

# Health Care Reform Seminar

## Your Road Map to the 2014 Implementation Deadline

Since health care reform was upheld, Idaho's employers now face the daunting task of complying with all the new requirements. With 2014 just around the corner, employers will have to pay penalties if they do not provide minimum health coverage. Even before this implementation, employers must comply with an assortment of new rules, reporting requirements, and fees relating to health care reform. There are many potential traps for the unwary and the penalties for noncompliance can be significant.

**This informative seminar will walk employers through the legal implications of the employer shared responsibility tax.**

We will cover:

- Minimum health coverage requirements for employees
- Shared responsibility taxes paid by employers
- Complications of not covering independent contractors
- Dealing with leased employees
- Managing complex corporate structures and joint ventures

We will focus on common mistakes that could cause unintentional noncompliance and the potential consequences of noncompliance, including:

- Statutory fees and penalties, which can be significant in some cases
- Potential ERISA causes of action for participants
- Potential unintended self-funding, even for insured plans, if coverage requirements are not met

This seminar will boil it all down so you understand how health care reform will impact your benefit programs and your business, what you should be doing now to prepare, and how to avoid common design, reporting, and administration pitfalls. We look forward to seeing you there!



Bret  
Busacker



Bret  
Clark



Tom  
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