



Prepare now for upcoming requirements

Take the necessary steps now to ensure you'll be in compliance when these requirements take effect.

Upcoming requirement	Action required	Implementation date
Employer coverage mandate and the play-or-pay penalty for businesses with 50-99 employees	Ensure you're ready to meet the obligations of this requirement	2016 (for 2015 plan year)
Minimum essential coverage reporting (report employer-provided health insurance to IRS and employees)	Ensure you're ready to meet the obligations of this requirement	2015
Auto enroll for group health plans	Ensure your carriers have complied, communicate to your employees	2015
SHOP (Small Business Health Options Program) options for businesses of different sizes	Review SHOP options, if applicable	2015 and beyond
Excise tax on high-cost coverage (Cadillac tax)	Calculate tax and consider options	Currently scheduled for 2018

Colonial Life can help provide your employees financial protection while helping your business:

Communicate changes

- 1-to-1 counseling sessions
- Flexible enrollment system
- Other enrollment communication tools

Streamline administration

- Benefit statements
- Dependent verification
- Enrollment system

Contain costs

- Voluntary benefits
- Dependent verification
- Section 125

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Explore health care reform tools at ColonialLife.com/HCR

- Requirement timeline
- Pay-or-play calculator
- Articles and insights
- Other useful stuff

Confirm you're in compliance with existing requirements

The following requirements are already in place. Be sure that you're in compliance and that your employees are aware of any changes that affect them.

Employer actions and options

- Elimination of subsidy for retiree prescription drug plans
- Employer reporting of health coverage on W-2 forms
- Medicare tax increase
- Small employer health insurance credit
- Summary of Benefits and Coverage documents
- Written notice of the insurance marketplaces

Health and flex plan changes

- Access to provider choice/emergency services
- Dependent coverage up to age 26
- Elimination of pre-existing conditions for all
- Flexible spending account changes – over-the-counter medications
- Flexible spending account maximum caps
- Lifetime maximums eliminated
- Limits on waiting periods
- Plans cannot rescind coverage
- Preventive care covered at 100%
- Simple cafeteria plan

Requirements and mandates

- Employer coverage mandate and the play-or-pay penalty for businesses with 100 or more employees
- Individual coverage mandate
- Medicare tax increase