

September 2019

# HR News & Best Practices

## 2020 Open Enrollment is Almost Here

To prepare for open enrollment, group health plan sponsors should be aware of the legal changes affecting the design and administration of their plans for plan years beginning on or after Jan. 1, 2020. Employers should review their plan documents to confirm that they include these required changes.

In addition, any changes to a health plan's benefits for the 2020 plan year should be communicated to plan participants through an updated summary plan description (SPD) or a summary of material modifications (SMM).

Health plan sponsors should also confirm that their open enrollment materials contain certain required participant notices, when applicable—for example, the summary of benefits and coverage (SBC). There are also some participant notices that must be provided annually or upon initial enrollment.

### Important Notices

- Annual CHIP notice
- Medicare Part D creditable coverage notice
- Notice of grandfathered status (if applicable)
- Annual notice regarding coverage requirements for mastectomy-related benefits (WHCRA notice)



### In This Issue...

*Hospitals to Publish Retail Prices Under a New Proposed Rule*

*Financial Industry Experienced 3,500 Cyber Attacks in 2019 So Far*

*How to Make Your Job Posting Stand Out*

## The HR Resource Every Business Needs

Whether you have 5 employees or 500, HR360 provides easy-to-understand guidelines that will help you remain compliant. With HR360, you'll find easy, step-by-step guidance on how to comply with a broad range of laws, from Health Care Reform, COBRA, and FMLA to how to interview, hire, and terminate employees. [Click here to learn more!](#)



## Hospitals to Publish Retail Prices Under a New Proposed Rule

In July, the Centers for Medicare and Medicaid (CMS) [proposed rules](#) that would require all Medicare-participating hospitals to post their negotiated prices for standard health care services.

The proposed rule is intended to increase pricing transparency and help consumers understand the charges they may incur before receiving care.

These are just proposed rules at the moment, which means no changes will be made effective until the rules are finalized. The agency is currently asking for comments on the proposed rule. The deadline for [submitting comments](#) is Sept. 27, 2019.

We will continue to monitor and keep you updated on these developments.



## Financial Industry Experienced 3,500 Cyber Attacks in 2019 So Far

In mid-July, Capital One announced that the personal information of more than 100 million of its U.S. customers was compromised in one of the largest data breaches involving a bank.

In an [official release](#) from the company, Capital One noted that the information exposed includes names, addresses, emails, credit scores and transaction data. In some cases, Social Security numbers and linked bank accounts of secured credit card customers were also compromised.

Although this data breach was one of the largest data breaches involving a bank, it's just one of 3,500 data breaches experienced by the financial sector so far this year. This staggering number of attacks communicates the relentlessness of cyber criminals.

As the number of cyber attacks continues to climb, it's time that your organization evaluates its cyber security policies and practices. Companies must ensure that they're complying with and promoting cyber security guidelines at their organization to help protect their data.



# How to Make Your Job Posting Stand Out

Filling a job vacancy is a big task. Unfortunately, you get only one chance to make a first impression, and the job posting is often your very first contact with a potential employee. But how do you make your job posting stand out above the rest? Watch the video below to learn five fast tips to make your job posting stand out.



For more helpful recruitment tips, check out our [Recruitment & Hiring](#) section.

---

Marshall & Sterling Insurance will continue to provide you with updates and information regarding important issues. Should you have specific questions or need more information, please contact us.

**Cindy Nichtberger**  
**Human Resources Services Specialist**  
**914-962-1188, x2482**  
[cnichtberger@marshallsterling.com](mailto:cnichtberger@marshallsterling.com)



*Please Note: The information and materials herein are provided for general information purposes only and are not intended to constitute legal, tax, or other advice or opinions on any specific matters and are not intended to replace the advice of a qualified attorney, plan provider or other professional advisor. This information has been taken from sources which we believe to be reliable, but there is no guarantee as to its accuracy. In accordance with IRS Circular 230, this communication is not intended or written to be used, and cannot be used as or considered a 'covered opinion' or other written tax advice and should not be relied upon for any purpose other than its intended purpose. The information provided herein is intended solely for the use of our clients and members. You may not display, reproduce, copy, modify, license, sell or disseminate in any manner any information included herein, without the express permission of the Publisher. Kindly read our Terms of Use and respect our Copyright. © 2019 HR 360, Inc. - All rights reserved.*