December 08, 2025

Acrisure's Employer Compliance Reminders, 12/8/25

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We've reached the final month of 2025 – and what an incredible year it has been! Holiday decorations are brightening windows, wish lists are being written by children (and adults alike), and the festive season is in full swing.

Before we wrap up the year, there are just a few remaining compliance tasks to complete, setting us up for a strong start to another compliance cycle in January.

From all of us at your Acrisure family, we wish you a joyful, healthy, and happy holiday season!

Compliance Reminders

Gag Clause Attestations(opens in a new tab) are Due December 31, 2025

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As a reminder, the **Gag Clause Attestation**(opens in a new tab) is designed to **promote transparency between health plans and insurance carriers**. This annual compliance requirement confirms that provider contracts do not contain clauses that restrict the disclosure of pricing or quality information, thereby supporting informed decision-making for plan participants.

Employers and plan sponsors are required to submit this attestation annually to ensure compliance with the transparency standards. If you are uncertain about the attestation process or whether your carrier will submit on your behalf, please contact your account manager for guidance.

For more information on complying with the Gag Clause prohibition, refer to the Acrisure Benefits Bulletin attached below.

Upcoming HIPAA Privacy Notice Changes are Due February 16, 2026

Upcoming changes to HIPAA regulations require covered entities and health plan sponsors to update their Notice of Privacy Practices (NPP) to reflect new protections for substance use disorder (SUD) records. Although the reproductive health care provisions were vacated by a federal court decision in June 2025, the specific requirements related to SUD remain in effect.

These updates must clearly describe how SUD information may be used and disclosed, reinforcing privacy safeguards for individuals.

As with other government-required notices, a standardized form will be provided for use. Best practice is to use the supplied form to ensure all compliance elements are met. It is also recommended that the form be carefully reviewed to confirm that it is

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both clear and fully understood by the health plan administrator.

All required updates must be implemented no later than February 16, 2026.

Last Training for 2025

On December 18 from 2 PM to 3 PM, Acrisure will host "**Next Level Leadership: Managing a Multigenerational Team**(opens in a new tab)". This **webinar is free of charge and open to all VLCT members**.

The webinar will explore how generational differences influence communication, motivation, and work styles in the workplace. **HR professionals and people leaders will learn practical strategies** to **lead effectively across generations, strengthen collaboration, and build trust** among diverse team members.

Registration(opens in a new tab) is required, so be sure to sign up in advance.

Attachments

Benefits Bulletin: Gag Clause Prohibition Attestation

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