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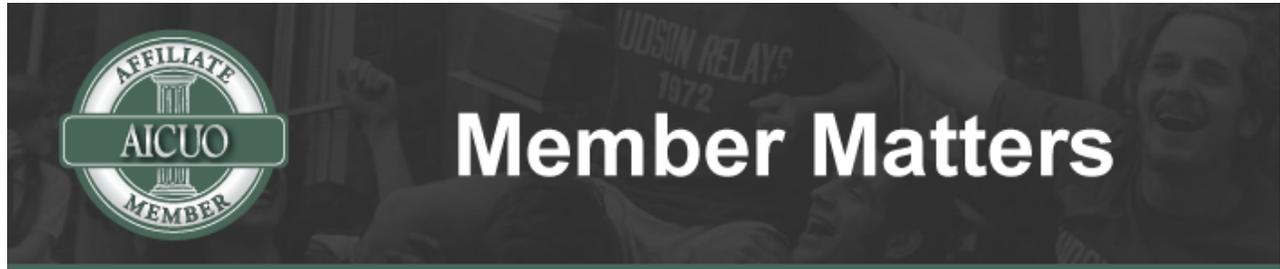
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AICUO Affiliate Member Newsletter - December 2015  
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Pennoni Associates Inc.  
Air Force One

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## December 2015



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**Is Your Group Health Plan Compliant With the Affordable Care Act? The**

## **Lessons We Are Learning from Department of Labor Audits of Group Health Plans.**

**By: Christine M. Poth, Esq.  
Vorys, Sater, Seymour and Pease LLP**

As is the case with most new legislation, the governmental agencies responsible for enforcing the legislation generally start conducting compliance audits a couple of years after the effective date of the legislation. We are seeing this trend with the Affordable Care Act (“ACA”). Since 2013 the Department of Labor (“DOL”) has increased its audit activity of employer group health plans for compliance with both the Employee Retirement Income Security Act of 1974 (“ERISA”) and the ACA.

The DOL generally commences an audit of an employer’s employee benefit plans as a result of participant complaints, information disclosed on the annual return (e.g. Form 5500) for an employee benefit plan, compliance initiatives, referrals from other governmental agencies, and random audits. The DOL has been cross-training all of its agents who have traditionally been focused on qualified retirement plans to conduct audits of group health plans. In many cases, if the DOL audits an employer’s qualified retirement plan, it is now simultaneously auditing the employer’s group health plan....[continue reading](#)

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### **Address Energy and Sustainability Issues Head On Pennoni Associations, Inc**

Escalating energy costs, increasing awareness of greenhouse gas emissions, and an emphasis on sustainable design practices are leading campuses into new territory. These issues lead campuses to grapple with the how-tos of energy auditing and utilizing green building practices. Further, campuses, need to find a manner to address these issues in an economically beneficial manner. For a step by step example of how a campus might address just these issues, click [here](#).

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### **Using Creative Strategies to Meet Multi-Facility Equipment Needs Air Force One**

As universities across the nation continue to look for ways to trim budgets, consolidated vendor lists have come to be expected by operations managers. In years passed, the

number of service providers could run into the triple digits, but now the ranks are being trimmed, and in order to be included on these shortened lists, service providers must adapt to accommodate a wide range of capabilities.

Whether construction, equipment installation, data environment management, backflow certification, fire damper testing or duct work, providing a more comprehensive and holistic solution is key to satisfying customer's new operational strategies.

For a case study of how one Ohio institution met this challenge, click [here](#).

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### Recommend An Affiliate Member

Does your campus have a goods or service provider that does an amazing job? Would that vendor be a good addition to our Affiliate Member program? We would love to have your recommendations. Email [Gena Shelton](#), Affiliate Member Coordinator, with vendor name and contact information to recommend someone for the program.



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**Our mailing address is:**

41 South High Street, Suite 1690 | Columbus, Ohio 43215

p 614.228.2196 | f 614.228.8406

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