



➤ February 9, 2022

Reduce Your Compliance Risk With BASIC ACA Elevate: 2021 Filing Data

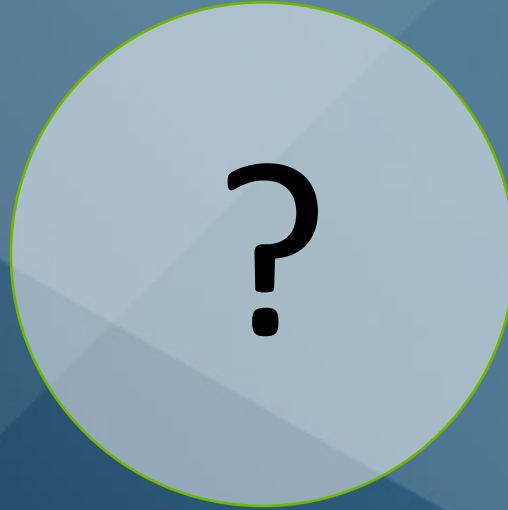


Presentation By:
Matt Steffic

Before We Begin



**We are
recording
today's webinar**



**Submit your
questions at
any time**



**Please
complete the
exit survey**

Coast to Coast Administration



**BASIC services over
18,000 employers
nationwide.**



Technology Driven HR Solutions to Take Your Company Further

Suite of HR Benefits, Payroll and Leave Management, and Compliance solutions offered individually or bundled.

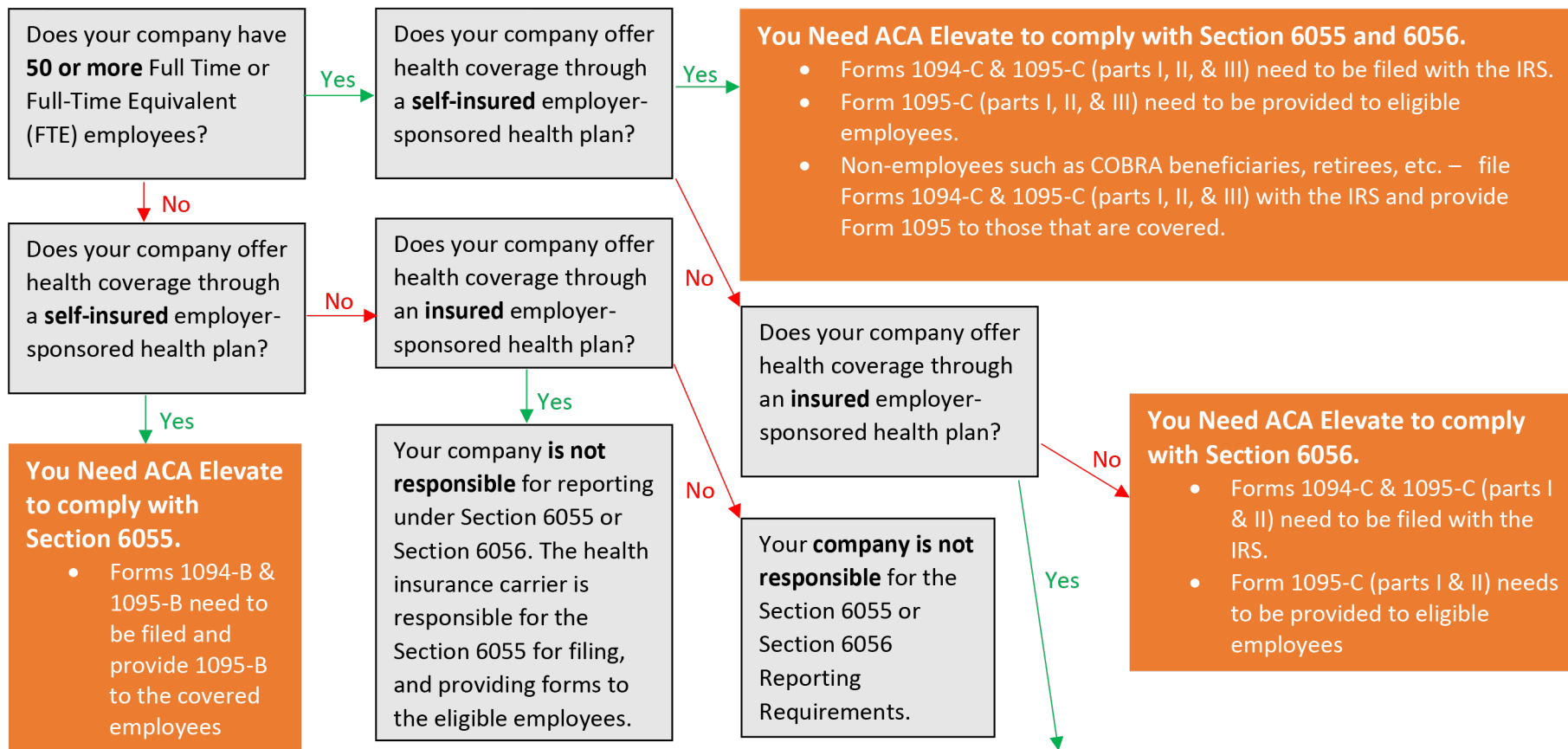


➤ Affordable Care Act (ACA) Filing



- Reporting requirements started in 2015
- The reporting stipulation states that an information return will be prepared for each applicable employee, and these returns must be filed with the IRS using a single transmittal form (Form 1094-B & 1095-B or Form 1094-C & 1095-C)
- Inability to file or report correctly will result in numerous and expensive fines for employers





BASIC's ACA Elevate is a stand-alone solution that generates 1094-C & 1095-C Forms and electronic filing with simple uploads of a MS Excel workbook.

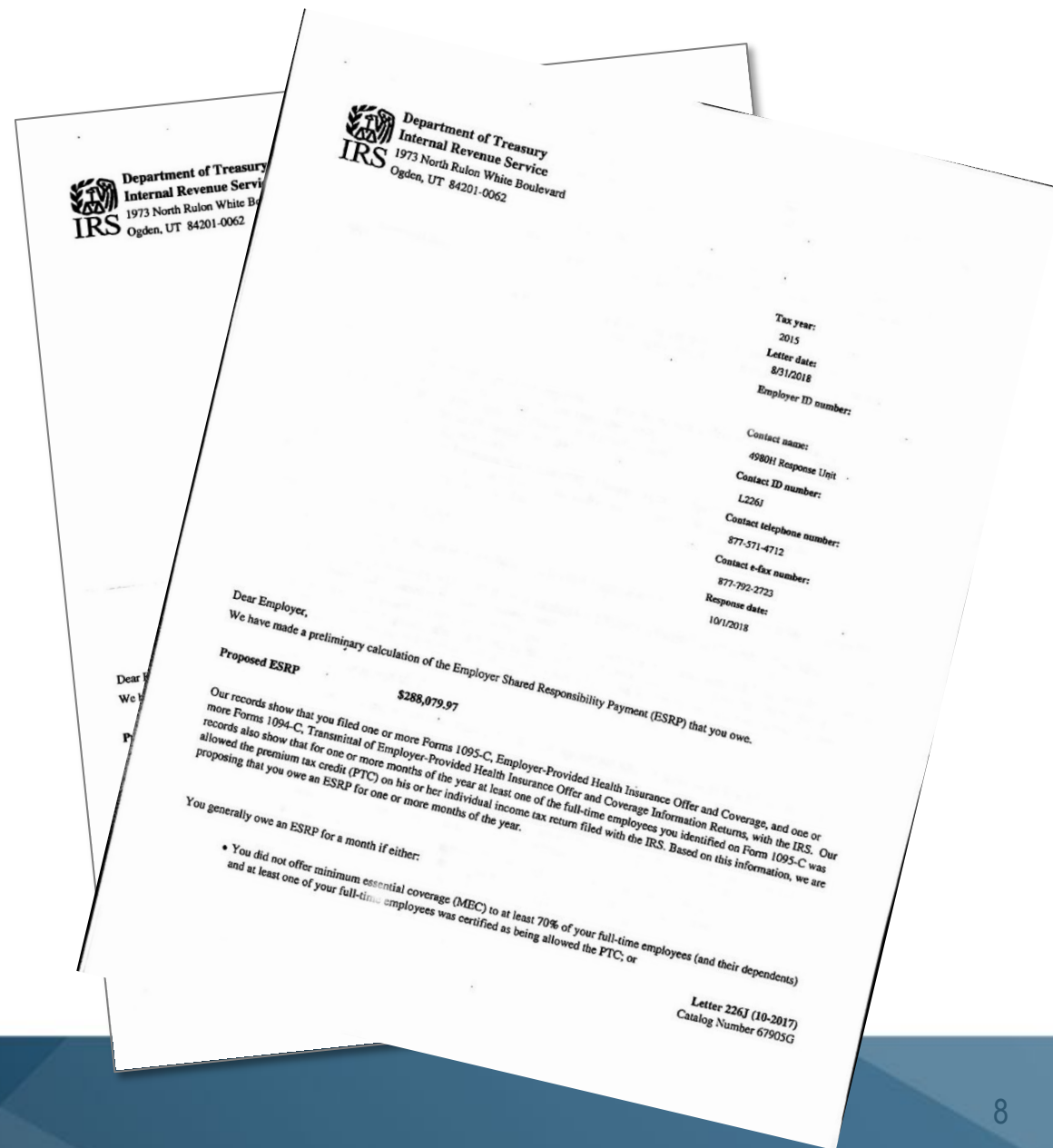


➤ Reporting Penalties

- Both failure-to-furnish and failure-to-file (or late filing) each have penalties of \$280 per return
- ACA penalty amounts nearly double if non-compliance is ruled to be intentional
- For example, an ALE who fails to file or distribute information returns for its 150 employees would be liable for an **\$84,000 penalty** assessment. If the IRS deems the ALE's non-compliance as intentional, that amount **almost doubles to \$165,000!**

➤ IRS 226J Letters

- The IRS Affordable Care Act (ACA) Enforcement Office, whose July 15, 2020 reopening was delayed until August, has been sending IRS Letters for the **2018 tax year**



➤ 2021 Data Deadlines

Dates	IRS Deadline
February 28, 2022	Deadline to file Forms 1094-C/1095-C if filling by paper (less than 250)
March 2, 2022 (Previously January 31)	Deadline to supply Forms 1095-C to employees
March 31, 2022	Deadline to file Forms 1094-C/1095-C electronically
ACA Late Filing	
June 2022	BASIC is still accepting Late Filing clients to ensure Good Faith Effort

➤ Lessons Learned From Experience

Major pain points for employers

- Employers must dedicate resources, time, and a lot of energy to complete the forms
- Coding can be confusing
- IRS transmission issues: corrections process continues (SSN/TINs are being rejected 7-10% of the time)



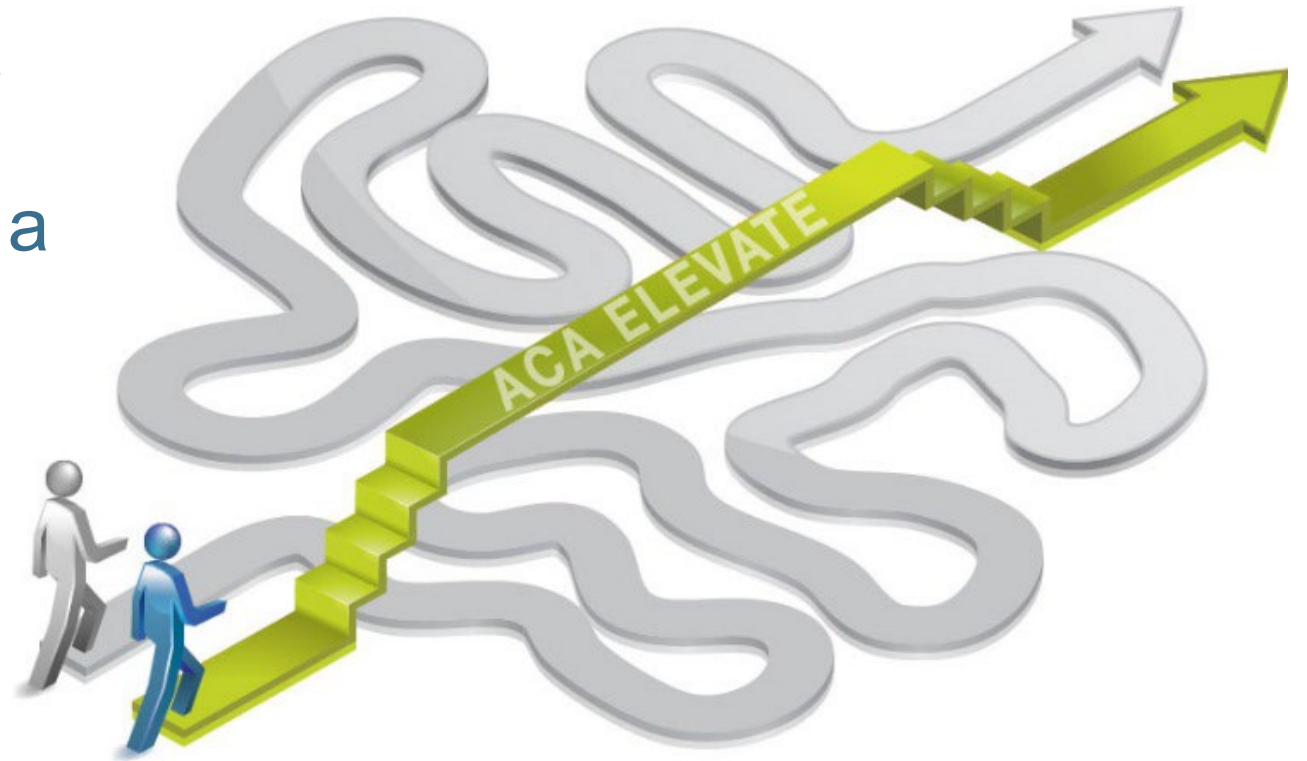
➤ Why ACA Elevate?



- Accurate forms & timely transmissions
- Correct coding
- Excellent customer & compliance support guiding you through the process
- BASIC assumes liability for accuracy of the transmittal to the IRS, timing of the employee forms, and accuracy of the information
 - Of course, we can't be held responsible for the data that you or your carrier provide but if we make the error, then we will make it right

➤ Reporting For Any Employer!

- Self-insured and fully-insured
- Renewing benefits mid-year
- Multiple companies filing as a controlled group
- Union and non-union environments
- Age banded

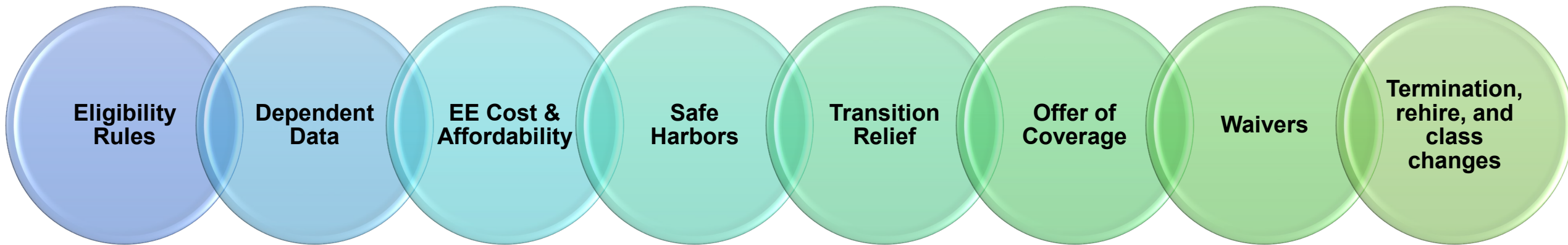


➤ Built-In Logic and Security

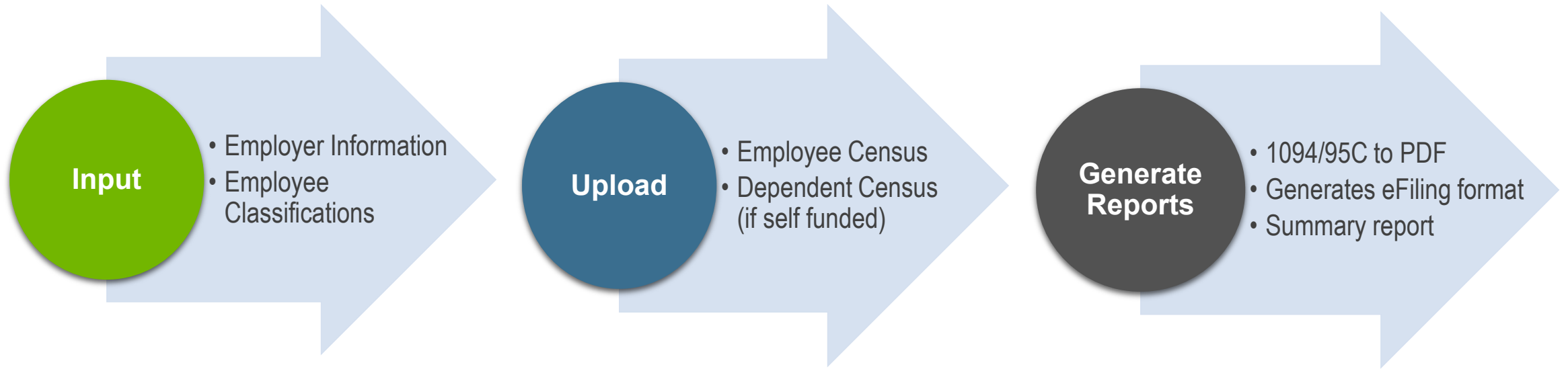
- Determines correct indicator codes
- Assigns correct plan effective rates
- Calculates 70% and 95% offer
- Interprets safe harbor and transition relief designation thresholds



➤ ACA Elevate: System Calculates Correct Codes



➤ ACA Elevate: The Process



ACA Workbook

Employee Demographic Information - Please Complete For Any Employee With Active Status During the Current Calendar Year													Initial (1st) EE Status/Health Coverage Information				
First Name	Middle Initial	Last Name	Hire Date	SSN	DOB - Only needed for Ageband and ICHRA plans	Address1	Address2 (optional)	City or Town	State or Province	County	Zip or Postal Code	EE Status	Health Ins Coverage <i>Choose only one</i>		(Only If Applicable) Status "end" date. EE Status Change - <i>Choose only one</i> - Must select one prior to starting next event		
▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	ALE Member (Employee) ▼	EE Clas ▼	Coverage Begin Date ▼	Coverage Waive Date ▼	Status End Date ▼	Coverage Termination/End Date ▼

➤ Responsibilities

Stage	BASIC	Client
Implementation and Welcome	Set-up client in database. Welcome E-mail sent to Admin user	
System Training	Provide Support	Training sessions available at www.acaelevate.com web landing (log in page)
Data Collection	Provide Support	Upload intake spreadsheet and validate data.
Final Intake & Run	Work with client to update changes and correct errors.	Update data for year-end filing. This can be done with an intake spreadsheet upload or by individual employee within acaeevelate.com
e-Filing and Mailing	eFile to IRS & Mail (if BASIC mail service selected)	“or” BASIC will provide an electronic file to client for distribution to employees

➤ ACA Elevate – Mail Option*

- Print and mail to employees' homes

Form **1095-C**
Department of the Treasury
Internal Revenue Service

Employer-Provided Health Insurance Offer and Coverage
▶ Do not attach to your tax return. Keep for your records.
▶ Go to www.irs.gov/Form1095C for instructions and the latest information.

600120

VOID
 CORRECTED

OMB No. 1545-2251
2020

Important Tax Return
Document Enclosed

Part I Employee

1 Name of employee (first name, middle initial, last name)		2 Social security number (SSN)		7 Name of employer		8 Employer identification number (EIN)	
3 State or province		4 Country and ZIP or foreign postal code		9 Street address (including room or suite no.)		10 Contact telephone number	
5 State or province		6 Country and ZIP or foreign postal code		11 City or town		12 State or province	
13 Country and ZIP or foreign postal code							

Type of Coverage		Employee's Age on January 1												Plan Start Month (enter 2-digit number):											
		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
			\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	

17 ZIP Code

For Privacy Act and Paperwork Reduction Act Notice, see separate instructions. Cat. No. 60705M Form 1095-C (2020)



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