

EMPLOYEE BENEFITS

2024 Compliance Calendar (February - January Plan Years)

Important Compliance Dates

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| January | <ul style="list-style-type: none"> SBC Distribution: With open enrollment materials or 30 days prior to renewal if coverage renews automatically^{1,6} W2 Box 12 Reporting of Aggregate Cost of Coverage (1/31)² |
| February | <ul style="list-style-type: none"> 2023 1094-B/C & 1095-B/C (Paper) Reporting Due to IRS (2/28)² (only applicable to ALEs filing <10 information returns) 1095-B/C Reporting Due to Employees (3/1)² |
| March | <ul style="list-style-type: none"> CMS Online Disclosure of Creditable – Medicare Part D Coverage (Due 60 Days Post Annual Renewal) (3/31)¹ 2023 1094-B/C & 1095-B/C Reporting to IRS if filing electronically (4/1)² (Electronic filing required for ALE with 10 or more information returns) |
| April | <ul style="list-style-type: none"> Deadline for 2023 HSA Contributions (4/15)² SPD Delivery Deadline for new enrollees (4/30)^{1,5} |
| May | |
| June | <ul style="list-style-type: none"> Prescription Drug Data Collection (RxDC) Reporting Due (6/1)² |
| July | <ul style="list-style-type: none"> PCORI Filing Due (7/31)⁴ |
| August | |
| September | <ul style="list-style-type: none"> 5500 Filing Due (9/2)³ |
| October | <ul style="list-style-type: none"> Medicare Part D Notice Due (10/14) SAR, Summary Annual Report Due (10/31)³ |
| November | |
| December | <ul style="list-style-type: none"> CAA Transparency “Gag Clause” Attestation Due (12/31)⁷ |

Employer Requirements

ACA

The ACA created several notice and disclosure obligations for group health plans, such as:

- Statement of Grandfathered Status
- Notice of Rescission
- Notice of Patient Protections and Selection of Providers
- Uniform Summary of Benefits and Coverage
- Exchange Notice

COBRA

Notice/disclosure requirements:

- Initial/General COBRA Notice
- QE Notice to Plan Administrator
- COBRA Election Notice
- Notice of Unavailability of COBRA
- Notice of Insufficient Payment
- Premium Change Notice
- Termination Notice

ERISA

Notice/disclosure requirements:

- SPD
- Summary of Material Modifications (SMM)
- Plan Documents (upon request)
- Summary Annual Report (SAR)
- Notice of Special Enrollment Rights
- HIPAA Notice of Privacy Practices
- CHIPRA
- Medicare Part D (Creditable/Non-creditable coverage)
- WHCRA

ACA Cost Sharing Limits (Plan Years Beginning In 2024)

| | |
|--------------------|----------|
| Self-Only Coverage | \$9,450 |
| Family Coverage | \$18,900 |

HDHP OOP Maximum (Plan Years Beginning In 2024)

| | |
|--------------------|----------|
| Self-Only Coverage | \$8,050 |
| Family Coverage | \$16,100 |

¹ Applies to Plan Year beginning 2/1/2024 and ending 1/31/2025

² Applies to 2023 calendar year

³ Applies to Plan Year beginning 2/1/2023 and ending 1/31/2024

⁴ Applies to Plan Year beginning 2/1/2022 and ending 1/31/2023

⁵ SPDs must be distributed within 120 days after effective date of a new plan. Amended SPDs or SMMs describing material reductions in health plan benefits must be distributed within 60 days after they are adopted. Amended SPDs or SMMs describing other material modifications must be distributed within 210 days after end of plan year in which they are adopted.

⁶ If material modification is made to plan mid-year that impacts content of SBC, notice of material modification must be provided at least 60 days prior to date on which modification will be effective.

⁷ Applies to the period from the last attestation date through the date of attestation.

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