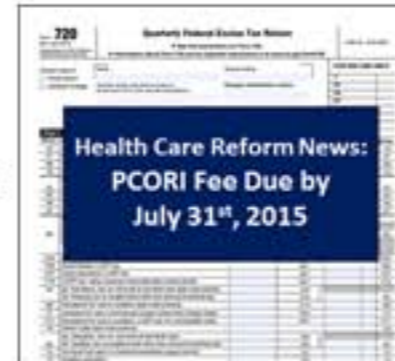




July 6, 2015

### PCORI Fees due July 31...

Employers of any size who have Flexible Spending Accounts or Health Reimbursement Arrangements that are not excepted benefits are required to file IRS Form 720 and pay applicable fees by July 31, 2015. Employers with fully-insured medical plans do not have to file IRS Form 720 or pay the applicable fees - the insurance carrier pays these for the plan. **However, if an employer has an HRA (Health Reimbursement Arrangement) plan partnered with the fully-insured medical plan then they must file the IRS Form 720 and pay the fees for the HRA plan.** Most FSA plans are excepted benefits - FSA's that do not qualify as excepted benefits are those that provide an employer contribution that exceeds \$500 per person or does not match dollar for dollar employee contributions.



PCORI reporting and fees are due by 7/31 of the year following the end of the plan year. For plan years that ended on or after 10/1/13 and before 10/1/14, the fee is \$2.00 per covered life (not covered employee). For plan years that ended on or after 10/1/14 and before 10/1/15, the fee will be \$2.08 per covered life.

The IRS has provided the following link for questions and answers regarding PCORI filing and fees.

### Special Enrollment Rights for Same-Sex Spouses

Due to the Supreme Court ruling on June 26, 2015, most insurance companies are recognizing this ruling as a qualify event for spouses who were legally married in a state that recognized same-sex marriage, but lived in a state that did not recognize such marriages until after the ruling. This special enrollment period would allow these previously married individuals the opportunity to add the spouse to the employer-plan within the 30-day special enrollment period ending July 26, 2015. For those couples married after June 26th, the normal 30-day special enrollment period should be granted.

### 2016 HSA Limits

The IRS announced an increase in the allowable HSA contributions for family coverage for 2016, however single coverage will remain the same.

	2015 Allowable	2016 Allowable
Single Coverage	\$3,350	\$3,350
Family Coverage	\$6,650	\$6,750

We hope this edition of The Pike & Preston Minute has been helpful. Please let us know if you have a topic you would like discussed or if you would like to schedule a meeting to discuss these or any other topics.

Sincerely,

Robin C. Gall  
Account Coordinator  
Pike & Preston, LLC

This content is provided solely for informational purposes. It is not intended as and does not constitute legal advice. The information contained herein should not be relied upon or used as a substitute for consultation with legal, accounting and/or tax professionals.

### In This Issue

- PCORI Fees due July 31
- Special Enrollment Rights for Same-Sex Spouses
- 2016 HSA Limits

### Quick Links

- [Anthem Making Healthcare Reform Work](#)
- [Humana's Healthcare Reform Resources](#)
- [United Healthcare on Reform](#)
- [Kaiser Family Foundation on Health Reform](#)
- [Center for Consumer Information and Insurance Oversight](#)
- [Healthcare.gov](#)
- [KY Department of Insurance](#)
- [KYNNECT Health Benefit Exchange](#)

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