



Happy December!

Upcoming Webinars

Alera Group's [monthly webinars](#) are designed to bring you insights and resources from our national thought leaders and experts. You can register below!

End of Year Compliance Roundup

Wednesday, December 9 @ 9 a.m. PST

[View Recording](#)

Overview of ACA Reporting Requirements

Wednesday, January 13 @ 9 a.m.

[Register](#)

Employee Benefits Landscape: 2020 Recap and 2021 Forecasts

Thursday, January 21 @ 11 a.m. PST

[Register](#)

State of the Admin. Market for Employers

Wednesday, January 27 @ 9 a.m. PST

[Register](#)

Compliance Update



IRS Releases PCORI Fee For Plan Years Ending Before October 1, 2021

This alert is of interest to all employers that sponsor self-insured group health plans, including most Health Reimbursement Arrangements (HRAs). The carrier pays the fee for fully insured plans. The PCORI fee does not apply to most health FSAs.

In a pleasant but surprising change, the IRS has given employers ample advanced opportunity for calculating their next PCORI fee payment (paid in July using the second quarter Form 720), by releasing the indexed PCORI fee amount for plan years ending between October 1, 2020, and September 30, 2021. Employers will have to wait for the second quarter form to be released however, and cannot pay the fee early. The fee applies to all employers with self-funded health plans, including most HRAs.

[Read the Full Alert!](#)



Compliance Matters: 30-Day Grace Period Election Myth

We're kicking off a new Compliance blog series called Compliance Matters! Myth: An employee may change their pre-tax election if they do so within 30 days of when the election first becomes effective.

[Read More](#)

Employers Should Start to Plan for a COVID-19 Vaccine

There are several promising COVID-19 vaccines moving forward and may be available in the United States soon. With that in mind, it is time for employers to start thinking about how a vaccine could impact their health plan and their workforce.

[Read More](#)

WFH Loneliness is the Latest Virtual Challenge for Employers

The abrupt change to a more remote and isolated work experience has been jarring for many. Loneliness in the workplace is yet another symptom of COVID-19 employers must grapple with when addressing mental health and wellbeing.

[Read More](#)



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