

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 (1st Year) :

1/2/2018 - 1/1/2019

December 31, 2019

1/2/19 - 1/1/2020

December 31, 2020

** After the first year compliance, all requirements are to be completed by December 31st of each year.