



ACA Compliance 2017 featuring BPaaS

Powered By
BenefitScape

Many companies were surprised to find out that their HRMS or Payroll ACA module prepared the XML data for ACA compliance **but they hit a roadblock on Form 1095 printing and especially IRS eFiling to the IRS AIR system.**

BenefitScape is an authorized IRS efiler and transmitter to IRS AIR and has assisted hundreds of clients requiring Forms printing and eFiling for Tax year 2016.

For Tax Year 2017, we developed BPaaS - Business Process as a Service, a specialized service designed to augment the functionality of various ACA modules.

Send us your XML, we will do the rest.

Got XML?
We'll Provide the Rest.

Forms
Corrections
XML
HCM
e-Filing
QA

IRS AIR
Powered by BenefitScape

Considerations for Tax Year 2017



Compliance Threshold: All applicable large employers are required to provide adequate coverage to at least 95% of their eligible employees. Penalties may accrue here.



Revised Form 1095: Several changes were made to Form 1095, adding a challenge to coding assignments.



No Automatic Extensions: Employers and vendors are required to adhere by the strict ACA Reporting deadlines set by the IRS.



Penalties are Increasing: Failure to comply with ACA Regulations can result in millions in penalties and fines.



Transitional Relief: As of January 1st, 2017, all plans must be ACA Compliant, all prior relief will be unavailable.



Affordability for 2017: To be affordable, the cost of health coverage for employee single coverage cannot exceed more than 9.66% of their household income.

Caution: ACA Reporting is complex and should not be taken lightly. Remember, ACA Regulation is a tax filing, a representation by your organization that you are compliant with the Employer Shared Responsibility. IRS Audits are expected in 2017, so be sure you can substantiate your compliance filing results in adequate detail.

BPaaS role in ACA Compliance

While most major HCM and payroll vendors provide a software ACA module designed to administer Affordable Care Act (ACA) data, these modules may not provide the functionality necessary to complete all of the steps the ACA reporting business process requires. This leaves a gap in the delivered functionality that needs to be filled to ensure compliance.

This gap could range from the capacity to print Form 1095 to eFiling to the IRS, a requirement for employers filing more than 250 Forms. Benefitscape fills these gaps, efficiently and smoothly using a new technology known as BPaaS, which is the delivery of a business process outsourcing (BPO) service that is sourced from the cloud and designed to be used by many users simultaneously.

How Bpaas works

BPaaS is available by uploading an XML file onto our website. From there we take over and provide all the necessary IRS required services.

With BPaaS users can obtain and use a business process on a consumption basis (pay for what you use) through a shared set of resources (people, application, and infrastructure) from a single provider. Since many users can use the same process via the cloud there is significant cost savings to all users.

[To read more about BPaas click here](#)

BPaaS Services that are provided

There are 3 Phases Start up, Production and Wrap Up, all provided via the BPaaS feature after the XML is provided

