoticed. Our experienced staff of COBRA administrators are eager to assist. For more information about AAIB COBRA or other AAIB Business Solutions products, please contact Michael Bauer today at 888-474-6627 x556 or email at mb@aaib.us.

