



ALLIED
NATIONAL

BULLETIN



December

AN ALLIED NATIONAL SALES AND MARKETING PUBLICATION

2015

Pay or Play Mandate Affects Employers Jan. 1, 2016

Employers with 50 or more employees must comply with the Affordable Care Act's (ACA) Employer Shared Responsibility provision (ESR) to provide health coverage by Jan. 1, 2016. Previously, the mandate only affected companies with more than 100 full-time equivalents (FTE).

Allied National's Pay or Play Solutions offer several low cost ways to manage the expense of this mandate:

Minimum Essential Coverage Plans

- **Preventive Services Only Minimum Essential Coverage (PMEC)** offers the least expensive option for an employer to currently comply with the MEC requirement and avoid the \$2,000 per employee penalty as well as provide employees with coverage to satisfy the individual mandate.
- Our **MEC Value Plan** provides our PMEC benefits and adds benefits for most outpatient services, generic drugs and indemnity benefits for surgery and inpatient admissions. It is guaranteed issue with no medical underwriting.

Minimum Value Plans

The goal of our **Low Cost Minimum Value Plans** is to offer employees comprehensive medical coverage that satisfies all

mandates for MEC AND Minimum Value, avoiding all penalties at a cost lower than the employer's potential penalties.

- The **MediPay Plan** provides traditional major medical coverage where reimbursement to providers is reference based on a multiple of Medicare reimbursement levels. There is no network, members are free to go to any provider. This provides low plan cost but members will be responsible for balance billing from providers who won't accept the selected Medicare reimbursement levels.
- The **MVP 50 Plus Plan** is specifically for ALEs. This plan provides high deductible major medical benefits at a guaranteed rate (subject to underwriting eligibility) to provide an affordable minimum value alternative. The plan covers all major medical services using our MediPay reimbursement. Prescription drug coverage is limited to generic drugs. Coverage is available to eligible employees and dependent children only.

Download our brochure at www.alliednational.biz/3130.pdf for more details on Allied's Pay or Play Solutions.

1095-B Reporting Deadline Approaching

Allied National will provide your employer clients in January with their 1095-B forms for each member who has been covered under their plan during the plan year. This information must be filed with the Internal Revenue Service (IRS) and a copy of the 1095-B given to each employee for the employee's proof of coverage for their own personal income tax filing.

All employers sponsoring a self-funded group health plan that provides Minimum Essential Coverage must submit Form 1095-B (under Section 6055) to the IRS to report the name, address and social security number of all individuals (employees and dependents) who are covered under the employer's medical plan and the number of months during which the individual had at least one day of coverage. If the employer is an applicable large employer – an ALE (at least 50 full-time equivalent employees in 2014) – the employer must file Forms 1095-C (under Section 6056), instead of 1095-B.



The (IRS) recently released final 2015 versions of the forms and instructions that employers must use to report information under the Internal Revenue Code Sections 6055 and 6056. To assist you and your clients, we have a webpage devoted to the "Employer Reporting of Health Coverage – Sections 6055 & 6056" at www.alliednational.com/hcrreporting.html.

Visit the IRS ALE webpage at <http://tinyurl.com/p4avjc4> to find out more information and what other forms are required.

What Employers Need to do if They Missed the TRF Deadline

If your employer client missed the Nov. 16 deadline for filing their 2015 Transitional Reinsurance Fee (TRF) with the federal government, here is what they need to do to complete the TRF filing for their company:

1. Go to www.pay.gov and register for a pay.gov account.
2. Once they have a pay.gov account established, login to their account.
3. Using the Pay.gov search on the My Account home page, search for "2015 Transitional Reinsurance." The search will bring up a form named "2015 ACA Transitional Reinsurance Program Annual Enrollment Contributions."
4. Click on the red CONTINUE TO THE FORM button. Follow the directions and complete the form.
5. Regarding the questions at the end of page 1 of the

form, they are NOT reporting for more than three contributing entities and they ARE both the Reporting Entity and Contributing Entity.

6. Use the enrollment count number provided by Allied in their original report as the "Annual Enrollment Count for the applicable benefit year."
7. They'll need to provide their banking information to allow pay.gov to do an ACH debit against their account.

TRF was established by the Affordable Care Act to help stabilize premiums in the individual market (both inside and outside the Exchanges) during the years 2014 through 2016. Allied filed this information and sent in the payment for employers who sent us the authorization form and check by Nov. 6. For those who didn't, they need to follow the above steps.

Reminder:

Employers With Medicare Eligible Employees Must File With the CMS

This is a reminder to make sure your clients who have Medicare-eligible covered members file with the Centers for Medicare & Medicaid Services (CMS) indicating whether or not their Prescription Drug coverage is credible.

Around the first part of October, we sent all employers with Medicare-eligible members (or soon to be eligible) a letter which informed them if their prescription drug plan was considered creditable coverage or non-creditable. The notice also outlined the requirements that employers MUST annually complete the "Online Disclosure to CMS

Form" indicating whether or not your coverage is credible with CMS (Centers for Medicare & Medicaid Services). The Disclosure should be completed each year no later than 60 days after the beginning of a plan year, within 30 days after termination of a prescription drug plan, or within 30 days after any change in creditable coverage status.

For more information, go to the CMS webpage that has details about Creditable Coverage:
<http://tinyurl.com/nzpo6g9>.

Holiday Hours

Allied National would like to take this opportunity to wish each of you a Merry Christmas and a happy and healthy New Year. In observance of the upcoming holidays, our offices will be closed:

Thursday, Dec. 24 — Christmas Eve

Friday, Dec. 25 — Christmas Day

Friday, Jan. 1, 2016 — New Year's Day

Our normal business hours are 8 a.m. to 4:30 p.m., Central Standard Time, Monday through Friday.

