

Integrity ACA: Dynamics SL Edition

Feature Functionality for 360° Affordable Care Act Tracking & Reporting

IRS Yearly Reporting	
IRS Form 1095-C	
Identifies which employees must receive a 1095-C	
Produces IRS Form 1095-C	
Automatically populates IRS Form 1095-C; no manual input needed	
Populates IRS Form 1095-C whether you use the monthly measurement or lookback measurement method for eligibility determination	
For self-insured plans, populates Part III of Form 1095-C	
Populates IRS Form 1095-C for employers who choose not to provide coverage and instead pay the IRS penalties	
Automatically supports qualifying offers	
Allows manual override of individual employee 1095-C data	
Emails IRS Form 1095-C to employees	
Snail mails the IRS Form 1095-C to employees through a fulfillment service*	
IRS Form 1094-C	
Produces IRS Form 1094-C	
Populates IRS Form 1094-C for commonly controlled / affiliated entities	
Electronically files IRS Form 1094-C	
Unified Reporting for Commonly Controlled / Affiliated Groups	
Consolidates reporting for parent-subsidiary groups, brother-sister groups, and combination thereof	
Aggregates employee hours for eligibility determination	
Unifies reporting for Form 1094-C, as required by the IRS	
Designates the authoritative Applicable Large Employer (ALE) for aggregate submissions	
IRS Monthly Reporting	
Eligibility Tracking	
Supports monthly measurement method for eligibility determination	
Supports look-back measurement method for eligibility determination (recommended for employers w/ hourly workers)	
Automatic classification: full-time / variable-hour	
User-defined Standard Measurement Period, allowing for what-if scenarios to determine optimal look-back strategy	
User-defined Initial Measurement Period, allowing for new employee period testing	
User-defined Administrative Period, allowing for adequate lead time to extend offers of coverage	
Stability Period monitoring to ensure accurate coverage period	
Forecasting for variable-hour employees trending toward full-time status to proactively avoid penalties	
Manages unpaid leave of absences, like FMLA, in accordance with IRS directives for calculating hours of service	
Monitors breaks in service to identify employees who could be classified as new hires	

*Fulfillment service is available for an additional fee.

Eligibility Tracking Continued
Applies rule of parity for rehire monitoring
Automatically applies IRS non-assessment period to eligible employees
Employee-coverage notification alerts
Affordability Monitoring
Testing for affordability of coverage offered, to comply with IRS safe harbor guidelines
Notification alerts when coverage offered does not meet affordability standard
Other ACA-Mindful Concerns
Accepts data from any payroll or ERP system
Quick implementation using a unique set-up wizard
Business Intelligence at-a-glance: central, user-defined dashboard for immediate awareness of key reporting dates and action items
Role-based security
Optional exclusion of owners, partners and shareholders from the ALE calculation
Allows for mass deleting of employees when needed
Generates audit logs
Simple-Easy-Automatic system updates as IRS guidance changes, ensuring you are always using the most current version
Service Provider Functionality
Centralized administration through an accounts page

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