

# Top 5 Compliance Threats in Your Workforce

*Is your benefits strategy protecting you—or exposing you?*

As today's workforce ages and regulations grow more complex, employers face mounting risks that go far beyond outdated benefit plans. These five critical exposure points highlight where organizations are most vulnerable — and why proactive compliance support is no longer optional.

1

## Medicare Secondary Payer (MSP) Compliance

- 13% of employers failed to respond to mandatory MSP data requests, leading to an estimated \$282 million in improper Medicare payments.
- Non-compliance with MSP reporting can result in civil monetary penalties of up to \$11,162 per violation.

2

## Medicare Education & Employee Guidance

- 33% of Medicare-eligible employees are unaware that Medicare is a viable option alongside employer-sponsored plans.
- Employers can save an average of \$18,000 per employee who transitions to Medicare, underscoring the financial benefits of proper education.

3

## HR Compliance & Risk Mitigation

- 50% of HR professionals lack confidence in keeping up with compliance laws, indicating a significant need for external support.
- 63% of organizations struggle with storing and managing employee data, increasing the risk of compliance violations.

4

## Audit Readiness & Regulatory Defense

- 63% of small businesses have never conducted a voluntary HR audit, this lack of proactive auditing leaves organizations vulnerable to compliance issues and potential penalties.
- Many organizations have not revisited HR practices in the past three years, neglecting regular reviews of HR policies and procedures can result in outdated practices that fail to meet current legal and regulatory standards.

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## Aging Workforce Planning & Support

- Labor force participation rate for adults 65 and older reached 23.5% in April 2025.
- This increase underscores the growing need for employers to develop strategies that support an aging workforce.

***Ready to Reduce Risk and Reclaim Control?***

Aevitas helps you identify and close compliance gaps with tailored strategies, ongoing education, and audit-ready documentation. Connect with our compliance experts today and safeguard your workforce for tomorrow.