



Reduce health care costs by conducting a Dependent Verification Audit



What is a Dependent Verification Audit?

Employee benefits remain a major cost component in all member health care organizations. A growing number of employers are conducting audits to remove ineligible dependents from their health care plans. In an effort to contain escalating health care premium costs, many employers are conducting Dependent Verification Audits to assure they pay premiums and cover only those who are actually eligible for coverage.

Reduce Health Care Costs

The Dependent Verification Audit process reduces health costs by identifying eligibility discrepancies that commonly result in premium overpayments, including:

- Employees no longer employed remaining on carrier files
- Retirees coded as active employees
- Dual spouse/domestic partner conflicts
- Ineligible dependents
- Unverified dependent relationship status
- Ex spouses/domestic partners
- "Girlfriends" or "Boyfriends" coded as spouses

Worksite Communications was one of the first communication firms to conduct a Dependent Verification Audit with the City of Oakland in April of 2005.

A Dependent Verification Audit conducted by Worksite typically removes between 5- 12 % of the dependents from health plans and averages an 11% reduction in healthcare premiums.



Why choose Worksite Communications?

Worksite Communications is the leading enrollment firm when conducting the Dependent Verification process during an employer's annual benefits open enrollments. To date, Worksite Communications has:

- Audited more than 60,000 employees enrolled in either medical, dental or vision plans.
- Evaluated the eligibility of over 50,000 dependents
- Identified thousands of ineligible dependents
- Saved clients millions of dollars in health care costs

Our Services

Worksite Communications provides the following resources when conducting a Dependent Audit Verification:

- A customized implementation process in which the Implementation Director works with the client, broker and carriers in marketing, scheduling and data exchange to ensure a smooth audit process
- An online scheduling system so that employees may schedule a time to meet with a benefits counselor onsite during enrollment
- Individualized personalized assistance for every employee
- Assistance with drafting and distribution of communications
- A sample verification guideline table for acceptable documents in which the client can alter to their specifications.
- Provide a link to document recovery services that can provide employees who have lost documentation with birth certificates, marriage licenses and other required documents.
- Follow-up mailings to non-responsive employees that have dependents and to employees that have submitted incorrect documentation.

Worksite Communications has developed a secure software program that captures dependent information and then produces a report that is compatible with most payroll systems. The program is customized to meet the needs of each client.

Current Employee		Dependent Information	
Name	Smith, Claudia	First Name	Four
EE Number	1830663	Last Name	Smith
Birth Date	09/04/1962	Gender	<input checked="" type="radio"/> Male <input type="radio"/> Female
Coverage	Voice	Birth Date	12/08/1983
		Relationship	Self, Child, Spouse, 13, 25
		Verified Via	<input type="checkbox"/> Birth Certificate <input type="checkbox"/> Current State, Current Schedule OR Copy of O.C. or State ID AND Traveling Affidavit <input checked="" type="checkbox"/> IFG Dependent Document - Form 1043
Dependents For This Employee			
Name	Plan	Birth Date	Verified
Smith, Wayne	SP	07/28/1961	N



To ensure a complete eligibility verification of all enrolled dependents, Worksite provides specifically trained professional benefit counselors to meet onsite with employees at each work location. The benefit counselors review each employee's verification documentation to ensure it meets the employer's standards.

Dependent Verification Audit Results

The two examples outlined below show actual results of employer dependent verification enrollments. Each of these employers elected to use the Dependent Verification System developed by Worksite Communications Inc. In both cases the verification was conducted as part of the employer's annual benefits enrollment. The service was provided at no charge to the employer because all fees were paid by the voluntary benefit providers through their benefits brokers.

CLIENT #1

Major School District in Florida

Employee Count:	21,000
Employees with Dependents:	9,043
Total Number of Dependents:	19,206
Number Verified:	16,517
Number Unverified:	2,689
Percent Unverified:	14%
Number Reversed on Appeal:	385
Number Removed:	2,304
Percent Removed:	12%
Estimated Annual Savings:	\$1,382,400

CLIENT #2

Major Hospital in California

Employee Count:	2,200
Employees with Dependents:	1,086
Total Number of Dependents:	4,028
Number Verified:	2,656
Number Unverified:	674
Percent Unverified:	16%
Number Reversed on Appeal:	4
Number Removed:	670
Percent Removed:	16%
Estimated Annual Savings:	\$804,000



Contact Worksite Communications to find out how these services can be delivered at no cost.

1-888-636-0112

Joe Gaudino, ext 112
President

Maria Hinson, ext 115
West Region Sales

Visit us at www.enrollmentcompany.com