



CASE STUDY #1

TROUBLE-SHOOTING PENALTIES

BenefitScape works with every possible kind of Employer, adapting our specialist ACA reporting and compliance services to fit their specific individual needs and operations.

- *LARGE EMPLOYER IN FINANCIAL SECTOR*
- *NYC-BASED WITH 20,000+ EMPLOYEES*
- *IN 20+ LOCATIONS ACROSS MULTIPLE STATES*

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- *\$MILLION+ PENALTIES PENDING FOR TY2019*
 - *COMPLEX PROCESS & REPORTING ERRORS*
 - *TIME & RESOURCE CHALLENGES*

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- *TY 2019 PENALTIES FULLY REMEDIATED*
 - *TY 2020 E-FILING ON TIME 100% COMPLIANCE*
 - *COST & RESOURCE SAVINGS*
 - *NO HEADACHES*
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CHALLENGE

This Employer has over 20,000 benefits-eligible Employees across 6 FEINs in more than 20 locations within NY, NJ and DC. The company operates a wide range of different employment and benefits rules, including **MULTIPLE MEDICAL PLANS**.

Understandably, ACA reporting and compliance had posed a **SPECIALIST CHALLENGE** for the Employer, taking up costly time and valuable resources while still resulting in process and reporting errors.

The Employer had received millions of dollars of **IRS PENALTY NOTICES** for TY 2019 with a short window to respond, a process that involved reviewing thousands of enrollment records and re-processing TY 2019.

BenefitScape®

E: info@benefitscape.com

T: 508-655-3307

W: benefitscape.com



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WHAT WE DID

BenefitScape appointed an experienced **ACA CLIENT MANAGER** to work with the Employer on capturing all the relevant rules within their complex benefits structure.

Our **TECH AND DATA TEAM** meanwhile worked with the Employer's IT department to pinpoint all necessary data scattered across varied HCM, Payroll, and other systems. These files were then delivered to BenefitScape in diverse existing formats and translated by us into our dedicated **ACAPro SOFTWARE**.

BenefitScape was able to draw on unrivalled ACA experience and ACAPro **DIAGNOSTICS** to identify the issues and immediately outline for the Employer a path to remediation for all penalties.

BenefitScape **ANALYZED AND RE-PROCESSED** the Employer's TY 2019 filing data, factoring in all the Employer's specific and complex employment scenarios – the cause behind most of the errors.

These scenarios included, for example:

- Employees transferring between 6 FEINs;
- Transfers between different types of medical plans;
- Adding/removing dependents from plan to plan.

BenefitScape next used ACAPro to run a **PENALTY RISK ASSESSMENT** and validate that the Employer was now error-free.

OUTCOME

BenefitScape's **ESRP CONSULTING TEAM** was able to correct the Employer's data and forms on file with the IRS plus all **STATE-MANDATED FILINGS**, remediating all the pending penalties at a very substantial saving to the Employer.

For **TY 2020**, BenefitScape carried out time and cost-saving ACA reporting, e-Filing via the **IRS AIR SYSTEM** to secure 100% compliance on-time and error-free, including all **STATE-MANDATED FILINGS**.

No more ACA penalties or headaches for the Employer.

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