



NAVIGATING THE IMPACT OF HEALTH CARE REFORM

The passage of the Affordable Care Act (ACA) in 2010 marked a significant shift in our nation's healthcare system and clearly established that health care reform is here to stay. For businesses nationwide, the question is no longer, "How will health care laws change?" but instead, "What does this change mean for my employees, costs and profitability?"

OUR PROFESSIONALS CAN HELP

Warren Averett recognizes that the impacts of health care reform are as wide-ranging as they are complex. Our knowledgeable health care reform experts are experienced in helping businesses protect their interests while ensuring compliance under new health care regulation and the Affordable Care Act.

When you contact our health care reform team, our experts will work with you to identify the best course of action for your business, starting with a personalized review and impact analysis of your business. By examining the impact of health care reform on your business in a variety of scenarios, our experts are able to provide you with data in areas such as insurance coverage, employee totals and healthcare expenditures, giving you the knowledge you need to understand your requirements and make the best decisions.

ACA 2015 & BEYOND

Since the passage of ACA, many provisions have been changed through Legislation and administrative action. Under ACA, all employers that are "applicable large employers" (ALE), including for-profit, non-profit and government entities, are subject to the Employer Shared Responsibility provisions, also known as the "employer mandate."

FORM 1095-C

Beginning February 2016, Form 1095-C will be required for all employers with 50 or more employees. Are you prepared?

Do you know what still applies to your business?

- You are an ALE if you employ at least a certain number of employees (generally 50 full-time or a combination of full-time and part-time employees that is equivalent to 50 full-time employees).
- If an ALE does not offer affordable health insurance that provides a minimum value of coverage to full-time employees (& their dependents), the ALE may be subject to a penalty payment.
- An ALE is required to file information returns with the IRS and provide statements to its full-time employees about the health insurance offered to them.

ACA TERMS YOU NEED TO KNOW

- **Transition Relief:** For employers that employ on average at least 50 full-time employees, but fewer than 100 full-time employees on business days during 2014, and that meet certain other conditions, no Employer Shared Responsibility payment will apply until 2016.
- **Full-Time Employee:** An employer identifies its full-time employees based on each employee's hours of service. An employee is generally considered full-time if her or she averages at least 130 hours of service per month.
- **Affordable:** If an employee's share of the premium for employer-provided coverage would cost the employee more than 9.56 percent (indexed in 2015 from original 9.50 percent) of that employee's annual household income, the coverage is not considered affordable for that employee.
- **Minimum Value:** A plan provides minimum value if it covers at least 60 percent of the total actuarial cost of benefits that are expected to be incurred under the plan.
- **Information Reporting:** The ACA also requires an ALE to file information returns with the IRS and provide statements to its full-time employees about the health insurance coverage the employer offered.



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TO HELP YOU
THRIVE IN YOURS

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Want to learn more about health care reform?

- Ask us about hosting a seminar for your staff or organization
- Request consultation services
- Speak with one of our health care reform experts
- Join our health care reform mailing list to receive future communications

To find out how we can help your business thrive,
meet our team at www.warrenaverett.com or call
us at 800.759.7857.