



## Part Time Employee?

If an employee is incorrectly classified as a part time employee and receives a subsidy from the Marketplace, the company could pay a **\$2,160 penalty** to the IRS.

## Full Time Employee?

If an employee is incorrectly classified as a full time employee and enrolls in the company sponsored healthcare plan, it could cost the company **\$5,000** for an additional premium.

## Variable Hour Employee?

If an employer does not offer coverage to the company sponsored healthcare plan to all full-time employees (30 hrs or more per week), and they receive a subsidy, it could cost the company **\$2,160 per employee**.

### ACA Elevate- Option #2 Allows:

This BASIC's ACA Elevate option helps employers navigate three critical aspects of the Affordable Care Act (ACA). Our solutions help you to determine your ACA classification status, manage employee hours and complete the reporting requirements under section 6056.

- Determine your Applicable Large Employer (ALE) status
- Categorize and Monitor Employee Eligibility (Full Time, Part-Time, Variable Hour and Seasonal) monthly
- Produce and Distribute Form 1095-C & 1094-C, by automated form data capture, mailing and electronic e-file\*

#### Additional Services:

- BASIC COBRA
- BASIC FSA
- BASIC FMLA
- BASIC Payroll