

JANUARY NEWSLETTER



ExpertQuote

Your Benefits Team[©]



IRS Form 1094-C and 1095-C Updated Deadlines and Important Definitions

By Attorney Caitlin Gadel



IMPORTANT NOTE: Due Dates Extended

On December 28, 2015 the IRS announced that it was delaying the due dates for furnishing and filing Forms 1094-C and 1095-C. **The IRS extended the due date for giving employees Form 1095-C from February 1, 2016 to March 31, 2016.** The IRS also extended the due date for filing the forms from February 29, 2016 to May 31, 2016, if not filing electronically, and from March 31, 2016 to June 30, 2016, if filing electronically. Employers that do not comply with these extended due dates are subject to monetary penalties for failure to timely furnish and file.

Click [here](#) for more critical information.



Important IRS Updates, Contribution Limits & FSA Compliance.

The Internal Revenue Service announced the following new benefit plan limits for 2015. In addition, the IRS just issued an important change to

Section 125 Cafeteria Plans. We're notifying FSA clients about this change now.

Health Savings Account (HSA) Limits

- 2016 HSA contribution limits have remained at \$3,350 for self-only coverage and the family coverage limit has risen to \$6,750.

Flexible Spending Account (FSAs) Limits

- **Healthcare FSA:** The annual maximum for Healthcare FSAs has stayed the same as 2015 at \$2,550 for 2016.
- **Dependent Care FSA:** Your maximum contribution depends upon your annual earnings in 2015, your tax filing status, your spouse's annual earnings, and several other factors.
- **Transit & Parking FSA:** For Transportation Plans, the 2016 Parking limit, effective for January, is adjusted to \$255 per month from \$250. The 2016 Transit Benefit, including Van Pooling, remains \$130 per month and for bicycles, it is \$20 per month.

401K Deferral Limits

	2015	2016
401K Deferral Limits	\$18,000	\$18,000
Catch-Up Deferral Limit	\$6,000	\$6,000



Molly Sundstrom Sarju A. Naran Shareholder and Chair Jennnifer Protas

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ATTORNEYS

2016 Employment Law Update The Year in Review and Preview

We invite you to attend our 2016 Annual Employment Law Update Seminar. Between Governor Brown signing new bills into law and recent developments in case law, employers of all shapes and sizes need to understand how to comply with changes to their employment law obligations. As always, our team of employment law attorneys will be on hand to educate and discuss with you the state of the law, as well as provide valuable insights, to help you stay in compliance in 2016.

This event is by invitation only, and as one of ExpertQuote's valued clients, we are extending this invitation to you.

If you'd like to attend, kindly send an email to events@expertquote.com with your name, company name and location preferred and we will ensure that you receive your complimentary invitation to this event.

Locations and dates:

- Tri-Valley, Pleasanton - Tuesday, January 12, 2016
 - Silicon Valley, Downtown San Jose - Wednesday, January 13, 2016
- Both events run from 8 am until 10 am PST



You are invited!

ExpertQuote has complimentary tickets to see the San Jose Sharks on January 18th against the Ottawa Senators at 7:00 PM at the SAP Center and would like to share them with our valued clients. If you are interested, please send us an email at events@expertquote.com for an opportunity to attend. Kindly note that tickets are limited and are offered on first-come, first-served basis.

If you have any questions or comments please contact us at Info@ExpertQuote.com. Or call us toll free at **1-877-837-6346**.

Sincerely,

The ExpertQuote Team.

