

New IRS Notice Provides Relief for Business Informational Reporting of Employer Provided Health Insurance

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On May 2, 2011, the IRS published Notice 2011-28 relating to employer provided health coverage information reporting requirements. The 2010 Patient Protection and Affordable Care Act requires employers to report the cost of employer provided health care coverage on an employee's W-2 form. In late 2010 IRS Notice 2010-69 made this reporting optional for calendar year 2011 (see Small Business Notes for October 2010).

Notice 2011-28 provides "transitional relief" for certain employers from the requirement of providing this cost of coverage information for 2012 (that is, in W-2 forms distributed beginning in January 2013). That notice provides that the requirement of 2012 reporting will not apply to certain kinds of employers and certain kinds of health coverage until the IRS publishes new guidance on the subject with at least six months advance notice of any change in the transitional relief of Notice 2011-28.

That transitional relief applies to:

- Employer firms filing fewer than 250 W-2 forms for the previous calendar year;
- Multi-employer health plans;
- Health Reimbursement Arrangements;
- Dental and vision plans not a part of another group health plan;
- Self-insured plans of employers not subject to COBRA continuation coverage or similar requirements;
- Employers furnishing Forms W-2 to employees who terminate before the end of a calendar year and who request a Form W-2 before the end of that year.



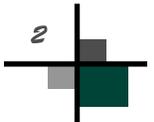
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