

# The Affordable Care Act: Dates to Remember

Jan. 1, 2014, ushered in several key aspects of the Affordable Care Act: the individual mandate began, the federal Health Insurance Marketplace opened, and applicable states expanded their Medicaid offerings. Below is a list of other dates businesses should be aware of regarding implementation of the Affordable Care Act.



## Ongoing Requirements

Within 14 days of hiring an employee - Notice of availability of the Marketplace.

Annually- Form W-2 reporting of health insurance costs for employers with 250 or more employees.

### 2014

*1/31/2014*

Form 720 reporting excise tax on Medical devices

*4/30/2014*

Form 720 reporting excise tax on Medical devices

*7/31/2014*

Form 720 reporting excise tax on Medical devices

*7/31/2014 and annually until 7/31/2020*

Form 720 for Patient Centered Outcomes Research Institute (PCORI) fees for fully insured and self-insured plans ending the previous year

*10/31/2014*

Form 720 reporting excise tax on Medical devices

*11/5/2014*

Health Plan Identifier (HPID) for plans with gross receipts of \$5 million or more

*11/15/2014 – 2015*

Marketplace open enrollment begins

*11/15/2014 and annually until 11/15/2016*

Provide average number of covered lives to Health and Human Services (HHS) for fully insured and self-insured plans for calculation of Temporary Reinsurance Fee. Please note: beginning in 2015, fully insured and self-insured plans using a third-party administrator that do not qualify for diminimis exceptions need to report this.

*12/15/2014 and annually until 12/15/2016*

HHS intends to send first installment notification of Transitional Reinsurance Fee to fully insured and self-insured plans \$52.50 per covered life. This first installment of the Transitional Reinsurance Fee is due by January 15, 2016. This fee is subject to change in the future. Please note: beginning in 2015, fully insured and self-insured plans using a third-party administrator that do not qualify for diminimis exceptions need to pay this.

### 2015

*1/1/2015*

Employer mandate for large employers (50 or more FTE) begins  
Mid-size employers may be subject to relief if transition relief is met.

*2/15/2015*

2015 Marketplace open enrollment ends

*11/5/2015*

HPID for plans with gross receipts of less than \$5,000,000

*Fourth quarter 2015 and annually through fourth quarter 2017*

Second installment of Transitional Reinsurance Fee is billed \$10.50 per covered life. This fee is subject to change in the future.

### 2016

*1/1/2016*

Employer mandate for mid-size employers (50 to 99 FTEs) begins if transition relief is met.

*1/31/2016*

1095-B to covered employees; 1095-C to employees of ALE

*2/29/2016*

1094-B and 1094-C along with copies of 1095-B and 1095-C to IRS if paper filed

*3/31/2016*

1094-B and 1094-C along with copies of 1095-B and 1095-C IRS if filed electronically

### 2018

Cadillac tax for tax years beginning after 2017

### Yet to be Finalized by IRS

Nondiscrimination penalties

It is critical that businesses keep up-to-date on all of the rules surrounding the ACA.

If you have questions, please contact an Eide Bailly professional or visit [www.eidebailly.com/HealthCareReform](http://www.eidebailly.com/HealthCareReform).