

Disclosure Forms and Employee Communication for All Size Employers

HPID Application by 11/5/2014 for plans over \$5,000,000 in Receipts

Open Enrollment Period In and Out of the Marketplace begins 11/15/2014 and Ends 2/15/2015.

(Guarantee Issue). If you enroll between the 1st and 15th of the month, coverage starts the first day of the next month. If you enroll after the 15th, coverage begins the first day of the second following month. You may apply for coverage anytime if you qualify for a “Special Enrollment Period” after a qualifying event, such as marriage, divorce, death in household, moving to a new address, birth or adoption of a child, or loss of other health coverage (plan terminated or you leave). The marketplace can be another option for Cobra. Final determination of special enrollment period depends on completion of application. Note: There may be other qualifying events that allow a special enrollment period.

2012

Summary of Benefits and Coverage (SBC) to all Covered Employees on Plan Anniversary Date and All New Hires on Coverage Effective Date

2013

10/1/2013: Employer Coverage and Marketplace Option Disclosure to every Employee, by state of residence, by October 1st of Every Year

2014

- 1) **Annually** - Material Modification Notice 60 Days Prior to Modification outside renewal period or as needed for communication. This can be a new SBC.
- 2) **Annually** – 10/1/2013: Employer Coverage and Marketplace Options Disclosure by Employee’s State of Residence.
- 3) **Annually** – Pay or Play FTE Calculations (for 50+ or 100+ FTE’s) – Form 6055/1094 and 6056/1095 Prepare at Year end for 1094’s and 1095’s on 2014 data so data collection is ready for collecting 2015 data to report in 2016.
- 4) **11/5/2014** – Plans with \$5,000,000+ in receipts must apply for and receive a Health Plan Identifier Number (HPID). See <https://portal.cms.gov>

2015 (Data)

3/31/2016 – 1094’s and 1095’s Due to IRS on health data for 2015.

2016

- 1) 1/1/2016 – 1095 Report to Employee and on 3/31/2016 1094 and 1095 forms sent to IRS by Employer.
- 2) Employer Balances Non-Aggregate Value Benefit Design with the Aggregate Value anticipating the 2018 Cadillac Tax on 2017 data.

2018

40% Cadillac Excise Tax paid by carriers or TPA’s Passed on in Rates to Employees on Excess “Aggregate Values” over \$10,200 Single and \$27,500 Family.