



Fail To Comply?

THE FINES WILL BE HIGH!

Furnish plan documents to the DOL

\$190 capped at \$1,906/request

Furnish an SPD to a participant upon request

\$110 per day per employee

File a completed ERISA Form 5500

\$2,670 per day

Distribute a Summary of Benefits and Coverage (SBC)

\$1,406 per failure

File a 1094 or 1095 return

up to \$310 per return/statement

Provide notice & information regarding the Children's Health Insurance Program (CHIPRA)

\$141 per participant, per day

Comply with GINA

\$141 per participant, per day

IMPORTANT: This document is intended only as an overview and is not an exhaustive list. Other requirements, exceptions or special rules may apply. It is not legal advice and should not be construed as legal advice.