

**James R. Dawson, Inc.
116 W. Pine Street
Garden City, KS 67846**

Dear Client:

After a cursory review of your tax data, we believe you may be required to complete a NEW Department of Labor disclosure – The Notice to Employees of Coverage Options.

This notice must be completed (Part A and Part B) and sent to all employees no later than October 1, 2013.

This notice is required under the Patient Protection and Affordable Care Act (PPACA), President Obama's signature health care law that was upheld by the Supreme Court last year. Section 1512 of the Affordable Care Act creates a new Fair Labor Standards Act (FLSA) section 18B requiring a notice to employees of coverage options available through the Marketplace.

Basic facts:

- Employers must provide a notice of coverage options to each employee, regardless of plan enrollment status (if applicable) or of part-time or full-time status.
- Employers must provide a notice of coverage even if the employer does not provide health insurance coverage
- Employer may need to provide a notice of coverage even if they have only 1 employee
- Employers are required to provide the notice to each new employee at the time of hiring beginning October 1, 2013.

If you would like us to (a) conduct this analysis on your behalf and (b) prepare the required Department of Labor form for you to send to your employees, **please complete, sign and return the attached form**. If you would like to complete the analysis and prepare the forms on your own, please visit the Department of Labor website (www.DOL.gov) for more information.

There are many important provisions of the new health care legislation that we will be addressing with you over the coming months and years. The IRS has been working to issue guidance on these provisions, so we will continue to update you as this guidance is completed. Attached is a list of frequently asked questions and answers.

If you have any questions, please feel free to contact me. I am always available to serve your business needs. These forms are also available on www.agtaxman.com under downloads.

Sincerely,
James R. Dawson, Inc.