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Sample Documents

Caution & Use Restriction: *These sample documents are for illustrative purposes. The documents are for a hypothetical employer that has interpreted “gray” areas of law in a manner that fits its risk tolerance. These sample documents may not be used “as is” for any purpose, but they may be used as a starting point to develop tailored documents that take into account an employer’s particular plan design, administrative choices, and risk tolerance. Any other use of these sample documents is strictly prohibited. Nothing contained in this publication is to be considered as the rendering of legal advice for specific cases, and readers are responsible for obtaining such advice from their own legal counsel. This publication and the sample documents herein are intended for educational and informational purposes only.*

Note: The sample documents behind this Tab 10 have not been modified to reflect the changes to the privacy and security provisions made under the American Recovery and Reinvestment Act of 2009 (ARRA). The new provisions have varied effective dates and further guidance and regulations are expected — we will update the sample documents in future updates.

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* New item for 2nd Qtr. 2009.

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