

The Consolidated Appropriations Act (CAA) Identifies the Health Plan Sponsor as a Fiduciary

The CAA legislation, passed in December of 2020, lays out extensive rules and responsibilities that plan sponsors, as Fiduciaries, must both familiarize themselves and comply with.

The goal of the CAA legislation is to improve transparency in four key areas:

- 1** Removal of Gag Clauses From Service Provider Contracts
- 2** Establish Reporting Requirements for Pharmacy and Prescription Drug Disclosures
- 3** Disclosure of Direct and Indirect Compensation From All Service Providers
- 4** Required Parity in Substance Abuse and Mental Health Benefits

CAA will provide you with more transparency and access into your health care data so you can:

- ✓ Create significant savings for the plan and their participants
- ✓ Improve health outcomes for your participants
- ✓ Understand who you're paying and what you're getting
- ✓ Demonstrate parity in substance abuse & mental health

Potential risks:

- ✓ Government action for non-compliance
- ✓ Class Action Lawsuits

It's critical that plan sponsors act with urgency and establish a Fiduciary procurement process, just like you do with your retirement plan!

How Innovu can help:

- ✓ Educate you and your team about CAA and its implications for your organization
- ✓ Identify, benchmark, and measure healthcare utilization and cost to fulfill fiduciary requirements to comply with ERISA & the CAA
- ✓ Provide our Vault solution to store your data and CAA compliance documentation

"CAA is good for plan sponsors and their participants. When those two things are aligned, something magical happens"

Hugh O'Toole, CEO at Innovu