

Dependent Audit

Dependent eligibility audits have become a popular and effective means for companies to ensure that pure enrollment does not drive up the cost of delivering health care to employees and their families.

Our Dependent Audit approach is designed to formally and objectively examine the dependents covered under your company's benefits program to ensure only qualified individuals are receiving health care benefits. It responds to the uniqueness of each audit experience. Also, and given the inherent nature of this work, it gives full consideration to employer workplace sensitivities and impact tolerances.

Service Features:

- > End-to-end project management, including the development of project timeline and project scope, including goals, the verification process, the acceptable forms of documentation, and any translation requirements.
- > Integration of employee, dependent and benefits enrollment data from available sources (HRIS/payroll system, insurance carrier feed, or both).
- > Multi-phase strategy, including optional "amnesty" ramp up and "thank you" notification. Employees not complying with the audit's conditions receive targeted communications.
- > Development of customized employee communications to support each project phase, including printing and fulfillment.
- > Toll-free employee and HR support.
- > Processing/verification of employee documentation based on established audit rules.
- > Ongoing audit reporting and periodic client reviews assess phase effectiveness and keep all parties engaged with this key strategic initiative.

Who We Are

Baker Tilly Vantagen is a visionary Human Resources firm - a business partner that balances people, technology and strategy to create a high-touch client experience. Baker Tilly Vantagen has been providing complete employee benefits administration and human resources consulting services to clients representing a variety of industries for over 18 years.

What We Do

- > Online Enrollment
- > Eligibility Management
- > Communications/Fulfillment
- > FSA/HRA/HSA/Commuter Benefits Administration
- > COBRA/Retiree/LOA Administration
- > Learning & Development
- > Compensation Analysis
- > Total Rewards Statements
- > Compliance (Federal and State)
- > Executive Search

Who We Serve

Baker Tilly Vantagen shares the service delivery experience with employers maintaining U.S. operations in all states, as well as Canada and Puerto Rico. The industries these employers represent are diverse.



Who To Contact



Eric Pochas
Director, Client Services
O: 570.319.3751
eric.pochas@bakertilly.com



Donald Duffy
Manager, Implementation
O: 570.319.3739
don.duffy@bakertilly.com