

Stay compliant with State ACA Regulations

As ACA reporting requirements **change at both the federal and state level**, it can be challenging to keep up. The questions and answers below will help you determine **how prepared your organization is** to meet your ACA reporting requirements.



The questions and answers below will help you understand this changing regulatory landscape and avoid costly penalties.

1

Do the requirements apply to your organization?

The Employer Mandate set forth in the ACA applies to all "Applicable Large Employers" (ALEs). These are employers who employed (in the preceding tax year) an average of at least 50 full-time or full-time equivalent employees on business days during the preceding calendar year.

2

What kind of coverage must be provided?

To avoid penalties, the Employer Mandate requires an ALE to offer "Minimum Essential Coverage" to all full-time employees and their dependents and that such offer of coverage satisfy "Minimum Value" and "Affordability" for the employee for each month.

3

What are the IRS Reporting Requirements?

The ACA reporting obligations require monthly tracking of employee work hours and wages, covered dependents' information, and premiums related information.

4

Where are the state reporting requirements?

Multiple states now require both individual mandates and corresponding employer health coverage reporting. These include California, Rhode Island, New Jersey, and Washington, D.C. Additional states are likely to follow.

5

What are the potential penalties for non-compliance?

The IRS requires ALEs to file Forms 1094-C and 1095-C to maintain ACA compliance. If you forget to file these forms by the deadline, you could face a penalty of \$100 per missing return, with fines increasing by \$270 with each failure. Fines for failing to file cannot exceed \$3,275,500 in a year, but penalties for multiple missing returns can add up fast. You need to file on time for all your full-time employees if you hope to avoid this fine.



If you're concerned about your organization's ability to meet its ACA reporting requirements, a service partner can help. Combining innovative technology with deep domain expertise, we can extend your team's reach to help you avoid penalties and remain compliant.

Contact us

Reach out to OneSource Virtual to learn more.
www.onesourcevirtual.com