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Acrisure's Employer Compliance Reminders, 5/6/26

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As May gets underway, we begin gearing up for the next wave of compliance reporting deadlines, many of which are just weeks away. Once June hits, it's a sprint to the finish – juggling compliance deadlines, summer vacations, and planning for the upcoming benefits year.

Upcoming Key Compliance Deadlines

RxDC Reporting

This should be well underway. As a reminder, this transparency provision is a part of the Consolidated Appropriations Act (CAA) that was enacted in December 2020. Employer-sponsored health plans and insurance issuers are required to report prescription drug spending annually to the federal government. If you're unsure about the progress, consider reaching out to your broker agent or TPA (Third Party Administrator) for confirmation.

The CMS deadline to submit 2025 RxDC data is **June 1, 2026**.

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Non-Discrimination Testing

Although this is not due until the end of the year, conducting midyear Non-Discrimination Testing (NDT) is critical in identifying and correcting any disparities in benefit distributions among different employee groups. This proactive step helps mitigate legal risks and ensures that your health benefits program remains fair and compliant.

Current National Headlines in the News

With HR and employee benefits topics regularly in the news, staying current on what's really important can often be challenging. Here is the most current listing of those articles(opens in a new tab).

Upcoming Training Opportunity

Acrisure will be hosting **Preventing Leadership Gaps That Undermine Your Bottom Line**(opens in a new tab) on May 21 at 2 PM ET. This session is designed for HR teams of any size and for anyone who has taken on HR responsibilities. It focuses on practical tools you can start using immediately. You'll learn how to recognize early warning signs of leadership gaps, identify their root causes, and apply a simple 10-minute diagnostic. We'll also explore the real operational, financial, and cultural impact of leaving these gaps unaddressed. By the end, you'll have a clear, actionable 90-day plan to strengthen leadership stability without needing a large team or a significant budget.

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This event is a part of Acrisure's continued education series and free of charge. Registration(opens in a new tab) is required, so be sure to sign up in advance.

Compliance Disclaimer:

This communication is for informational purposes only and should not be considered legal or tax advice. Employers should consult with legal counsel or other appropriate professionals regarding their specific compliance obligations.

Attachments

Weekly Digest May 5, 2026: Human Resources Compliance in the News

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