

Memorandum

To: Clients, Associates & Friends of Pro@ctive CPA
From: Mark Wyssbrod, CPA
Cindy Freking, CPA
Date: September 16, 2013
Re: Health insurance coverage notice due by October 1, 2013

We wanted to reach out to the clients and friends of Pro@ctive CPA to discuss one tiny portion of the Affordable Care Act (referred to as Obamacare in the news and politics). It is uncertain as to who has the responsibilities to share portions of this information as the law and regulations seem to be a merge (or a spaghetti junction) of tax, human resources and the health insurance industry. *We believe this is a non-tax issue; however we wanted to address it as a business owner issue.*

Is this tax, human resources or health insurance?

We have been contacted by several clients asking a few questions of the October 1st deadline. Clients have read articles such as “Update on ObamaCare Letters: Oct. 1 Deadline Stands, But No Fines or Penalties for Not Sending Letter” (<http://smallbusiness.foxbusiness.com/legal-hr/2013/09/06/new-obamacare-penalty-that-biz-may-not-know-about/>).

Now that the September 16th deadline is reached for final annual business and trust returns and 3rd quarter estimates we wanted to address this subject.

What do business owners need to do?

Business owners may face a \$100 per day penalty under “Obamacare” for failing to notify all employees by letter about the Affordable Care Act’s health-care exchanges.

Beginning October 1, 2013, small business owners with at least one employee and \$500,000 in annual revenue must notify all employees by letter about the Affordable Care Act’s health-care exchanges, or face up to a \$100 per day fine.

But I have less than 50 employees!

You may think, “I am not required to provide a group health insurance plan under the Affordable Care Act because I employ less than 50 full time and part time equivalent employees”. *That is correct; however your company may have an obligation to provide employer exchange notifications to employees regardless of whether the company provides a group health plan or is required to provide one.*

Pre-approved forms

We have listed Form Approved OMB #1210-0149 on our website’s resource page (<http://www.myproactivecpa.com/resources>) provide by Keith Nabb of Affordable Medicare Solutions.



Additional information on this subject

If your small business falls under the criteria and you would like additional information on notices that you must provide, please contact our office.

As previously stated, to try to assist you we have sample standard notices on our website's resource page (<http://www.myproactivecpa.com/resources>). We have received these standard notices from Keith Nabb at Affordable Medicare Solutions. We have worked with Affordable Medicare Solutions and recommend that if you would like additional information on this subject and/or if do not have a health care provider or an agent, to contact their office at www.affordablemedicareolutions.com or call 770-945-5261 x 610.

If you are already working with an existing health care provider or agency, we recommend that you contact them **immediately to discuss**.

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