



Perpetual Dependent Eligibility Verification

Move beyond cost containment to cost prevention.

Dependent Eligibility Verification is a must-do as employers struggle to keep medical plan costs under control. But years can pass between comprehensive audits spanning an entire population. Meanwhile, data ages and the cost of claims for ineligible dependents escalates.

HMS offers a solution with key advantages over a one-time retrospective audit. It's Perpetual Dependent Eligibility Verification.

This ongoing solution captures and verifies employee dependents, and incorporates regular verification as life events change their dependent picture. It's built with a convenient self-service interface to keep administration straightforward and easy to manage.

Perpetual Verification is designed with key employer needs in mind, helping them and other plan administrators to make a strategic shift: from cost containment to cost prevention.

Perpetual Verification isn't limited to employers. Any entity that manages

Any entity that manages dependent eligibility verification can adopt this solution.

dependent eligibility verification can adopt this solution to verify dependent status and collect benefit coordination information at the point of hire or when a life event adds additional members to the benefit plan. The process saves valuable time and expense while maximizing compliance.

Typically, employee dependent information is captured for verification during the initial on-boarding process, a task

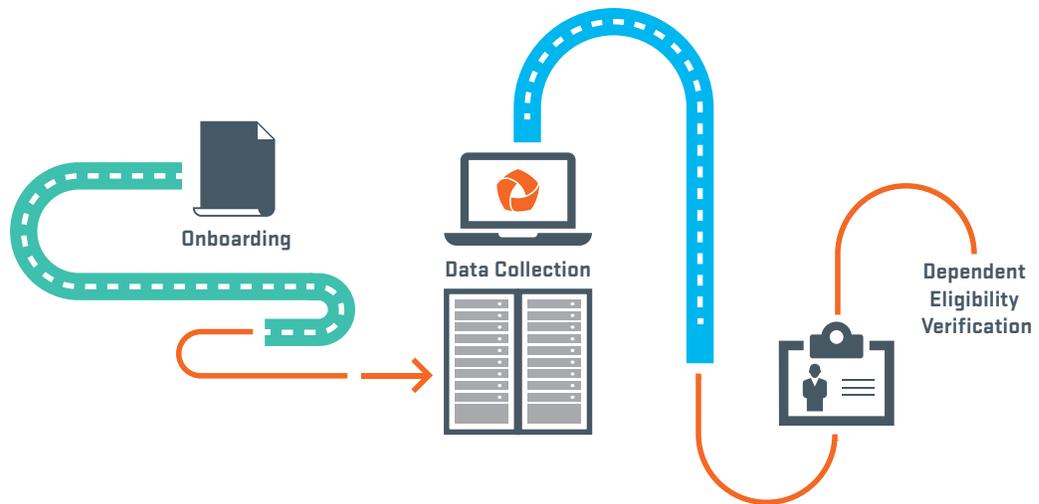
employees expect as they enroll in benefit programs. Unfortunately for the sake of cost containment, the process of keeping dependent eligibility updated manually is tedious, creates employee abrasion, and is often neglected as time passes.

Shift to a painless, electronic process that's ongoing.

Perpetual Verification gives organizations the ability to capture, update dynamically and easily, and securely transmit this data to HMS.

After a 30-day set-up period (estimated at 10-12 total hours of your time), Perpetual Verification follows this process:

- During initial onboarding (or when a life event occurs), an employee submits his or her benefits selection – triggering the need for dependent verification or other data collection.
- Using the custom administrative online portal, an employer representative sends a transaction to HMS formatted to meet standard audit data requirements.
- HMS retrieves the data and automatically generates an online portal for the employee the following business day.



- The employee receives directions to the online employee portal, including a unique log-in ID.
- The employee reviews the information through the portal and submits required documentation (the dependent eligibility verification period for each employee is 25 days, and results are delivered on or before day 30).
- HMS sends the employee reminders and submission confirmation notices.

Organizations using Perpetual Verification can keep data fresh with minimal administrative effort. As employees experience life events, the associated changes in eligible dependents are efficiently captured using the dedicated online administrative portal. There are no minimum or maximum limits on the number of dependents to be verified or on submission frequency.

This makes Perpetual Verification easy to implement by organizations of all sizes.

Cost containment vs. cost prevention

Better cost prevention also means better compliance. For self-insuring employers, verifying that only eligible dependents receive benefits helps meet the standards required under the Employee Retirement Income Security Act (ERISA), which state that plans must be maintained for the benefit of its members. For government plans, such due diligence is essential to maintaining the public trust as stewards of taxpayer-funded benefits.

HMS's Perpetual Verification service offers a low-cost alternative that achieves a high return on investment for employers and other entities looking to prevent and contain the cost of claims paid to ineligible dependents.

To learn more about Perpetual Dependent Eligibility Verification, connect with us at hms.com.

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Enterprising healthcare

HMS provides the broadest range of cost containment solutions in healthcare to help payers improve performance. Using innovative and time-tested technology and analytics, we prevent and recover improper payments related to fraud, waste, and abuse. As a result of our services, customers recoup billions of dollars every year and save billions more through the prevention of erroneous payments.