

# PHIA GROUP CONSULTING

**Learn** • Plan • Save • Protect

The Phia Group's Experts are Readily Available to Assist with Your Consulting Needs – Our Team Helps with Complex Claim Issues, as well as Compliance, Administrative, and Regulatory Questions

- ▶ Federal Law Compliance – ERISA, HIPAA, MSPA, GINA, COBRA, ACA, and More
- ▶ Objective and Experienced Claim Analysis – Application of Plan Document Terms
- ▶ Support with Stop-Loss Policy Interpretation and Review Against Plan Documents
- ▶ Plan Administration Agreement Analysis – Network Agreements, ASAs, and More
- ▶ Plan Document Assessments and Phia Certification Ensures ERISA Compliance
- ▶ Human Resource Support – State and Federal Employment Laws and Regulations
- ▶ Leaves of Absence Administration, FLSA, Fringe Benefits, EEOC Rules, and More



EMPOWERING PLANS

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