

RELAX! You have time to comply with new health plan non-discrimination rules...

What rules?

Under the Patient Protection and Affordable Care Act of 2010, Section 2716 PHSA, fully insured medical groups are now subject to non-discrimination rules. The rule prohibits fully insured, non-grandfathered group health plans from discriminating in favor of highly compensated individuals.

Well, now you can relax.

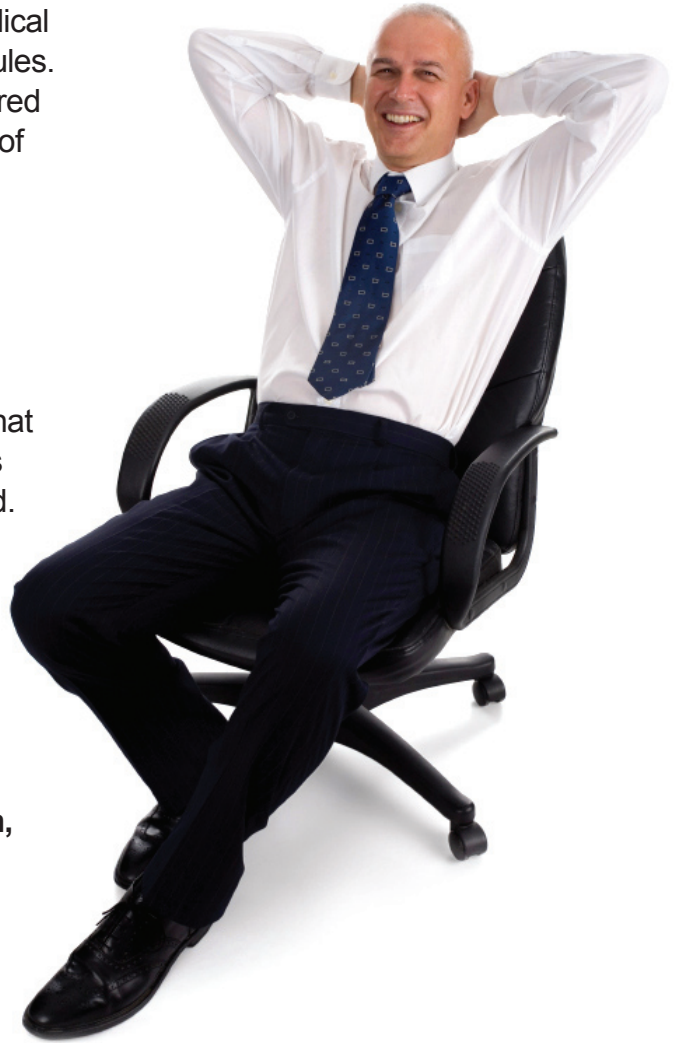
The IRS has issued Notice 2011-1 stating they WILL NOT require insured plans to comply with non-discrimination rules until further instructions are released. It is likely that future compliance will not apply until plan years beginning AFTER IRS instructions are released.

Thus, plan sponsors WILL NOT be required to pay excise taxes associated with non-compliance until further guidance is provided.

**Let us help you relax even more...
Contact eBenefits today to review your plan,
the new rule, and to discuss strategies for
compliance.**

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