

# COMPLIANCE OVERVIEW

Provided by BBP Admin

## Excise Taxes for Group Health Plan Violations

Group health plans are responsible for compliance with a number of federal laws. If a group health plan does not comply with certain group health plan requirements, including reforms under the Affordable Care Act (ACA), the employer maintaining the plan may be subject to an excise tax under the federal Internal Revenue Code.

The excise tax for group health plan violations is generally **\$100 per day**, per individual, per violation, subject to certain minimum and maximum amounts. However, there are some exceptions to the excise tax for group health plan violations. For example, failures that are due to reasonable cause and corrected within 30 days may not be subject to the excise tax. Any applicable excise taxes must be self-reported on IRS Form 8928, "Return of Certain Excise Taxes under Chapter 43 of the Internal Revenue Code."

Employers are also subject to an excise tax if they do not satisfy comparable contribution rules for health savings accounts (HSAs).

### LINKS AND RESOURCES

- [IRS Form 8928](#) "Return of Certain Excise Taxes under Chapter 43 of the Internal Revenue Code"
- [Instructions](#) for IRS Form 8928
- [IRS Form 7004](#) "Application for Automatic Extension of Time to File Certain Business Income Tax, Information and Other Returns"

### HIGHLIGHTS

#### EXAMPLES OF VIOLATIONS

The excise tax may be triggered for violations of these laws:

- COBRA coverage
- Mental health parity
- HIPAA special enrollment
- Coverage for adult children
- HSA comparability rules

#### EXCEPTIONS

- Failures not discovered when exercising reasonable diligence
- Failures due to reasonable cause that are corrected within 30 days
- For small employers with insured health plans, failures related solely to health insurance coverage offered by the insurer

This Compliance Overview is not intended to be exhaustive nor should any discussion or opinions be construed as legal advice. Readers should contact legal counsel for legal advice.



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## GROUP HEALTH PLAN REQUIREMENTS

Generally, an excise tax of **\$100 per individual, per day** will apply to violations of the following rules.

- ✓ Continuation coverage (COBRA);
- ✓ Portability and nondiscrimination for health coverage (HIPAA);
- ✓ Genetic information nondiscrimination (GINA);
- ✓ Parity between mental health benefits and medical/surgical benefits (Mental Health Parity and Addiction Equity Act);
- ✓ Minimum hospital lengths of stay in connection with childbirth (Newborns' and Mothers' Health Protection Act);
- ✓ Reconstructive surgery after mastectomy (Women's Health and Cancer Rights Act); and
- ✓ Continued coverage for post-secondary students with a serious medical condition (Michelle's Law).

In addition, the \$100 per individual, per day excise tax may be triggered by a violation of any of the following **ACA requirements** for group health plans:

ACA REQUIREMENT	AFFECTED GROUP HEALTH PLANS
Coverage for adult children up to age 26	Health plans offering dependent coverage
No lifetime or annual limits on the dollar value of essential health benefits (EHB)	All health plans Exceptions apply for integrated HRAs and FSAs offered under a cafeteria plan. These plans are not subject to the prohibition on annual limits.
No coverage rescissions, except in cases of fraud or intentional material misrepresentation	All health plans
No pre-existing condition exclusions	All health plans

ACA REQUIREMENT	AFFECTED GROUP HEALTH PLANS
<b>Coverage of preventive health services without cost-sharing</b>	All non-grandfathered health plans (certain exceptions apply to the contraceptive coverage mandate)
<b>Patient protections</b> (designation of primary care provider, designation of pediatrician as primary care provider, patient access to obstetrical and gynecological care and improved access to emergency services)	Non-grandfathered health plans
<b>Improved internal claims and appeals process, including external review requirements</b>	Non-grandfathered health plans
<b>Uniform summary of benefits and coverage (SBC)</b> <i>*The ACA also establishes a penalty of up to \$1,000 (as adjusted for inflation) for each willful failure to provide the SBC.</i>	All health plans
<b>No waiting periods in excess of 90 days</b>	All health plans
<b>Limits on cost-sharing</b> (out-of-pocket maximum for EHB)	Non-grandfathered health plans
<b>Coverage for approved clinical trials</b>	Non-grandfathered health plans
<b>No discrimination based on health status (including rules for wellness programs)</b>	Non-grandfathered health plans (final regulations on wellness plans apply to both non-grandfathered and grandfathered health plans)
<b>Comprehensive health insurance coverage (EHB coverage requirement)</b>	Non-grandfathered insured health plans in the small group market

## AMOUNT OF EXCISE TAX AND EXCEPTIONS

The excise tax for group health plan violations (including the ACA’s market reforms) is generally **\$100 per day, per individual, per violation**, subject to the following minimum and maximum amounts:

- ✓ If a compliance failure is discovered by the IRS on audit, the minimum excise tax is generally \$2,500. However, if the violations are significant, the minimum excise tax increases to \$15,000.
- ✓ For single employer plans, the maximum excise tax for unintentional failures is the lesser of 10 percent of the aggregate amount paid by the employer during the preceding tax year for group health plan coverage, or \$500,000.

There are some exceptions to the excise tax for group health plan violations. The excise tax may not apply if the failure is not discovered when exercising reasonable diligence, or if it is due to reasonable cause and is corrected within 30 days after the entity knew (or in exercising reasonable diligence, should have known) that the failure existed. A failure is corrected if it is retroactively undone to the extent possible and the affected beneficiary is placed in a financial position as good as he or she would have been in if the failure had not occurred.

Also, the IRS may waive part or all of the excise tax to the extent that payment of the tax would be excessive relative to the failure involved. This only applies to failures due to reasonable cause and not due to willful neglect.

In addition, small employers with insured health plans may be exempt from the excise tax for certain failures if the violation was solely because of the health insurance coverage offered by the insurer. A small employer for this purpose is an employer with an average of 50 or fewer employees on business days during the preceding calendar year.

## REPORTING AND PAYING EXCISE TAX

Any applicable excise taxes must be reported on IRS [Form 8928](#), “Return of Certain Excise Taxes under Chapter 43 of the Internal Revenue Code.” [Instructions](#) for Form 8928 are also available.

The due date for paying the excise tax is the same as the due date for filing Form 8928. That due date depends on whether the person liable for the excise tax is an employer, a multiemployer plan or a multiple employer plan.

RESPONSIBLE ENTITY	DUE DATE
Employer, insurer, third-party administrator	On or before the due date for the entity’s federal income tax return (without regard to extensions)
Multi-employer or some multiple-employer health plans	On or before the last day of the seventh month after the end of the plan year

The due date for IRS Form 8928 may be automatically extended for six months by filing a completed IRS [Form 7004](#) “Application for Automatic Extension of Time to File Certain Business Income Tax,

Information and Other Returns” and paying the estimated tax. The extension does not extend the time for paying any tax due.

Interest and penalties may apply to any failure to timely file Form 8928 and pay excise taxes.

## COMPARABLE CONTRIBUTION RULES

An employer that fails to make comparable HSA or Archer MSA contributions for a calendar year is subject to an excise tax on all HSA (or Archer MSA) contributions that the employer makes for that year. The excise tax will generally be **35 percent of the amount contributed by the employer** to the HSAs (or Archer MSAs) of all employees for the applicable calendar year.

Employers liable for the 35 percent excise tax on non-comparable HSA or Archer MSA contributions must pay the tax and file Form 8928 by **April 15** following the calendar year in which the non-comparable contributions were made. The due date for Form 8928 may be automatically extended for six months by filing a completed Form 7004 and paying the estimated tax. The extension does not extend the time for paying any tax due.

The excise tax may be waived for violations of the comparable contribution rules if the excise tax imposed is excessive in comparison to the violation and the failure to make comparable contributions was due to reasonable cause (and not to willful neglect).