



ACA Employer Reporting Review Service

The Problem

The IRS is getting tougher on employer reporting errors and appeal timelines. Many employers submit incorrect 1094/1095 forms to the IRS or submit forms that trigger a \$4980H penalty without even realizing it.

The Solution

Let Benefit Comply review the filing BEFORE sending it to the IRS. Benefit Comply can correct reporting errors & identify plan issues that may trigger a \$4980H penalty.

The Results

Avoid IRS penalties of up to \$620 per form for incorrect 1095s and make plan changes to reduce or eliminate future \$4980H penalties.

The Process

- **Form 1094-C**

Benefit Comply will collect a copy of the Form 1094-C.

- **Form 1095-C**

Benefit Comply will collect copies of Form 1095-Cs, or a spreadsheet with the coding data.

- **Eligibility Information**

Benefit Comply collects eligibility information, for example... Which employees are eligible for medical coverage? Is coverage offered to spouses and dependents? Is full-time status measured monthly, or does the employer use a look-back measurement period? What is the plan waiting period? Does coverage terminate the date employment terminates, or does it continue through the end of the month?

- **Offer of Coverage Information**

Benefit Comply collects eligibility information, for example... Does the medical coverage provide minimum value (60% or better actuarial value)? What is the monthly employee contribution for single coverage (if there is more than one option, provide the amount for the lowest cost minimum value plan offered)? Are any of the medical plans self-funded?

Report & Confirmation

Benefit Comply responds with a report indicating where there may be incomplete information, coding that doesn't reflect the coverage offered, invalid coding combinations, or coding indicating a possible \$4980H penalty.



Initial ACA Audit Review is only \$950 before Feb. 1 — After Feb. 1 the ACA Audit Review is \$1,500

Contact info@benefitcomply.com or call 952-400-1100 to get started.

Or for more information, visit benefitcomply.com/employerreporting.