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*Tax scams are on the rise. Don't be fooled into giving your personal information or tax return to a thief. Scammers have complex methods for tricking individuals, most commonly by impersonating the IRS. Know that the IRS will never demand immediate payment, request wire transfers, threaten to involve police or ask for credit card information.*

*[View this site](#) for more details on how to avoid being scammed during tax time and how to report scammers.*

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## IRS Reduces 2018 HSA Limit for Family Coverage

On March 5, 2018, the IRS released [Revenue Procedure 2018-18](#) to announce changes to certain tax limits for 2018, including a reduced contribution limit for health savings accounts (HSAs).

The new tax law enacted late last year—the Tax Cuts and Jobs Act—changed the consumer price index for making annual adjustments to the HSA limits. Based on this new index, the IRS lowered the HSA contribution limit for individuals with family coverage under a HDHP from \$6,900 to \$6,850. This change is effective for the 2018 calendar year. The IRS' other HSA and HDHP limits for 2018 remain the same.

Employers with HDHPs should inform employees about the reduced HSA contribution limit for family HDHP coverage. Employees may need to change their HSA elections going forward to comply with the new limit. Also, any individuals with family HDHP coverage who have already contributed \$6,900 for 2018 must receive a refund of the excess contribution in order to avoid an excise tax.

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## The Importance of Plan Document Review

A Recent Supreme Court ruling in [CNH Industrial N.V. v. Reese](#) exemplifies why carefully reviewing plan documents—like a collective bargaining agreement (CBA) or summary plan document (SPD)—is so important. Employees claimed that the language of the agreement suggested benefits were vested for life, but the CBA itself listed an expiration date.



The court conceded that if the agreement used ambiguous language like “lifetime” or “for life,” that would change the situation. However, including an expiration date and avoiding such language makes it clear that the benefits are limited.

With these case details in mind, carefully review your plan documents, like your SPD or any other documents that discuss health benefits. Make sure the language you use is not ambiguous and clearly lays out your intentions.

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## FBI Warns of Direct Deposit Phishing Attacks

The FBI warns that cyber criminals are posing as HR employees and using a phishing scam to get employees to provide the scammer with access to the company’s self-service payroll platform.

When employees click on the link within the scammer’s email and provide the requested information, they unknowingly provide the scammer with their W-2 and pay stub information. The scammer can then change direct deposit instructions, passwords, credentials and email addresses linked to the account to avoid detection. In the majority of cases, employers were not aware of anything until workers reported they weren’t receiving their wages.

To learn how you can prevent this from happening at your organization, please view the [FBI’s suggestions](#) or request employee cyber safety training materials from USEBSG today.

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