

Our HR/Payroll software company is trying to sell us a module on the ACA reporting. Was wondering how others are handling this IRS requirement for the 1094C and 1095C reporting. Are you doing it manually, purchasing software or something else?

Summary: 21 responses. Nine are using their payroll vendor; six are doing the reporting manually; three are using a software-add-on; one is using their insurance consolidator; and two don't need to report.

Editor's notes:

For insight about the new reporting requirements, please see this article by GLGA member McGladrey. http://mcgladrey.com/content/mcgladrey/en_US/what-we-do/services/tax/new-information-reporting-requirements-under-the-affordable-care.html

For links to IRA forms, instructions and an informational brochure, please see this post by our HR partner MRA. <http://www.mranet.org/Member-Benefits/Member-Only-Benefits/Publications/Inside-HR-Newsletter/ArticleType/ArticleView/ArticleID/726>

For a recorded webinar that will help you understand what forms you need to file and when as well as what data is needed to complete the forms, please see this link by GLGA member BKD: <http://www.bkd.com/webinars/2015/aca-irs-information-reporting-what-do-i-need-to-know.htm>

We have an add-on to our Abra HR software. So far, so good – we are very pleased with what the add-on will do for us.

We're doing it through our payroll vendor but not sure we'll see the value from that. Going to explore doing it on our own as we are now allowed to use a substitute form for filing, as long as layout and content match.

We are going to do it manually. ADP wants a lot of money to do it, looked at a third party outside vendor and by the time you collect all your data you might as well submit it yourself than pay them to do it makes little sense. Asked our t.p.a. since we are self insured as they capture most, if not all of our data but they are not currently offering it but have said if they get enough companies asking they might.

We are using our payroll company to track this – however, we are a multi-site, multi-entity organization and it is more cost effective to handle this through them.

If our organization was less complicated, I would do it manually and then report it on the W-2 through our payroll company.

We hired our payroll company; definitely not doing it manually.

We purchased a module and it is now in place, we love it and think it will work great for us! We have the Sage Abra suite and purchased “Workforce Analyzer.” It analyzes the data as well as produces the forms.

I just went through this analysis for our company. Our payroll company also recommended a software upgrade to include the reporting. I could not justify the \$3800 increase in annual payroll fees to upgrade.

I checked a few other payroll services and found them to be similar in pricing for these services. It seems the payroll services have a captive market right now to recoup some of their software investment for ACA compliance.

We have decided to do our own reporting. Our health insurance company will be able to provide us with reports for all the covered dependents. While we are considered a large group (over 50 employees) we only have about 38 employees on our health insurance. Further, we only have 3 variable employees (part-time less than 30 hours per week) to track on a monthly look back period so it is not going to be a big deal for us.

I plan on manually processing the forms.

We are handling it through out HR/Payroll company for a monthly fee.

Our payroll company was trying to do the same. Instead we are doing it manually with the help of our employee benefits broker. They have provided a nice template and clear instructions on what to do and when to do it. If you have a resource such as this, they will definitely be familiar with the ACA requirements and I am sure more than happy to assist you. Best of all, it is free!

After consulting with our accountants and insurance broker we determined this to be a relatively simple process for our company. I am doing it manually. We decided it would not be worth the \$50 per month our payroll service wanted to charge

Ours is included in our payroll software. We pay a fee similar to what we would pay for W-2 forms. I would strongly recommend using some kind of third party software.

As we are under 50 employees, we do not need to conduct ACA reporting at this time.

Our insurance consolidator offered to file for us, thereby keeping us in compliance with ACA reporting.

We are paying them a fee to do so. We also furnished them with our bank routing and account information on our set-aside tax account for submission to IRS.

We're under 50 employees – doesn't apply. When we go over, our insurance company will do this for us as part of their service – I don't think we pay for this.

Our payroll company is including the ACA reporting for no charge. Also, our insurance broker is working with us (no additional charge) to make sure everything is properly completed.

We are purchasing a service through our payroll provider.

We are using our HRIS provider to pull this together. We are just getting ready to see their reporting and start some spot checks. We will do manual spot checks in the first year. If you are small enough and have some staff time and little turnover depending upon what is charged you could consider doing yourself.

Unfortunately, I'm going to have to do it manually, and I'm not exactly sure how I'm going to go about it!

We are contracting thru our payroll software company. We were advised thru our insurance broker that this would be the most economical way to go and would also provide us with the most accurate way of keeping up with the IRS requirements.

We are 50 employees considered a fully insured group.
We have to file a 1095C (form used by Employer to report offer of insurance to employees) We to give out with the W-2's and 1094C which is the transmittal of the employer-provided health coverage offer and enrollment that has to go to the IRS.

For this year we are having our payroll company, Paycor, prepare these forms for \$165 and then they are charging us \$45 - \$65 for the ACA per employee fee monthly
Starting in September – December so about \$180

So for under \$500 they will be doing this. They have the software...

Though I have to upload an excel spreadsheet to them so I'm basically doing a lot of the work as well.

We figured we'd let the payroll company do it this year. Then if it looks easy enough, we would do on our own in the future.

Not looking forward to this.. as if we don't have enough to do ☹

BKD has a solution to preparing these forms.

For self-insured companies, please see below:

15 Sep 2015 - URL: <http://www.bkd.com/docs/aca/ACA-E-Brochure-Self-Insured.pdf>

We also have a solution for customers who provide insurance through a carrier but need to count their full-time equivalents.

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