



*Benefit Counseling Associates*

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### **Effective in 2010:**

- **Annual tanning tax:**  
10% tax on indoor tanning services (\$2.7 B)

### **Effective in 2011:**

- **Annual pharmaceutical industry fee:**  
Begins at \$2.5 billion per year (\$28 B)

### **Effective in 2012:**

- **Annual medical device manufacturer fee:**  
Excise tax of 2.3% on the sale of any taxable medical device (\$20 B)

### **Effective in 2013:**

- **Annual Medicare tax on high earners, and unearned income:**  
0.9% increase in payroll tax. Unearned income tax of 3.8% (\$210.2 B)

### **Effective in 2014:**

- **Annual insurer fee:**  
Applies to fully-insured business (\$60.1 B)

### **Effective in 2018:**

- **Annual high-cost insurance tax:**  
40% excise tax on "Cadillac" plans (\$32 B)

### **Effective in 2014:**

- Requires states to establish Exchanges for individuals & small employers
- Subsidies for individuals up to 400% of the federal poverty level
- All U.S. citizens and legal residents required to have coverage
- Penalty phased in \$95 per year in 2014, phasing in to \$695 per year by 2016, or 2.5% of taxable income

- Exempts low-income individuals
- Mandated auto-enrollment for employers with 200+ full-time employees
- Penalty of \$2,000 per employee per year for employers with 50+ full-time employees who do not offer coverage.
- Requirement to offer employees “vouchers” to obtain coverage through the Exchange

### **Effective 90 days after enactment:**

- Temporary national high-risk pool
- Tax credits for small employers
- \$250 rebate to Medicare beneficiaries who reach the Part D “donut hole”

### **Effective for plan years starting 6 months after enactment:**

- Dependent coverage for adult children up to age 26
- No immediate changes to benefits, premiums, physician or hospital networks
- Future impacts will vary depending on product type and company size
- Legislation will be phased in over several years, and many provisions require federal agencies to issue more detailed regulations
- Premiums may be impacted in future