

The date an individual is required to be HEP compliant depends on their date of enrollment in our Medical/Rx plan. See below to determine your required date of compliance

Enrollment Date:

Required Compliance Date:

1/1/2017 (or earlier)

December 31, 2017

1/2/2017 – 1/1/2018

December 31, 2018

1/2/2018 – 1/1/2019

December 31, 2019