

# **NATIONAL LEGAL & RESEARCH GROUP**

The National Legal & Research Group (NLRG) is a team of Willis HRH attorneys and other professionals who provide compliance and design assistance to Willis HRH clients regarding the optimal design and administration of employer-sponsored benefit plans. With expertise in the laws and regulations affecting employee benefits, our team has years of firsthand experience in the application of those laws to employer plans. We provide advice on ERISA, HIPAA, FMLA, COBRA, USERRA, Medicare, state laws, the Internal Revenue Code and other benefits laws, regulations and precedent-setting cases to our clients and are available to assist them as questions about those laws arise.

## **ACTIVE AND INVOLVED**

At NLRG we continually update our resources and educate ourselves so that we can help you and your HR or benefits team stay current. We maintain access to thousands of reference resources, from printed publications to the latest online tools.

NLRG maintains active memberships in several key professional organizations, such as the American Benefits Council, Employee Benefits Research Institute, Council on Employee Benefits, Society for Human Resource Management and state and local organizations. This involvement helps us build strong relationships with industry leaders. NLRG maintains contact with legislators and federal agencies to discuss trends, clarify information and point out contradictory rules or confusing issues that may affect your programs. We are proud to be perceived as peers, experts and employer representatives, depending on your needs.

NLRG's nationally recognized professionals are regularly invited to speak at industry events. NLRG attorneys regularly write and lecture on behalf of the Employee Benefits Institute of America, the Council on Employee Benefits and several state and local organizations. For Willis HRH clients, NLRG hosts meetings on hot topics throughout the year, in person and online.

## THOUGHT LEADERSHIP

The NLRG team tracks legislative and regulatory activity and highlights important topics through online publications that are regularly distributed to clients. We also publish *The Willis HRH Online Compliance Manual*, a comprehensive reference tool covering topics, such as reporting and disclosure, cafeteria plans, HRAs and HSAs, FMLA, HIPAA, COBRA, OBRA, ADA, Medicare Secondary Payer and Group Term Life insurance.

## COMPLIANCE AUDITS

NLRG can help you determine whether your benefits plans comply with legal requirements and guidelines related to plan design, administration, filing, communication and records maintenance. We can perform limited compliance reviews or extensive audits to help identify and correct mistakes.

## DOCUMENTS AND REPORTING

As compliance with ERISA and the Internal Revenue Code has become more complex, creating and maintaining accurate and complete plan documents and summary plan descriptions has become more critical to plan administration. NLRG assists clients with plan documents and summary plan descriptions (SPDs) through our partnership with a respected outside law firm.

The 5500 Filing Center is NLRG's internal compliance center for plans' annual reporting obligations. Using continually updated software, we produce signature-ready Forms 5500 with instructions. We also can produce summary annual reports.

## ADDITIONAL NLRG SERVICES

Your Willis HRH representative is always available to help you tap into NLRG resources and maximize the use of available services. You can also contact us directly. We pride ourselves on our prompt responses to client questions. NLRG employee benefits experts also are available to participate in conference calls and on-site client meetings.

NLRG hosts live seminars and webinars to educate HR and benefits personnel on a wide variety of employee benefits topics. Although we offer a list of core seminar programs, we are happy to modify a training program to emphasize issues of importance to your organization.

The Willis HRH National Legal & Research Group reviews, analyzes, interprets and disseminates an array of material about employee benefits and encourages clients to take advantage of our knowledge and thought leadership as often as needed. Our staff is committed to superior service, providing assistance on compliance and regulatory issues, and keeping clients apprised of current laws and policies through our publications and one-on-one interaction.

## CONTACT

Please contact your Willis HRH Client Advocate to learn more about how Willis HRH partners with HR to manage human capital costs – one employee at a time.