

# BENEFITSCAPE™

## ACA COMPLIANCE TY23: THE 4 STEPS

A REGTECH GUIDE: for employers on Oracle, ADP, Dayforce,  
Workday & all major HCMs/ACA modules.

BENEFITSCAPE specialist regtech solutions work benefits magic for 1000s of employers – cutting costs, saving resources, and transforming the business value & benefits experience for everyone.

ACA\_regtech\* transforms ACA governance, data flow, risk management & compliance on Oracle, Dayforce, ADP, and all major HCMs/ACA modules.

Our clients are organizations of all sizes, across all states, and in all sectors, including private, academic, and state governments.

Even the IRS hires us for our regtech.

Kim Phillips

FOUNDER & CEO

BENEFITSCAPE was founded in 2014 to apply advanced data science to employee benefits & is a certified member of the Women's Business Enterprise National Council [WBENC].

BENEFITSCAPE is the leading specialist in ACA reporting & compliance.

ACA\_regtech\*  
is the leading  
data solution for  
ACA governance,  
risk management  
& compliance on  
all major HCMs.



From penalty remediation •  
systems integration • mid-  
year conversions • and flag  
& fix data optimization •



through eligibility and  
affordability management •



error-free IRS coding •  
all IRS forms • all employee  
comms • and pro-active  
risk management •



to 100% compliant •  
penalty-free • IRS & state  
e-filings • plus encrypted  
digital **ACA Audit-in-a-Box**.

# the 4 steps

## 1: GOVERNANCE

ACA\_regtech\* configures the relevant IRS rules and other ACA governance for each employer's unique employee population, health plans, business rules & operations, integrating seamlessly across all HCMs/ACA modules and data sources.

Diagnostics are run on prior filings to support remediation of any existing penalties.

## 2: RISK MANAGEMENT

In addition to pro-active Flag & Fix diagnostics throughout data processing, ACA\_regtech\* generates month-by-month or quarterly status reports and runs a full IRS compliance simulation prior to filing to further safeguard against errors and penalty risk.

## 3: IRS CODES

ACA\_regtech\* assigns error-free IRS codes to all eligible employees & generates a Compliance Map visualizing overall year-end compliance status.

All Form 1095-Bs & Cs are generated and securely distributed directly to employees.

## 4: FILING & COMPLIANCE

ACA\_regtech\* generates the employer's Form 1094 and uses an IRS-certified

Transmission Control Code [TCC] to e-file this form, the 1095s, and all other required data & documents to the IRS via IRS ACA Information Returns [IRSAIR].

ACA\_regtech\* processes all state-mandated filings in parallel with the IRS filing.

Download: [BENEFITSCAPE](#) "ACA COMPLIANCE TY23: STATE-BY-STATE CHECKLIST"

Download: [BENEFITSCAPE](#) "ACA COMPLIANCE TY23: IRS FORM 1095-B VS 1095-C"

## ACA\_regtech\* CHECKLIST

- \*proven, intelligent & adaptive
- \*secure & SOC2 certified
- \*configures TY23 ACA governance for each employer
- \*integrates across all HCMs & native data sources
- \*runs diagnostics on prior filings to support penalty remediation
- \*manages hours tracking & employee eligibility
- \*calculates & validates cover affordability
- \*runs Flag & Fix systems & data diagnostics
- \*pro-actively manages penalty risk
- \*assigns 100% accurate IRS codes to all employees
- \*generates Forms 1095-B & C & form 1094
- \*securely executes all employee communications
- \*runs simulated IRS filing & diagnostics
- \*e-files to IRS via IRSAIR
- \*using certified Transmission Control Code
- \*files all state-mandated returns
- \*delivers encrypted digital ACA Audit-in-a-Box
- \*cuts cost, cuts risk, saves resources
- \*transforms the employee experience
- \*builds employer brand
- \*delivers a better business return on benefits

# \*works magic.



BENEFITSCAPE™

Any sufficiently  
advanced technology is  
indistinguishable from  
magic. **Arthur C Clarke**

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