

Compliance Alerts

Fall 2015

Important Dates

- ◆ **Form 1095-C Employee Form**
Deadline: Feb. 1, 2016
- ◆ **Form 1094C Transmittal to IRS**
Deadline: Feb. 29, 2016 or March 31, 2016, if filed electronically
- ◆ **Reporting Penalties 2X**
Washington: June 29, 2015

Trade Preferences Extension Act of 2015 increased ACA reporting penalties. The penalty for failure to file a correct information return or correct employee statement increased from \$100 to \$250 per return/statement with a cap of \$3 million, up from \$1.5 million.

Affiliate Support

- ◆ An ACA analyst will work with you and your clients.
- ◆ Help is available for pre-sales and during implementation.
- ◆ We offer discounted pricing for your clients.
- ◆ You also have the capacity to earn fees for assistance in the sales or operational phase.



Are You Ready for IRS Reporting? We Are!

Introducing **BenefitScape®**, a turnkey outsourced solution that provides 100% compliance with all of the ACA IRS Reporting tasks for 2015. Our outsourced solutions are efficient, easy to use and cost effective.

Requirements to Focus on Now

The Affordable Care Act (ACA) requires information reporting for employers starting with the 2015 calendar year. The IRS requires that Form 1095-C be prepared for each applicable employee. These returns must be filed with the IRS using a transmittal Form 1094-C.

Forms must be sent to each full-time employee by Feb 1, 2016.

All Full Time employees who worked even one month in 2015 must receive this form by Feb 1, 2016.

Penalty Caution: The IRS may impose penalties for both failing to file and filing incorrectly or for incomplete information on Forms 1094-C and 1095-C. For example, intentionally incorrect information with respect to one employee could result in a penalty of \$500 for both the Form 1095-C filed with the IRS and the Form 1095-C provided to the employee, for a total of \$1,000 for one employee! Furthermore, it is important to file all forms in a timely manner to show good faith under the ACA transition rule for 2015.

Compliance and Reporting Services Provided

Technology-Centric

Technology required for accurate IRS reporting

Handling the data, rules, formats and transmission of IRS-required reports requires robust technology.

Built for IRS reporting

BenefitScape® has built a unique system to handle enterprise-level IRS reporting.

Our Value Added Network (VAN)

transfers data from the client to the IRS in the code structure and format required by the IRS.



BenefitScape® is an



IRS reporting for 2015 safeguards your client and their employees from unnecessary fines and penalties. Our experts are here to help.

Discovery...getting all the facts straight

The first step is to have our skilled ACA expert conduct the extensive research required to determine how your client processes eligibility and health plan enrollment. The resulting analysis serves as the project plan used to present the correct information to the employee and the IRS.

Data Capture...we assist your client at every step

The ACA expert will then lead a team of developers and operational staff that will work with your client to obtain the initial and periodic employee data feeds (internal systems, vendors, service providers and insurers) that will serve as the basis for reporting.

Deliverables...timely, accurate and complete

A Form 1095-C (employee statement) will be provided to employees, and a copy will be sent to the IRS. Employers will also be required to file Form 1094-C (transmittal) which provides certain employer-related plan details and coverage offer information.



BenefitScape® Services in 2015

- ◆ **ACA Technical Support** defines the exact requirements of each task that will be performed by BCA for the client on an outsourced basis to insure compliance with Section §6055 / §6056.
- ◆ **Requirements Analysis** defines what employee data elements are necessary to support reporting.
- ◆ **Maintenance of Data** will focus primarily on the input and data validation procedures used to ensure the accuracy and relative validity of the data.
- ◆ **Business User Portal** provides complete secure access to the process via the ACA Dashboard, which will report status and provide insights into the data and the business process in connection with IRS reporting.
- ◆ **IRS Reporting 1095-C and 1094-C** sends the required reports to the IRS on behalf of each EIN and to each individual employee as required. BCA will handle distribution (print, US Mail and eDelivery) and provide for any correction and/or required reissue via telephone and web portal access system.
- ◆ **Archival of All Data and Reports** will be provided on accessible media in PDF format and as data to be used in the case of appeals with the insurance marketplaces or possible audit.

BenefitScape® Services in 2016

We have you covered going forward.

Once you are set up in 2015, we can work with you monthly in 2016 to be sure that you avoid the year-end rush. In 2016, healthcare must be offered to 95% of eligibles to avoid penalties (it's 70% in 2015), so small mistakes can be costly.



Our Experience and Expertise

BCA has been involved in employee compliance and data management efforts for over 30 years. In 2006, BCA worked with the Massachusetts Connector to develop communications and compliance protocols. **For more information please visit us at www.BenefitScape.com or via email at info@benefitscape.com.**

