

"If you are still struggling to find a tool that will track your employees for ACA compliance and/or need help with filing 1094/1095-C IRS forms, this product is outstanding!

"It's cloud-based and compatible with various payroll systems.

"We've been using this software for over a year and I am amazed at what it can do!"

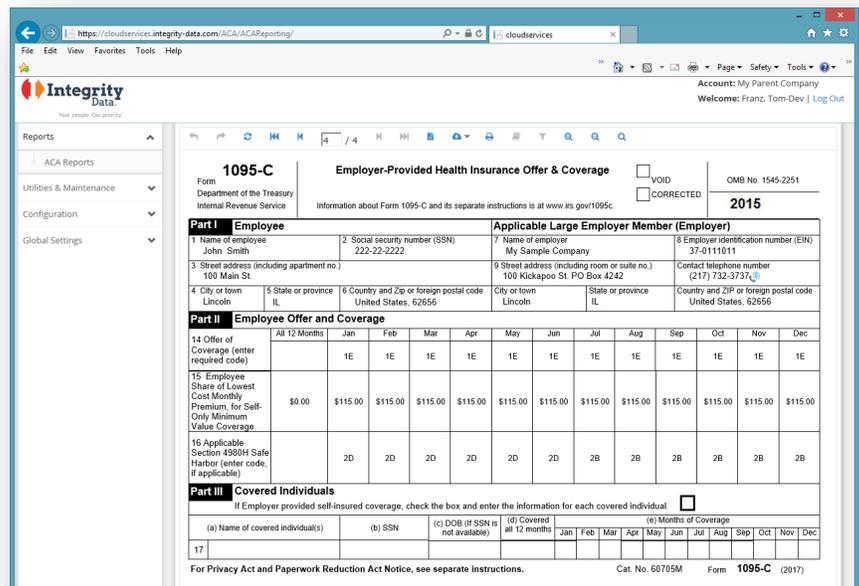
Posted to LinkedIn on December 15, 2015 by Brandy Weber, SPHR, SHRM-SCP
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Parent company of Carlos O'Kelly's restaurants and an Applebee's franchisee

For the complex regulatory burden that U.S. businesses must now shoulder, Integrity Data's ACA Compliance Solution does the heavy lifting – cost-effectively and with ease. Wherever your employee records sit – whether that data is in a standalone payroll system or within the payroll module of an ERP system – that data can be securely and swiftly imported into our ACA tracking and reporting engine.

Form Population for annual IRS submissions

IRS Form 1095-C: Generate, print and email

- We automatically identify which employees must receive IRS Form 1095-C and then auto-populate this complicated form using data from each employee's records and from company health plan attributes. We spare you from having to manually input or edit data for any individual employee.
- We populate Form 1095-C, whether you use the monthly measurement or look-back measurement method for eligibility determination.
- If you offer self-insured plans, we populate Part III of Form 1095-C.
- If your ACA strategy is to pay the IRS penalties instead of offering health coverage, we populate Form 1095-C accordingly.
- At year end, you can quickly generate 1095-C forms for your employees and distribute them in printed or email form, whichever your employee chooses.



The screenshot shows the Integrity Data web application interface for generating Form 1095-C. The form is titled "1095-C Employer-Provided Health Insurance Offer & Coverage". It includes fields for employee information (Name, Social Security Number, Street address, City, State, Country), employer information (Name, Address, City, State, Country), and a table for coverage months (Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec). The table shows the employee's share of the lowest cost monthly premium for self-only minimum value coverage, with values ranging from \$0.00 to \$115.00. The form also includes a section for covered individuals and a table for their coverage months.

*e-mailing 1095-C functionality is available for an additional fee

IRS Form 1094-C: Generate, print and electronically file

Whether you need a hard copy of Form 1094-C (the transmittal of Form 1095-C) or an electronic one, we generate the file for you. In two specific situations where enhanced functionality for IRS Form 1094-C generation is needed, we have it:

- **Required Electronic Filing:** If you have 250 or more full-time employees and full-time equivalents, you must file Form 1094-C electronically. In our ACA solution, electronic filing readiness is standard, at no added cost.
- **Unified Reporting:** If your organization is in a parent-subsidiary group, a brother-sister group or a combination of parent-subsidiary and brother-sister groups, reporting on Form 1094-C must be done on a consolidated basis. We aggregate and process employee records according to IRS rules for commonly controlled and affiliated groups.

Penalty risk management

Continuous monitoring of employee eligibility for coverage

- We forecast – by month and every month – which variable-hour employees are trending toward full-time status.
- We catch easily missed ACA tracking details for such calculations as non-pay hours, breaks in service and the rule of parity. By observing the ACA standard for determining an employee's full-time status according to hours of service to the employer rather than hours worked on the job, we manage all complexities in related calculations automatically.

Testing for affordability of coverage offered

To make sure the health plans you offer meet the ACA standards for what every eligible employee can afford, we calculate employee contributions according to the three allowed safe harbors.

Suite of business intelligence tools

- Team members who need BI tools but are not trained in using the system can review dashboards for need-to-know items.
- At-a-glance references for monitoring metrics and KPIs critical to your compliance are available in our ACA Information Center. Here you can also review relevant changes to ACA regulations that may affect your business.
- Automatic alerts notify you of conditions to review or address so you can take appropriate actions in a timely manner.

Optional exclusion for owners, partners and shareholders

We address sometimes-overlooked points in the law, such as one that relates to determination of Applicable Large Employer (ALE) status. If you are nearing the ALE threshold of 50 or more full-time employees or full-time equivalents, we cover how you can exclude owners, partners and shareholders from the ALE calculation.

No worries about software updates

We continuously monitor IRS guidance to ensure that your software stays up to date. With our ACA solution being in the cloud, you do not have to worry about installing software updates. Our team automatically updates the software as the regulations and requirements change.

Quick implementation

We operate without the need for a full HR or ERP implementation. You do not have to wait weeks or months to start using our ACA tracking and reporting functionality. Our solution can be self-deployed in less than a day.

Our top-notch Customer Care team is always available to answer any questions

Well-informed support

Integrity Data's ACA Customer Care team is available to users in all U.S. time zones, listening to each question and responding with clear expertise. Our command of ACA detail resonates not only on our support lines but in our ACA reporting newsletters and through the hour-long educational lessons that we host solely for our users (weekly from mid-October through the end of the 1095-C production and filing season; monthly during the rest of the year).

From your first awareness of our organization through every contact with our support team, you should feel confident that we value your time and heed your concerns. Excellence defines our work. Integrity is our name.

[LEARN MORE at integrity-data.com/software/aca-compliance](https://integrity-data.com/software/aca-compliance)

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