

2 0 2 4 Compliance Tracker

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A | RxDC Reports Are Due

June 1, 2024

Group health plans must submit detailed information on prescription drug and health care spending to the federal government by June 1, 2024. This reporting is referred to as the “prescription drug data collection” (or “RxDC report”).

B | EEO-1 Data Collection Ends

June 4, 2024

Private-sector employers with 100 or more employees and certain federal contractors must file EEO-1 reports with the Equal Employment Opportunity Commission (EEOC) by June 4, 2024.

A | Deadline for RxDC Reporting

The RxDC report is due by June 1, 2024, covering data for 2023. The [RxDC report](#) is comprised of several files, including those that require specific plan-level information and those that require detailed information about medical and pharmacy benefits. RxDC reports must be submitted through an online portal maintained by the Centers for Medicare and Medicaid Services. Most employers rely on third parties, such as health insurance issuers, third-party administrators or pharmacy benefit managers, to prepare and submit RxDC files for their health plans.

B | Deadline for EEO-1 Reporting

Private-sector employers with 100 or more employees and federal contractors with 50 or more employees meeting certain criteria must submit workforce demographic data, including data by job category and sex and race or ethnicity, to the EEOC each year as part of the EEO-1 data collection. Employers submit their EEO-1 reports through an online filing portal. The 2023 [EEO-1 data collection](#) opened on April 30, 2024. The deadline to file the report is June 4, 2024.

Upcoming Compliance Dates

Form 5500 Filing Deadline (Calendar-year Plans Only)

July 31, 2024

Employers with ERISA-covered employee benefit plans that operate on a calendar year must file [Form 5500](#) for the 2023 plan year by July 31, 2024, unless a reporting exemption applies. Form 5500 must be filed by the last day of the seventh month following the end of the plan year. An automatic extension of 2.5 months may be requested by filing IRS [Form 5558](#) by the due date. Small welfare benefit plans (fewer than 100 participants) that are fully insured, unfunded, or a combination of insured and unfunded are generally exempt from the Form 5500 filing requirement.

PCORI Fee Deadline (Self-insured Plans Only)

July 31, 2024

Employers with self-insured health plans must report and pay fees to fund the Patient-Centered Outcomes Research Institute (PCORI) each year by July 31. Employers use IRS [Form 720](#) to report and pay PCORI fees, which are based on the average number of lives covered under the plan. PCORI fees for plan years ending in 2023 are due by July 31, 2024.