

PLAN DRAFTING SERVICES

Plan with Us...

Frequently Asked Questions

What kind of documents can The Phia Group draft, revise, or assess?

The Phia Group can perform drafting, revision, or assessment services on all types of plan documents, including wrap documents, amendments, summaries of benefits and coverage (SBCs), and other self-funded plan documents. Plan document variations include medical, dental, vision, and short-term disability plan documents, as well as summary plan descriptions. Medical plan document variations include “skinny” or “MEC” plans, wrap documents, traditional PPO plans, and reference-based pricing plans.

How often are The Phia Group’s templates updated to ensure regulatory compliance?

There is no set schedule, but templates are updated whenever necessary to meet new requirements, regulations, court mandates, or other industry changes.

Can The Phia Group train my team and account managers?

Yes. At your request, The Phia Group’s attorneys and expert plan drafters will provide personalized training in the form of conference calls, webinars, or even on-site training at your convenience.

Can The Phia Group customize my existing templates and internal drafting process?

Yes. Phia will work in conjunction with your existing internal plan drafting team to review and revise existing materials, as well as provide insight into plan drafting best practices to help your internal team be more efficient and provide more value to your groups.

How often should I update my plan document?

ERISA regulations specify that a plan should be updated every five years, but a best practice is to update the plan at least annually to ensure that the plan remains compliant and contains the most robust and up-to-date cost-containment language.



EMPOWERING PLANS

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