



AF Comply ACA Compliance Software

Employee Eligibility Tracking and Reporting - Simplified

Complying with the requirements of the Patient Protection and Affordable Care Act (ACA) is complex, time consuming, and often confusing. This includes the new ACA Tracking and Reporting responsibilities, which recently added to your workload.

ACA Tracking Responsibilities

Large employers (with 50+ full-time equivalent employees) that fail to offer adequate and affordable coverage to substantially all full-time employees could trigger an ACA Employer Mandate Penalty. This requires you to know who is deemed to be a full-time employee as defined by the ACA, and how many of them are eligible for coverage during any given month.

ACA Reporting Responsibilities

These same employers also have reporting requirements to provide information to employees and the Internal Revenue Service (IRS) regarding their access to Minimal Essential Coverage (MEC) under Internal Revenue Code (IRC) Section 6055 and information of an offer of adequate and affordable coverage under IRC Section 6056, with respect to full-time employees as defined by the ACA.

Technology and Personalized Consulting Provide You with Peace of Mind

AF Comply is a service offered through American Fidelity Administrative Services (AFAS) that combines tracking and reporting software with a dedicated ACA Compliance Support Team.

ACA Consultant Role

- Initial session to review ACA requirements and your specific needs;
- Training and ongoing support on the AF Comply system;
- Expert guidance tailored to the unique needs of the education workplace; and
- Hands-on support year round to assist with any questions you may have.



AF Comply Features

Tracking Service:

Employer Mandate Tracking

- Calculates whether each variable hour employee will be considered full-time under the law;
- Projects probability of part-time employees moving to full-time status;
- Captures whether each full-time employee is offered coverage;
- Monitors percentage of full-time employees who are eligible for coverage;
- Allows you to easily manage and resolve issues using system alerts; and
- Helps you manage the risk of triggering costly penalties.

Fees: \$2,450 implementation fee + \$0.85 per employee per month. A fee of \$0.85 per employee per month of the initial measurement period that has already lapsed, if any, will also apply. Reduced fee available for groups with 1,000+ employees.

Reporting Services:

Forms 1094/1095 ACA Reporting

- Consolidates employee and coverage information from your various systems and vendors;
- Gathers required details per month for each employee and covered dependent to report on IRS Forms 1094-C and 1095-C;
- Completes and mails Form 1095-C to your employees; and
- Submits Forms 1094-C and 1095-C electronically to the IRS.

Fees: \$1,450 implementation fee (waived if also using Tracking Service) + \$995.00 annual fee + \$3.50 per employee report. You must have a signed contract in effect by September 30, 2016 in order for us to assist with the 2016 reporting (due in early 2017).

Ready for a Different Opinion?

You need a specialist who understands how the law applies to your situation. Our consultants are experts in the unique ways the ACA impacts the education industry.

A software system alone does not ensure compliance; if you do not understand how the data you enter will impact the calculation, the information generated may not be correct. Your consultant will help explain those parameters and assist you with creating a process to achieve the results you desire.

Learn More Today!

For more information regarding the Tracking and Reporting Services, please contact Raelene Walker, ACA Liaison at (760) 917-1158 or raelene.walker@americanfidelity.com

Some products and services may be provided by third party contractors or affiliated companies. Sales tax may apply to some services or deliverables. American Fidelity Administrative Services, LLC does not provide tax or legal advice and, given the complexity of the ACA rules, we always recommend working with your own legal counsel to discuss how your plans could be affected and to review guidance provided by our AFAS consultants.



**American Fidelity
Administrative Services**
a different opinion

