



## Compliance Corner

April 20, 2016

### Health Care Reform

#### IRS Announces 2017 Adjustments on Employer Mandate Affordability and Other Percentages

On April 11, 2016, the IRS published Rev. Proc. 2016-24, which announces the 2017 indexing adjustments for two different percentages under PPACA. The first—applicable via guidance in IRS Notice 2015-87, relates to the affordability calculation under the employer mandate.

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#### Agencies Release Final SBC Template

On April 6, 2016, HHS, DOL and Department of the Treasury (the Departments) released the final templates for the Summary of Benefits and Coverage (SBC) and uniform glossary. The changes include an additional coverage example and word changes the Departments hope will improve readability for consumers.

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### Announcements

#### May Training Opportunities, Register Now

NFP Benefits Compliance is hosting a series of webinars in May. Training dates are May 11, May 18 and May 25, 2016, at 3:00 pm ET.

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### State Updates

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## IRS Health Care Tax Tip 2016-41: Have Fewer Than 50 Employees? Here's How ACA Affects You

On April 6, 2016, the IRS released IRS Health Care Tax Tip 2016-41, which summarizes how PPACA's employer mandate affects an employer with fewer than 50 full-time employees, including full-time equivalent employees.

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### Federal Updates

## DOL Releases Final Conflict of Interest Rule, Amending the Definition of "Fiduciary" Under ERISA

On April 6, 2016, the DOL released the final Conflict of Interest Rule, which amends ERISA's definition of "fiduciary." As we've reported in the past, the new rule broadens the definition of fiduciary under ERISA by considering more communications to be investment advice that renders the person providing that advice a fiduciary.

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## IRS Publishes *Employee Plans News Issue No. 2016-5*

On April 4, 2016, the IRS published *Employee Plans News Issue No. 2016-5*, which includes the following items: a reminder of the upcoming deadline for employers with preapproved retirement plan documents; a new correction method for missed plan deadlines; a request for 2016-2017 Priority Guidance Plan recommendations; guidance on plan designs using short service; and links to two updated webpages and recorded webinars.

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### FAQ

How should we handle Forms 1095-C that are returned undeliverable?

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### Reference

Commonly Used Acronyms

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