



Timeline of Small Business Provisions

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| 2010 | <ul style="list-style-type: none">• Employers mandated to remove lifetime and/or annual limits on coverage• Employers mandated to cover employees' dependent children up through age 26 |
| 2011 | <ul style="list-style-type: none">• Deadline to qualify as a "grandfathered plan" which exempts plan from some ACA requirements• Start date for small business insurance tax credits (<25 employees, wages < \$50,000) |
| 2012 | <ul style="list-style-type: none">• Deadline for explaining health plan benefits to enrollees in specific mandated language |
| 2013 | <ul style="list-style-type: none">• Limits FSA contributions to \$2,500• New 0.9 percent increase in Medicare payroll tax• New 3.8 percent tax on unearned non-active business income, such as interest and capital gains• Employers must begin reporting value of health plan on employees W2 for informational purposes• Deadline to eliminate the deduction for drug plans provided to employees who would be eligible for Medicare part-D |
| 2014 | <ul style="list-style-type: none">• Employers with over 50 employees must provide health insurance or pay a penalty• Employers penalized if employees receive a tax credit for purchasing insurance through an exchange• In March 2014 the corporate estimate tax is increased by 15.75 percent. |
| 2015 | <ul style="list-style-type: none">• Small Business Health Options Program (SHOP) will give employers with up to 100 workers an exchange for group coverage (states can limit participation to firms with under 50 employees through 2016) <p>*The SHOP Exchange was originally intended to begin on Jan 1, 2014, but was delayed one year until Jan 1, 2015</p> |
| 2017 | <ul style="list-style-type: none">• States can allow employers with more than 101 employees to purchase insurance through the exchanges. |