

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, FMLA, 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 Ensure ERISA Compliance
- ▶ Human Resources 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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