



ACA Readiness Assessment Fact Gathering Questionnaire

CURRENT EMPLOYEE COUNT

- Approximate total number of employees on a typical business day? _____
- Approximate number of employees typically working less than 30 hours/week? _____
- Approximate number of employees typically working an average of 130 hours/month? _____
- How Many W-2's did you issue in 2014? _____
- Do owners of the business own other businesses with employees not included above? _____
- Do the number of your employees spike up during a defined "Season?" _____
- Do you pay any workers as 1099 "Independent Contractors?" _____
- Do you employee anyone through a staffing company? _____
- Are you a Small(S) <50; Mid-Size(M) 50-99; or Large 100+(L) FTE Employer for 2015? _____
- If a Mid-Size or Large employer, do you know about the 1095c 2015 form? _____
- Who is your payroll company or payroll software provider? _____
- Will they do your 1095c tracking and ACA reporting requirements for 2015? _____

CURRENT HEALTH PLAN COVERAGE

- Do you pay or reimburse employees for individual health insurance premiums? _____
- Do you distribute the mandatory "Marketplace Notice" to all employees timely? _____
- Do you currently offer a group health plan of any type to any employees? _____
- If you have a fully insured or self-insured plan, who is your Broker/Agent? _____
- What is your annual renewal date? _____
- What is your new employee health plan waiting period? _____
- Do you exclude part-time employees? _____

What is your current hours/week definition of “Part-Time” employee? _____

Do you exclude any other categories of employees from group health coverage? _____

What percentage of the employee self-only coverage do you pay? _____%

What is your Employee only monthly premium for lowest costs health plan coverage? _____

Approximate wages of lowest paid full-time employees per hour/month/year? _____

Do you provide any incentive to age 65+ employees to take Medicare coverage? _____

CONCLUSION

The *Patient Protection Affordable Care Act (ACA; Obamacare)* is one of the most onerous legislations imposed on Employer Benefits since ERISA in 1976. It affects every individual, Employee, and Employer in this country. Above is the minimum analysis you need to do on your health insurance (or lack of) plan that you have for your employees as it relates to Obamacare. The above does not address the Department of Labor (DOL), ERISA type employer documentation, employee notifications, and reporting requirements that have been exacerbated by Obamacare; and the potentially devastating penalties associated with Obamacare and DOL for failure to comply.

Please feel free to use our above form free as an internal document to analyze your current situation. It is recommended that you discuss the regulatory, compliance, and reporting requirements of your current healthcare plan with a competent Obamacare attorney. You should also discuss the tax consequences of Obamacare with your CPA.

If your current attorney, CPA, payroll company, or benefits advisors do not provide these services; you can contact me at leshepherd@bizadvantix.com, or call 804-521-5316; and I will discuss arranging for our *strategic legal and tax services associates* to do the review for you; as well as discussing the establishment of our *Virtual HR Director* program for your company.

Obamacare Factoids

- The government will pay for Obamacare Subsidies with Individual & Employer penalties.
- The penalties can be as high as \$36,500 per employee, per year for non-compliance.
- The penalties are not tax deductible.
- Form 1095c data has to be tracked monthly starting January 1, 2015, to report in 2016.
- You cannot give employees taxable or non-taxable wages to buy only health insurance.
- Sub-Chapter S Owners might not be eligible for pre-tax health insurance after 2015.