

The Affordable Care Act (ACA)

Meeting employers' ACA compliance and IRS controversy needs

ACA compliance requires more than a technology platform for producing forms

ACA compliance reporting is becoming increasingly complex. The end of the Internal Revenue Service (IRS) good faith waiver for accuracy-related penalties means employers will need to take additional care to create accurate forms consistent with their organizational structure, health care plans and workforce.

Ernst & Young LLP's team of dedicated ACA subject-matter professionals includes experienced benefits managers, certified public accountants, data analysts, and former Treasury and IRS executives.

They help employers identify potential employee data anomalies early on, thus reducing year-end concerns and mitigating issues that may arise with the IRS after filing.

In addition to reporting, EY professionals can also help companies understand Employer Shared Responsibility Payment (ESRP) penalty notices they receive for 4980H(a) and/or (b) penalties. Our team can help clients determine how to respond appropriately and suggest options for abating these assessments.

EY professionals can also help employers with the wide variety of complex employment and health care-related issues that affect ACA reporting, such as mergers and acquisitions and employee intracompany transfers.

The EY logo consists of the letters 'EY' in a bold, white, sans-serif font. Above the 'Y' is a yellow chevron shape pointing to the right.

Building a better
working world

With the expected increase in IRS scrutiny of ACA forms, EY professionals can help keep clients updated on changing laws and regulations, thereby helping to protect business, employee and reputational risks.

Is your ACA process efficient and effective?

- ▶ Are your required IRS and state ACA compliance forms filed timely without inordinate burdens upon HR staff?
- ▶ Who takes tax preparer responsibility for the ACA forms that are filed?
- ▶ Do you know how changes to employee status affect the IRS indicator codes and related potential employer-shared responsibility payments?
- ▶ How do you stay current on ACA legislative and regulatory proposals and the potential impact to your business?

The EY service model offers involvement from dedicated ACA subject-matter professionals to help your business deal with today's compliance demands and adapt nimbly to changes that are likely to come.

Why Ernst & Young LLP?

We have been following the ACA since it was signed into law in 2010, and we continue to invest in helping employers manage the complexities associated with ACA compliance. We have assisted more than 250 employers with ACA compliance and have created and filed more than 40 million individual Form 1095-Cs.

Our approach to ACA compliance and reporting provides reviews at multiple points throughout the year to help you confirm the quality of your data and the accuracy of your forms. In addition, we provide:

- ▶ Efficient project management through a dedicated engagement team
- ▶ Timely updates to anticipated or enacted IRS and state legislative and/or regulatory updates
- ▶ Help with complex employment and health care-related issues that affect ACA reporting, such as mergers and acquisitions and employee intracompany transfers
- ▶ Monthly or quarterly reports that provide employee-level detail on data inconsistencies between enterprise resource planning systems

How do I get started?

We can provide a broad range of ACA services – customized to meet your needs.

We can accept required ACA data in whatever format an employer can comfortably deliver, while exchanging data using a process that maintains the leading commercial data security standards.

Let us work with you to develop the transition roadmap that can help you achieve your ACA compliance goals.

With your small investment of time, we can answer your questions, allay your concerns and help you develop a strategy for making ACA compliance a comprehensive, timely and efficient endeavor.