**Is your ACA IRS filing provider asking you these**



**questions related to the ACA?**

**ACA Filing Form Section Determination**

**Question 1a:** Is your company…

* Self-insured or fully-insured?
* Part of a control group?

**Question 1b:** Do you utilize a third-party benefit administration system?

If your provider isn’t asking you these questions, they should be. Answering these questions up-front is critical to understanding which sections of the 1094-C and 1095-C ACA IRS filing forms must be completed, which data elements are needed for accurate filing and where the data may reside.

**1095-C Benefit Coverage Detail**

**Question 2a:** What are your benefit eligibility rules?

**Question 2b:** Are your employee status flags up to date?

**Question 2c:** What is the benefit withholding amount for your lowest cost, employee-only monthly plan?

The answers to these questions are critical to automatically deriving the proper coding and rates for lines 14, 15 and 16 of IRS form 1095-C. If you can’t populate these fields automatically, you will have to manually input each and every code by month for every employee.

**Individual Client Details**

**Question 3a:** What are the dates of your benefit plan year?

**Question 3b:** Who is your preferred ACA contact and what is their phone number?

The 1095-C filing rules require the company to provide this data on each and every employee’s 1095-C form. The IRS wants to make sure every employee knows whom they can call if they have questions about the form they receive.

**Getting the “hard sell?,” you still have choices**

**Question 3:** Is your provider asking you to…

* Decline a service you never asked for?
* Buy additional products and services (like HRIS, Benefit Administration or Benefits) in order to be eligible to buy their ACA IRS Filing service?
* Buy now before we stop offering ACA Filing service for the year!!

If so, you do have options. While the window to act is closing, there is still time. Act now. Contact us to understand how Paycor can help you remove workload, streamline your administration and help you understand your role and responsibility when it comes to the ACA. Today’s the day to make sure you’re adhering to this new law.