



# AMERICAN BENEFITS COUNCIL

## Benefits Briefing Webinar

### IRS Notice 2015-16 and the 40 Percent Excise Tax on High-Cost Employer-Sponsored Health Coverage

**Tuesday, April 7, 2:00 - 3:15 p.m. ET**

**BENEFITS BRIEFING WEBINAR: IRS Notice 2015-16 and the 40 Percent Excise Tax on High-Cost Employer-Sponsored Health Coverage**

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The American Benefits Council will host a **Benefits Briefing** on **Tuesday, April 7, at 2 p.m. Eastern Time** to discuss Treasury and IRS Notice 2015-16 which sets out possible approaches for implementation of Code section 4980I which establishes a 40 percent excise tax on high-cost health coverage as required by the Patient Protection and Affordable Care Act (PPACA).

**Kathryn Wilber**, *senior counsel, health policy*, will moderate the discussion and will be joined by:

- **Kevin Knopf**, *Senior Technician Reviewer, IRS office of Chief Counsel (Invited)*
- [Seth Perretta](#), *Groom Law Group*

We will take questions from webinar participants throughout the session and attempt to answer as many as possible. Members are encouraged to [submit questions for the webinar in advance](#).

**A recording of this session will be sent to all registrants. Even if you will not be able to attend in person, please register to receive a digital playback of the webinar automatically.**

NOTE: Participation in Council webinars may be used toward continuing education/renewal requirements for many professional accreditation programs, but only by means of self-certification. Descriptions of past programs are available by [clicking here](#). Please retain your registration confirmation for your verification records.

## Background:

The nondeductible 40 percent excise tax, established under Internal Revenue Code (IRC) Section 4980I, applies to "applicable employer-sponsored coverage" in excess of statutory thresholds (in 2018, \$10,200 for self-only, \$27,500 for family). The tax is a "revenue raiser" to pay for other aspects of the PPACA, including federal subsidies for coverage for low-income individuals, and to address perceived over-consumption of health care coverage.

The Council recently released an [updated Benefits Blueprint summarizing the statutory requirements of the 40 percent excise tax](#). The Blueprint includes key provisions of [IRS Notice 2015-16](#), which sets out possible positions and approaches that Treasury and IRS are considering for implementing the excise tax. The Blueprint also highlights a range of specific issues and questions on which Treasury and IRS are requesting public comment. These include issues related to the age/gender, retiree and "high risk profession" adjusters to the thresholds and how the tax will apply to various types of health coverage. [An updated companion document, with answers to certain "Frequently Asked Questions"](#) regarding the excise tax, is also available on the Council website.

***For questions related to registration – If you have colleagues at your organization who would like to participate in this session, but do not regularly receive Council materials, please contact [Deanna Johnson](#), director, membership, or [Sondra Williams](#), manager, member and staff engagement, at (202) 289-6700.***



*The American Benefits Council is the national trade association for companies concerned about federal legislation and regulations affecting all aspects of the employee benefits system. The Council's members represent the entire spectrum of the private employee benefits community and either sponsor directly or administer retirement and health plans covering more than 100 million Americans.*

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