



Affordable Care Act



ACA
360



Medcom
BENEFIT SOLUTIONS

2024 ACA 360 FEE SCHEDULE

Presented to:



Assurex™
GLOBAL

Let Us Help!

Medcom Benefit Solutions offers a full suite of ACA compliance services under our ACA 360 banner, but to meet the immediate needs of your clients, we'd like to invite you to partner with us by offering our ACA 360 program at great rates. You already trust us. Partner with us and we will be your compliance expert, train your key staff and track all the details – for both you and your client.

ACA 360 is not just a technology solution; it is a complete portfolio of compliance experts, services and technology made available through Medcom Benefit Solutions to a select group of brokers, exclusively for their clients. We will make sure we gather and analyze all the right data and tell your clients if they can take advantage of safe harbors or transitional relief. No payroll company will do all that! Through ACA 360, we enter into a unique partnership. We both commit to our client's success. ACA Reporting is complicated, and the rules and regulations are still evolving and changing. ACA Reports 360 provides you with the compliance credibility your clients expect, without getting bogged down in the weeds.

Now Here is the Good News!

To introduce our unique partnership to brokers, we are offering discounted rates for our ACA 360 package to a select group of brokers, like you. All we ask is that you introduce this new service to your book of employer clients and promote Medcom Benefit Solutions' ACA 360 campaign.

Reporting Requirements are Just Around the Corner

ACA 360 is a special offer with preferred employer pricing that is designed to give employers confidence about their ACA Reporting. You can pay the fees directly or pass the discounted pricing on to clients. These rates are valid for 2024 reporting and tracking only.



ACA Employer Reporting Fee Schedule

Fully Insured Pricing

Applicable for Employers with only Fully Insured Plans

A. Annual Fees for Employers with less than 100 employees

Annual ACA Employer Reporting Fee

Up to 99 benefit eligible employees \$2,500.00

B. Annual Fees for Employers with 100 or more employees

Annual ACA Employer Reporting Fees:

Set Up & Maintenance Fee Per Employer: \$1,000.00/Employer

- Includes **up to 4 separate FEINs** for Aggregated ALEs or 4 same FEIN divisions.

Fees will increase for Employers with more than 4 FEINs

- Includes Employers with less than 20% Annual Employee Turnover Rate.

Fees will increase for Employers with Turnover of 20% or more

Fee Per Benefit Eligible Employee:

| | |
|---|-----------------|
| 100 to 249 benefit eligible employees | \$12.00 |
| 250 to 499 benefit eligible employees | \$10.00 |
| 500 to 999 benefit eligible employees | \$9.00 |
| 1,000 to 2,499 benefit eligible employees | \$8.00 |
| 2,500 and over benefit eligible employees | Custom Proposal |

Employer Reporting Fee Includes:

- Strategic planning session with a dedicated Account Manager
- Identification, collection, analysis, and management of relevant data
- Preparation of Forms 1094-C and 1095-C
- Electronic distribution of completed forms to employer
- Delivery of completed Form 1095-C to employees
- Transmittal of Forms 1094-C and 1095-C to the IRS
- Model notice to employers for distribution to employees regarding the Form 1095-C
- Standard Help Desk services to provide guidance regarding ACA Employer Reporting
- Does not include the Annual ACA FTE Benefit Eligibility Tracking, we assume if the employer does not elect for Medcom Benefit Solutions to perform the ACA Employee Benefit Eligibility Tracking that they have performed all necessary modeling and analysis to determine their full-time benefit eligible employees. – This service is offered on an “optional basis”.

This special fee will be available for
2024 ACA Employer Reporting Only

ACA Employer Reporting Fee Schedule

Self-Funded Pricing

Applicable for Employers with only Level-Funded/Self-Funded plans

A. Annual Fees for Employers with less than 100 employees

Annual ACA Employer Reporting Fee

Up to 99 benefit eligible employees \$3,000.00

B. Annual Fees for Employers with 100 or more employees

Annual ACA Employer Reporting Fees:

Set Up & Maintenance Fee Per Employer: \$1,000.00/Employer

- Includes **up to 4 separate FEINs** for Aggregated ALEs or 4 same FEIN divisions.

Fees will increase for Employers with more than 4 FEINs

- Includes Employers with less than 20% Annual Employee Turnover Rate.

Fees will increase for Employers with Turnover of 20% or more

Fee Per Benefit Eligible Employee:

| | |
|---|-----------------|
| 100 to 249 benefit eligible employees | \$14.00 |
| 250 to 499 benefit eligible employees | \$10.00 |
| 500 to 999 benefit eligible employees | \$9.00 |
| 1,000 to 2,499 benefit eligible employees | \$8.00 |
| 2,500 and over benefit eligible employees | Custom Proposal |

Employer Reporting Fee Includes:

- Strategic planning session with a dedicated Account Manager
- Identification, collection, analysis, and management of relevant data
- Preparation of Forms 1094-C and 1095-C
- Electronic distribution of completed forms to employer
- Delivery of completed Form 1095-C to employees
- Transmittal of Forms 1094-C and 1095-C to the IRS
- Model notice to employers for distribution to employees regarding the Form 1095-C
- Standard Help Desk services to provide guidance regarding ACA Employer Reporting
- Does not include the Annual ACA FTE Benefit Eligibility Tracking, we assume if the employer does not elect for Medcom Benefit Solutions to perform the ACA Employee Benefit Eligibility Tracking that they have performed all necessary modeling and analysis to determine their full-time benefit eligible employees.

This special fee will be available for
2024 ACA Employer Reporting Only

ACA Employer Reporting Fee Schedule

ACA FTE Benefit Eligibility Tracking Fee Schedule

A. Annual Fees for Employers with less than 500 employees

| | |
|---|---------------|
| Annual ACA FTE Benefit Eligibility Tracking Fee | Up to 4 FEINs |
| Up to 99 benefit eligible employees | \$2,000.00 |
| 100 to 249 total employees | \$3,000.00 |
| 250 to 499 total employees | \$4,000.00 |

- Includes up to 4 separate FEINs for Aggregated ALEs or 4 same FEIN divisions

Fees will increase for Employers with more than 4 FEINs

B. Annual Fees for Employers with 500 to 999 employees

| | |
|--|-------------------|
| Annual ACA FTE Benefit Eligibility Tracking Fee | Up to 4 FEINs |
| Set Up & Maintenance Fee Per Employer | \$750.00/Employer |
| • Includes up to 4 separate FEINs for Aggregated ALEs or 4 same FEIN divisions | |
| Fees will increase for Employers with more than 4 FEINs | |
| Fee Per Employee: | |
| 500 to 999 total employees | \$5.95 |

C. Annual Fees for Employers with 1000 or more employees

| | |
|--|-------------------|
| Annual ACA FTE Benefit Eligibility Tracking Fee | Up to 4 FEINs |
| Set Up & Maintenance Fee Per Employer | \$750.00/Employer |
| • Includes up to 4 separate FEINs for Aggregated ALEs or 4 same FEIN divisions | |
| Fees will increase for Employers with more than 4 FEINs | |
| Fee Per Employee: | |
| 1,000 to 2,499 total employees | \$4.95 |
| 2,500 or more total employees | Customized Fees |

Annual ACA FTE Benefit Eligibility Tracking Fee Includes:

- Includes up to 4 separate FEINs for Aggregated ALEs or 4 same FEIN divisions

Fees will increase for Employers with more than 4 FEINs

This special fee will be available for
2024 ACA FTE Eligibility Tracking

Assumptions

1. The fees provided on the previous pages apply to employers with an annual turnover rate less than 20%. Employers with a turnover of 20% or more will be subject to higher fees.
2. ACA fees apply to all employers, including Aggregated ALEs with up to 4 separate EINs or employers with up to 4 divisions that share the same EIN. Any Aggregated ALEs electing the Annual ACA Employer Reporting with more than 4 separate EINs or an employer with more than 4 divisions will be charged \$100 per additional EIN or division. Any Aggregated ALEs electing the ACA FTE Benefit Eligibility Tracking with more than 4 separate EINs or divisions will be charged \$100 per additional EIN or division.
3. Annual ACA Reporting Fees and FTE Benefit Eligibility Tracking is valid for 2024 services only.
4. Annual ACA Employer Reporting Fee does not include the Annual ACA FTE Benefit Eligibility Tracking service or any service outside of those listed on the previous page. This service is provided on an optional basis.
5. If an employer elects only Medcom Benefit Solutions' Annual ACA Employer Reporting service, Medcom Benefit Solutions assumes the employer has performed all necessary modeling and employee status analysis to determine their employees' benefit eligibility.
6. There is no discount if an employer elects not to have a service performed that is included with our ACA Employer Reporting service. For instance, if an employer chooses to distribute the Form 1095-C to their employees the fee will still be the same as if Medcom Benefit Solutions had distributed the forms.

ACA Reports 360 Implementation Summary

| SERVICE | DETAILS |
|--|---|
| 1. Strategic Planning | <ul style="list-style-type: none"> Medcom Benefit Solutions will assign you a dedicated Account Manager that will discuss all ACA Reporting Requirements. <ul style="list-style-type: none"> Medcom Benefit Solutions will provide guidance and explanations of continuous ACA rule changes. |
| 2. Data Management | <ul style="list-style-type: none"> Medcom Benefit Solutions will identify all client data sources to determine the most efficient method of collecting and validating relevant data for ACA Reporting purposes. Medcom Benefit Solutions will perform a rigorous 7 Point audit ensuring all data for Forms 1095-C and 1094-C are accurate based on reconciliation and verification system checks. |
| 3. Analysis & Validation | <ul style="list-style-type: none"> Medcom Benefit Solutions will analyze the data and assign any appropriate affordable safe harbor using Medcom Benefit Solutions' reporting software. Medcom Benefit Solutions will assign a high level expert to review and validate all client data for accuracy. |
| 4. Model Notice | Medcom Benefit Solutions will provide employers with Form 1095-C notification letter for employers to distribute to their employees. |
| 5. External Validation | Medcom Benefit Solutions will make Form 1095-Cs and 1094-Cs readily available for employer review through a secure online source. |
| 6. Mailing Forms 1095-C | Medcom Benefit Solutions will print and mail Form 1095-C to your employees prior to the statutory due date. |
| 7. Electronic Filing of Forms 1095/1094-C | Medcom Benefit Solutions will submit your 1095-Cs and 1094-C electronically to the IRS in the correct IRS format as required by the due date. |

Optional Medcom ACA Reporting Services

Employee Call Center Service

- Medcom Benefit Solutions will assume full responsibility for fielding all employee phone calls regarding Forms 1095-C for the period of February 1 through April 15.

Subsidy Appeal Advocacy Service

- Medcom Benefit Solutions will support employers with all Subsidy Appeal activities with the IRS.
- Once an employer receives a Subsidy Notification Letter from the IRS, Medcom Benefit Solutions will research the issue and forward all Subsidy Appeal information to the IRS.

IRS Employer Shared Responsibility Penalty Appeal Advocacy Service

- Medcom Benefit Solutions will support employers with all IRS Employer Shared Responsibility Penalty Appeal activities with the IRS.
- Once an employer receives IRS Letter 226J from the IRS, Medcom Benefit Solutions will research the issue and prepare a formal response to the IRS to minimize or eliminate the proposed penalty.

Specialty ACA Consulting Services

- Medcom Benefit Solutions has a team of seasoned professionals, including two J.D.'s who have a high level of experience in researching complex ACA issues.
- We also offer customized consulting assistance for employers who have unique reporting needs.

