



eBenefits Edge | ACA solution

# Affordable Care Act (ACA) reporting made easier

Let us do the work for you.



When you purchase Total Management's ACA solution, you can be confident your ACA reporting will go off without a hitch.

Like many businesses, you've felt the impact of the ACA. And it's not enough to just have your benefits comply with this law. You need to prove your benefits are in compliance by producing and submitting the right reports to the Internal Revenue Service (IRS). That's where we can help.

## Relax and leave the reporting to us

If you have 50+ full-time employees (including full-time equivalents), you have to report required information about offers of and enrollment in health coverage using IRS forms 1095-C and 1094-C.

Comply with these requirements by using the ACA solution from Principal®. Your human resource (HR) staff will appreciate the simplicity of online benefits administration. And employees can easily access the 1095-C form on your Total Management site whenever they need it. Plus, you can opt to have us print and mail these forms to employees' homes every year.

**From the data in Total Management, we'll complete these forms and transmit them to the IRS:**

- Form 1095-C (Employer-Provided Health Insurance Offer and Coverage)
- Form 1095-B (Small employers offering self-insured coverage)
- Form 1094-C (Transmittal of Employer-Provided Health Insurance Offer and Coverage Information Returns)

## A solution that measures up

With ACA, any employee working at least 130 hours per month is eligible for benefits. Sounds easy enough, right? It is when your employees work set hours.

If you have employees who work variable hours, determining their eligibility for benefits can be a bit trickier. You need to track the hours they worked during a measurement period to see if they're eligible.

We have you covered. Just tell us your measurement rules to program into Total Management:

- Length of the initial measurement period—anywhere from 6-12 months
- When your measurement period begins – the date an employee is hired, the first of the month, or the first pay period following the date an employee is hired

Finally, Total Management:

- Calculates the average hours each variable hour employee worked to determine the employee's eligibility. This takes into account all variables, such as protected leave, rehires, and more.
- Invites eligible employees to enroll in benefits.
- Alerts employees of their eligibility status, plan options, enrollment timing, and benefits confirmation.

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## Consistency is key

To be compliant with the ACA, initial measurement periods must be consistent. That's easy using this solution. Ongoing measurement periods will use the rules you gave us. This means your results are in compliance with the law. Each and every time.

### Sign us up!

This ACA solution adds \$1.25 per employee per month—and \$2.25 per employee at the end of the calendar year—to your eBenefits Edge fee.\*

To get started, we need your:

- Employees' working hours
- Eligibility data related to transfers and stability periods
- Protected leave and rehire data

### Let eBenefits Edge do the heavy lifting

When you purchase the ACA solution in Total Management, you can be confident your company is getting a simple, straight-forward solution. You'll have the reports you need to stay in compliance in an ever-changing landscape.

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## Free services to all customers

Don't need all the ACA solution bells and whistles? Total Management provides other helpful services—at no extra charge.

### When you use the system as your main enrollment and information source, you can:

- Streamline automatic enrollment of new employees in group medical and other benefits
- Give employees a 60-day notice of plan changes
- Create custom messages for ACA-related programs
- Notify employees of Health Insurance Marketplace public exchanges (required by the Department of Labor)

### You can also use the system to track and manage data, such as:

- Dependent eligibility up to age 26
- Changes to waiting periods
- Changing health care account rules or limitations.

Best of all, the system helps you steer clear of fines by making required reports available to employees.



Let's connect

Contact your local sales representative. Visit us at [principal.com](https://principal.com).

\* Receive a discount off your eBenefits Edge fee when 2+ optional eBenefits Edge services are purchased.



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Principal® does not offer health insurance.

Total Management services required to purchase the ACA solution.

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