



## ACA Health Care Reform Products

Medcom Benefit Solutions' expert staff of compliance professionals is here to help employers face the challenge of Health Care Reform. With over 35 years of experience, Medcom Benefit Solutions is equipped and ready to be your strategic partner, advisor and Health Care Reform compliance specialist. Medcom Benefit Solutions is committed to providing employer confidence when facing the continued challenges of Health Care Reform.

### ACA Employer Reporting

Medcom Benefit Solutions' ACA Employer Reporting service is a full-service solution for employers, assisting in data collection, data management and the preparation and distribution of the required forms along with required transmission to the IRS of Form 1094 and 1095\*.

### Employer Subsidy Appeal Support

As the Affordable Care Act continues to evolve, employers will encounter a greater number of notices from the government indicating that employees have qualified for subsidies on a Health Exchange which can lead to a non-tax-deductible penalty. Medcom Benefit Solutions' Employer Subsidy Appeal Support service assists employers by assuming the entire employer penalty appeal processing function.

### Employer Shared Responsibility Appeal Support

Get ready! It is happening! No reprieve! Stakes are high! The IRS is sending letter 226J to employers whom they believe did not comply with the Employer Mandate in 2015 and 2016. The letter will include a monthly breakdown of the penalty owed and whether the employer is facing the \$4980H, A or B penalty. Penalties could be substantial. Time is of the essence. Once a letter is received, there will be limited time to comply. Are you ready? Do you need support?

### ACA FTE Benefit Eligibility Tracking

Medcom Benefit Solutions offers ACA FTE Benefit Eligibility Tracking service to help employers simplify the process of tracking the information required for the ACA Employer Reporting process. Each month the information is compiled and audited by Medcom Benefit Solutions' expert compliance analysts and reported to the employer. An Applicable Large Employer Determination is included to determine whether or not the employer is an Applicable Large Employer, if needed. With the significant regulatory complexities involved in this calculation, Medcom Benefit Solutions' Full-Time Employee Determination service ensures that a compliant determination method has been employed.

### Employer Penalty Support

Medcom Benefit Solutions is here to assist employers who have not completed ACA Employer Reporting requirements in the past for any reason. These employers face potential penalties for failing to furnish the forms to employees and additional penalties for failing to filing the forms with the IRS. The IRS will base the penalty on the number of W-2s, which include all employees, including part-time employees. Let Medcom Benefit Solutions assist you with completing any prior reporting requirements or potentially reduce the proposed penalty from the IRS.



## ACA Employer Reporting

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