

ACA Shared Responsibility Reporting

Due Date:
January 31, 2016
(For the 2015 calendar year.)

Will you be ready?

The Patient Protection and Affordable Care Act (PPACA), more commonly known as the Affordable Care Act (ACA), or Health Care Reform, is one of the most significant workplace laws in decades, and it's affecting every employer in more ways than they may realize. While the ACA provides an opportunity for employers to reshape their benefit strategies, in most cases it will also require them to make a shift in their organizational culture.

As of January 1, 2015, the ACA mandates new reporting requirements for employers. The first reporting is due to the IRS and to employees by the end of January 2016. The IRS reporting forms must contain data on employees and their dependents for each month throughout the entire 2015 calendar year.

There is a risk of significant penalties and taxes if reporting requirements aren't met. Employers who have not started planning for the January 2016 ACA documentation deadlines must act quickly to develop an action plan that will ensure they are complying with the new ACA reporting requirements.

Employers Should Be Asking Themselves:

- How many full-time, part-time, and full-time equivalent (FTE) employees do I have? How do I know which is which?
- Is my employee population small enough that I don't have to worry about these reports? What must I do if I have a large employee population?
- What is "affordable" and "minimum value" coverage? What is "transition relief" and do I qualify for it?
- What are the reporting differences if I have a fully insured versus a self-insured group health plan?
- What is a "look-back" measurement? How do I do it? What is the "stability period" and what are "pay-or-play" penalties? How do I avoid penalties?
- What happens if my group health plan covers just my employees and not their spouse or dependents?
- What is an IRS form 1095-C? What is a 1094-C? Do I file these with the IRS? Do I give them to my employees? How do I complete them? When are they due?
- If I don't comply with these new regulations, am I subject to fines or penalties? How much are the fines and penalties?



**Don't Delay.
Act Now!**

These are just a few of the many questions all employers need to be asking **NOW!**

See the flip side for ways in which Savers Admin can help your company meet these challenges!

Be Confident About Your ACA Compliance. Turn to Savers Admin!

Savers Admin is in the unique position of having on staff a team of experienced payroll, benefit, and insurance professionals who can help your company comply with the complex requirements of the Affordable Care Act.

Our goal is to help employers navigate the regulations. And during this process, we help them develop knowledge of this new federal law.

Our clients depend on Savers Admin for our professional knowledge and compliance services, and our history of providing these services demonstrates this mission.

As a payroll client of Savers Admin, we are able to help your company address ACA compliance, documentation, and reporting requirements that arise from the Affordable Care Act.

By partnering with Savers Admin for your payroll and ACA compliance work, all of the necessary information – and a professional staff to help you – are in one place, accessible by one phone call or one email. And, you can rest assured that

you will receive prompt, accurate responses to your payroll and ACA questions.

Under the new ACA requirements, employers must engage in significant record keeping and reporting in order to demonstrate compliance and avoid penalties.

Can you run the risks of non-compliance? Do you have the expertise on staff to do it in-house? Can you spare the extra time?

Let Savers Admin help you manage your day-to-day administration of the Affordable Care Act.

Don't wait. The time for your company to partner with Savers Admin for your payroll and ACA compliance needs is *now!*

Contact our corporate office at the phone number or email below, or contact David Roberson at 336-971-1034, or DRoberson@saversadmin.com.

Why, you may wonder, should you change payroll providers just for ACA compliance? Aren't there standalone vendors who do compliance reporting?

Sure, there are software vendors who tout their products as being able to capture your payroll data and then generate your ACA reports. But what they don't tell you is *you* must import or re-key all of your payroll data into their system for each and every pay date, on each and every employee, for an entire year, just for starters! *Who wants to do all of that?!*

This approach adds yet another layer of complexity to your already busy life, plus it introduces unnecessary opportunities for keying and import errors. You simply can't afford to take that risk.

People say switching to a new payroll provider is painful. Not with Savers Admin; we make it easy.

The new ACA compliance requirements, on the other hand, have the potential to be painful – and expensive! – if you aren't ready. You want a payroll partner who's going to be right there with you to guide you through it.

Don't delay any longer. The ACA reporting requirements are real and they are here. And the penalties for non-compliance can be stiff.

Call Savers Admin today and let's get started on your way to ACA compliance!

“While others are still trying to figure out what to do, Savers Admin is doing it!”



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Let us quote
your clients!

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