

From: _____
To: _____
Subject: Email Blast #16: W2 Reporting Revised Under Health Reform Law -- Employers must include Health Benefits costs on W-2's for the 2012 Plan Year
Date: Thursday, May 12, 2011 1:08:20 PM

A new requirement under the Patient and Protection and Affordable Care Act (PPACA) is employers are responsible for reporting to employees the total cost of their group health benefit plan coverage on their W-2 forms. These requirements are expected to apply to the 2012 W-2 forms, which is information employers must report to employees in January 2013.

Employers filing fewer than 250 W-2 forms in 2011 will not be required to report cost of coverage on any forms furnished to employees before January 2014.

This requirement is for informational purposes only and does not mean employer-provided coverage will be taxable.

Some benefits are not subject to the W-2 requirement:

- HIPAA "excepted benefits" plans (accident, disability income, supplemental liability, workers' compensation insurance).
- Stand-alone dental and vision plans.
- Coverage under an HRA, amounts contributed to an HAS or an Archer MSA, as well as salary reduction contributions to a health FSA.
- Coverage under a self-funded plan that is not subject to any federal continuation requirements (COBRA, PHSA continuation, FEHBP continuation), such as a group health benefit plan sponsored by a church. Coverage provided by the federal government, state government or agency of the government under a plan maintained primarily for members of the military and their families.
- Coverage for a specific disease or illness or hospital indemnity insurance.

Best Regards,

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