

Functional Data Tracker: Monthly

The Affordable Care Act (ACA) requires Applicable Large Employers (ALEs) to offer affordable health coverage that meets minimum value to full-time employees and their dependents or risk penalties. The ACA defines a full-time employee as an employee who works 30 hours or more per week, or 130 hours or more per month.

For employers that only have full-time employees, the determination of eligibility is easy. However, employers that have variable hour employees (employees who work less than 30 hours per week or do not have set schedules) need to track hours to determine eligibility. Some variable hour employees may work enough to be deemed benefit eligible under ACA standards. Or, for employees who are determined benefit ineligible, employers need to keep proof of eligibility in case they are audited or need to appeal a Marketplace Notice.

SERVICE DETAILS

NavigateHCR's (NHCR) Tracker: Monthly service helps employers track variable hour employees in order to determine eligibility based on Federal mandated regulations. This service includes:

- Assistance establishing and monitoring initial and ongoing measurement, administration, and stability periods
- Color coded monthly reports to help employers determine which employees are benefit eligible, ineligible, or trending towards benefit eligibility
- Estimated fines and penalties for not offering health coverage to eligible employees

PENALTIES FOR NON-COMPLIANCE

Under IRS Section 6056, ALEs are required to report information on the offer of health coverage made to full-time employees and their dependents to the Internal Revenue Service (IRS).

If the IRS determines that an ALE did not offer coverage to at least 95% of its full-time employees and at least one full-time employee received a premium tax credit or subsidy from the federal or state Marketplace, they could be assessed an estimated \$2,000 or \$3,000 fine, which will continue to increase each year.

WHAT SETS NHCR APART FROM COMPETITION

Consultation: NHCR answers questions and consults with employers and brokers on requirements and how they apply to specific companies or situations.

Education: NHCR provides timely news updates and also regularly publishes webinars, white papers, and other educational resources.

Technology: all NHCR clients are given access to a secure web portal where they complete and submit paperwork, upload data, view forms, download notices, and more.

HOW TO ENROLL WITH NHCR

Go to www.navigatehcr.com and submit an "Interest Form" (via the blue link in the bottom right corner of the home page) or email our Care Team at careteam@navigatehcr.com.

CONTACT INFORMATION

The NHCR Care Team is accessible by phone and email Monday through Friday from 8 AM to 8 PM EST. Please contact us by phone at (855) 742-7427, option 2, or by email at careteam@navigatehcr.com and we will be happy to assist you with any of your compliance needs.