



RHSB Compliance Webinar

IRS §4980H Penalty Collection Efforts and Why Employer Reporting Still Matters

Thursday, January 25, 2018

3-4:30 p.m. Eastern / 2-3:30 p.m. Central / Noon-1:30 p.m. Pacific

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The IRS has begun to send letters to employers (Letter 226J) to begin the collection process for those who failed to meet the §4980H requirements for benefits offered during 2015. Penalty calculations are based on data provided by employers to the IRS on Forms 1094-C and 1095-C. Many of the IRS proposed employer penalties are due to mistakes made in employer reporting, not to an actual violation of a §4980H requirement. This webinar will review the 4980H rules and employer reporting requirements. We will also explain the IRS penalty assessment dispute and collection process and help employers understand how to respond to an IRS proposed assessment.

Presented by:

Bob Radecki, President, Benefit Comply, LLC

Bob has more than 30 years' experience in the HR and employee benefits industry helping employers deal with difficult benefit and compliance matters. He has served as the principal HIPAA consultant to a number of health insurance companies and is recognized as an expert on a variety of benefit compliance issues including COBRA, FMLA and health reform. Bob has been the featured speaker at numerous industry events and conferences, and has published many articles on various compliance issues.

Regan Debban, J.D., MBA, Principal, Benefit Comply, LLC

Regan Blomme Debban has experience working as an attorney for a major Fortune 500 company and for a PEO providing benefits and HR services to small employers. She has also worked as a legal researcher for Thomson Reuters. Prior to obtaining her law degree, Regan worked as an account manager in a leading insurance agency in the Minneapolis area, so she understands the issues and challenges facing employee benefit consulting firms and agencies.

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