

2014 Payroll and Health Insurance Update

In March 2010 President Obama signed the Affordable Care Act. One provision of the Act required that in 2014 all Health Insurance being paid by a business be through a Group Health Insurance plan. An employer may no longer reimburse an employee for individual health insurance premiums on a pre-tax or post-tax basis. Prior to 2014 if you had an acceptable plan, an employer could reimburse individual health insurance premiums tax free to the employee. The act also prohibits discrimination of any kind. All employees and owners are to be treated equal. We need additional information from you prior to finishing your 2014 4th Quarter and Year-End payroll reports. All employees and owners are to be treated equal. Please check which scenario applies to you and sign the bottom of the affirmation. Going forward all health insurance paid by a business must be through a group health plan with no exceptions.

___ 1. Our company offers group health insurance to all full time equivalent employees and pays the same % for both owners and employees.

___ 2. Our company offers group health insurance to all full time equivalent employees, but pays an unequal % between owner and employees. (See worksheet below)

Name, %, and dollar amount paid on behalf of each owner

Name, %, and dollar amount paid on behalf of each employee

___ 3. Our company reimbursed individual health insurance premiums on either a pre-tax or post-tax basis to either an owner or employee. (See worksheet below)

Dollar amount of reimbursement to each individual

___ 4. Our company did not offer group health insurance or reimburse anyone for an individual health insurance premium.

Health Insurance Reporting Worksheet

Owner

Name	% of Premium paid	\$ Amount
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Employee

Name	% of Premium paid	\$ Amount
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Business Name _____ Signature _____ Date _____