



 January 11, 2023

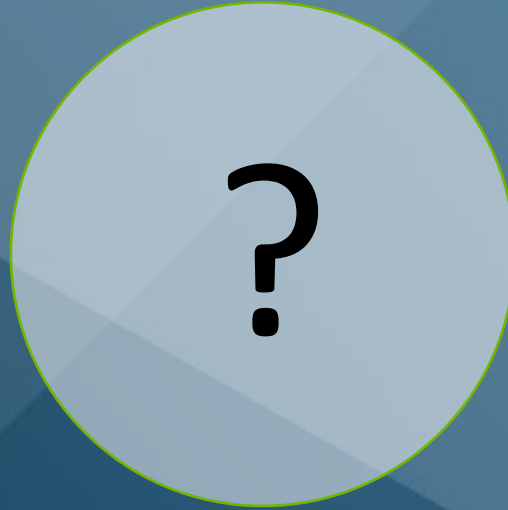
Reduce Your Compliance Risk With BASIC ACA Elevate: 2022 Filing Data

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
20,000 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.

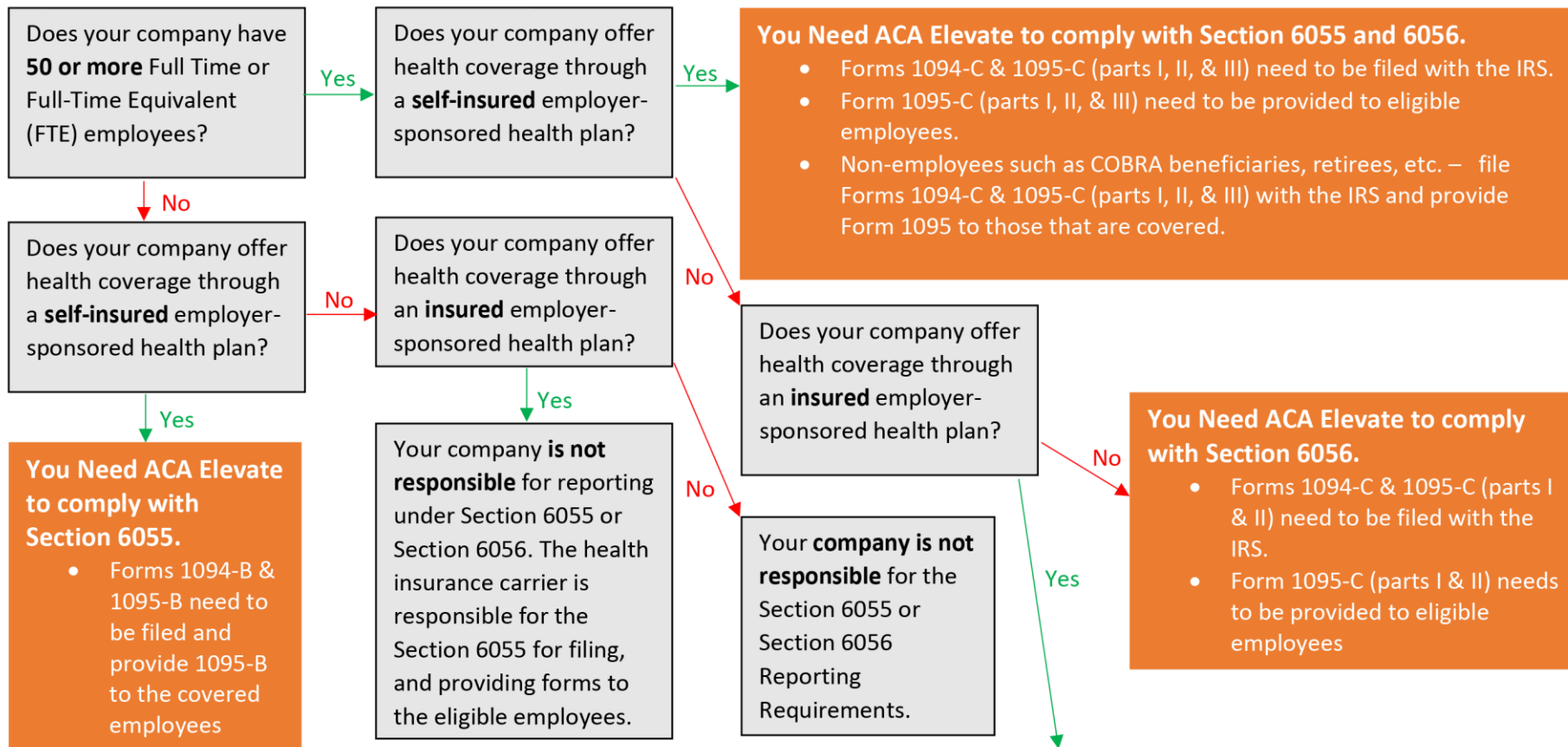


➤ Affordable Care Act (ACA) Filing



- 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 \$290 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 **\$87,000 penalty** assessment. If the IRS deems the ALE's non-compliance as intentional, that amount **almost doubles to \$174,000!**

➤ IRS 226J & 5699 Letters

- The IRS Affordable Care Act (ACA) Enforcement Office, has been sending IRS Letters for the **2020 tax year**
- 226J Letter – Penalties assessed for plans not meeting MEC or affordability requirements.
- 5699 Letter – Penalties assessed for ACA reporting non-compliance.



➤ 2022 Data Deadlines

| Dates | IRS Deadline |
|--------------------------|--|
| February 28, 2023 | Deadline to file Forms 1094-C/1095-C if filling by paper (less than 250) |
| March 2, 2023 | Deadline to supply Forms 1095-C to employees |
| March 31, 2023 | Deadline to file Forms 1094-C/1095-C electronically |
| ACA Late Filing | |
| June 2023 | BASIC is still accepting Late Filing clients |

➤ 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)



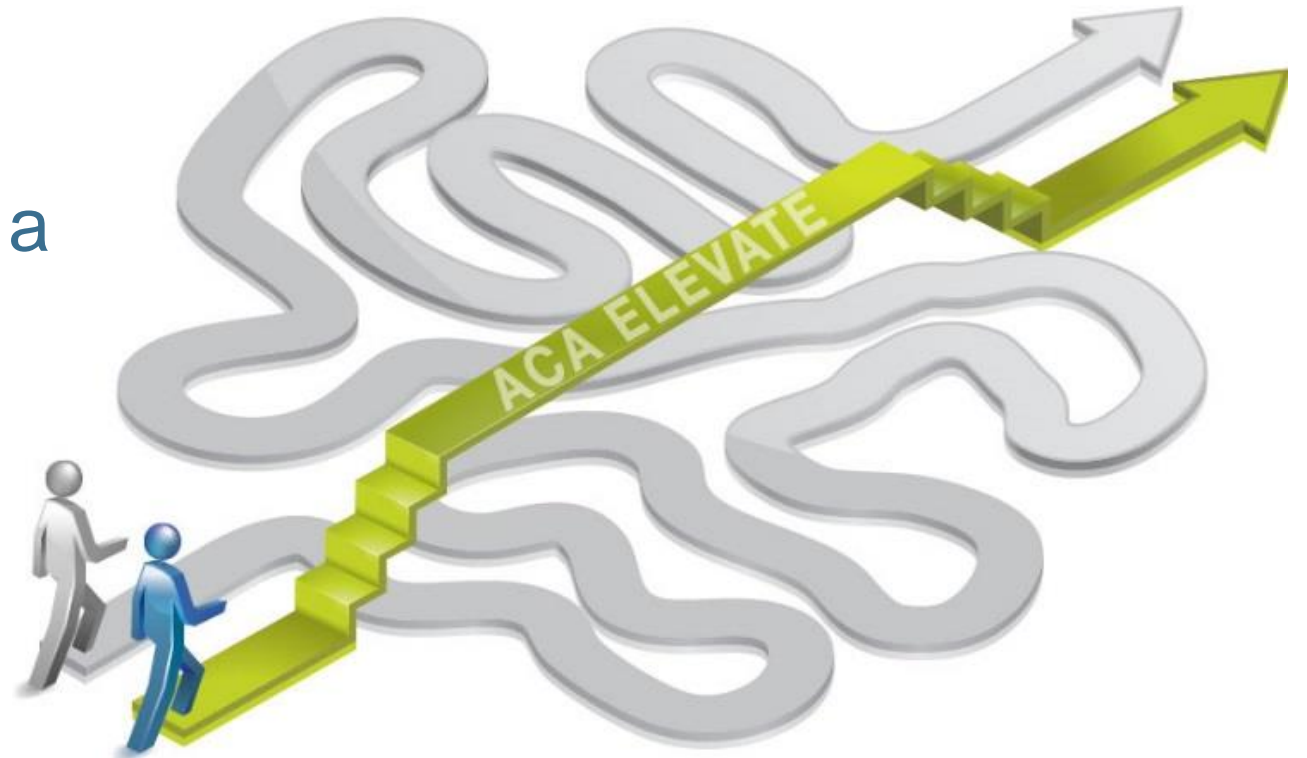
➤ Why ACA Elevate?



- 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

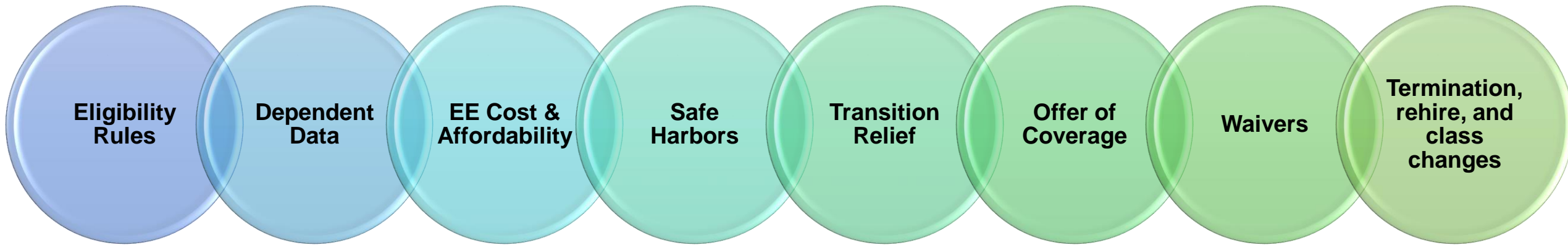


➤ Built-In Logic and Security

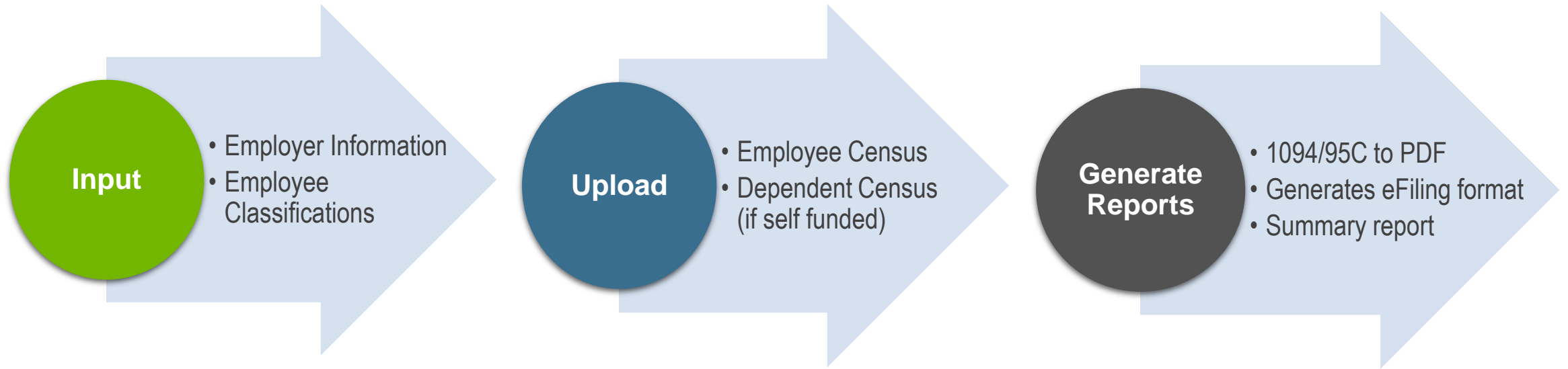
- Determines correct indicator codes
- Assigns correct plan effective rates
- Calculates 70% and 95% offer
- Interprets safe harbor and transition relief designation thresholds



➤ 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) ▼ | Coverage Begin Date ▼ | Coverage Waive Date ▼ | Status End Date ▼ | Coverage Termination/End Date ▼ | |
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➤ 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 | | 14 | | 15 | | 16 | |

| 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 |
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| | | | | | | | | | | | | | | | | | | | | | | | | | |

17 ZIP Code

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

Before Q&A



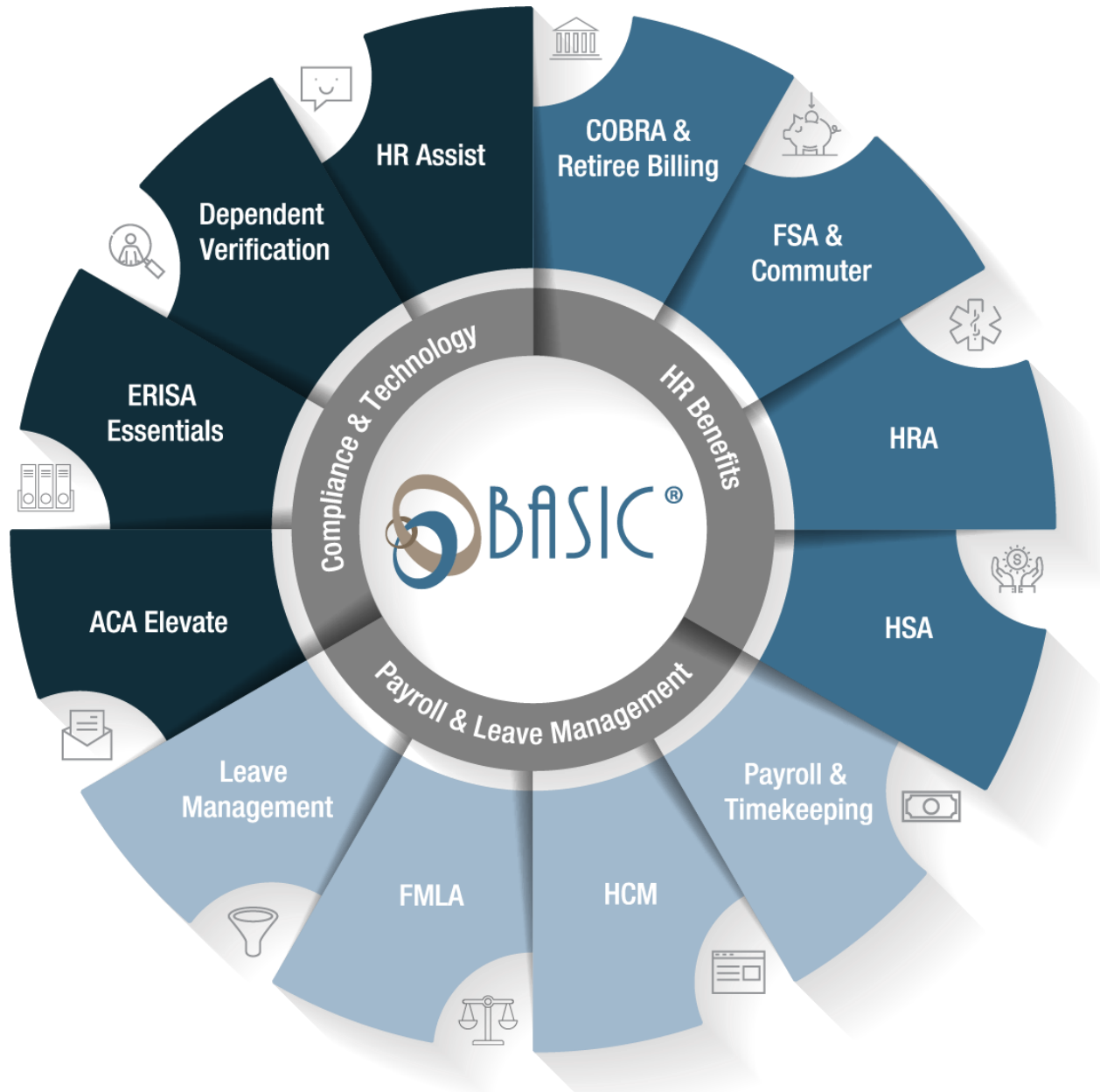
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