



ACA COMPLIANCE SERVICES & FEES

WE MAKE
THE COMPLEX
SIMPLE

Requirements under the Affordable Care Act (ACA) are changing every day. Compliance isn't an option. Sterling ACA compliance services help you easily navigate through the complexities of ACA compliance.

We offer a bundled and a stand-alone option. Within each option, clients can choose self-service or a high level of Sterling service.

ACA BUNDLED OPTION

The Sterling ACA Bundled option is for employers who are not already doing business with Sterling and for existing Sterling clients in need of our full suite of ACA compliance capabilities. Clients can choose one of two service packages – Basic or Sterling. The Basic package is client self-service using the Sterling ACA compliance portal. The Sterling package provides an extra level of Sterling service from our expert compliance team.

ACA STAND-ALONE OPTION

The Sterling ACA Stand-Alone option is for existing Sterling HSA, FSA, HRA, COBRA and/or Benefit Solutions clients who want only ACA measurement and tracking services and help with filing IRS forms 1094 and 1095 required under Sections 6055 and 6056 of the IRS code. With the Stand-Alone option, clients can also choose one of two service packages – Basic or Sterling. The Basic package offers client self-service using the Sterling ACA compliance portal. The Sterling package provides an extra level of Sterling service from our expert compliance team.

EMPLOYER DATA TRANSFER

Regardless of the package you choose, employer data must be provided to Sterling for measurement on a quarterly basis at a minimum. Under the Basic package, clients must use a template from Sterling to populate and submit data. Clients may load data directly into our ACA portal as frequently as they choose, but it must be done at least quarterly.

With our Sterling service package, clients may submit data to Sterling in the excel format they choose, as long as all required fields are included. Sterling will accept and load data updates into our ACA portal as frequently as clients choose, but it must be done at least quarterly.

A complete listing of services available through our ACA portal can be found below. Clients choosing the Bundled option have access to all of these services. Clients choosing the Stand-Alone option have access to testing and measurement services and forms 1094 and 1095 filing.

Please note that initially electronic forms 1094 and 1095 filing is not available at this time. Electronic filing will be offered by the mandated February 2016 filing deadline.

SUITE OF ACA SERVICES AVAILABLE

COMPLIANCE CHECKLIST, MESSAGE BOARD AND NOTIFICATION TOOLS

- Employer compliance checklist - employers keep up to date with requirements and notices related to ACA and know when to take action.
- Online message board gives employers access to important ACA deadline reminders, alerts, status information on current ACA requirements and ACA news updates.
- Employer notifications – employers are responsible for keeping up to date with deadlines and required employee notice delivery, as well as proof of notification. Sterling makes sending employee notices easy. Employee notices can be delivered directly to the employee’s company or personal email.
- Employer tracking tools to track delivery of employee notices – once notices are sent, a short confirmation process in the system ensures all notices were delivered and read by the employee. Employees are asked to confirm receipt of the notice using their name and email address. It’s that simple. Employers can run “on demand” reports for notices sent and employee acknowledgement.

ACA ASSESSMENTS

ACA assessments and key calculations include the following to help employers develop strategies for offering plans that meet ACA requirements and the needs of their organization:

- Applicable large employer assessment (ALE) – FTE equivalent determination
- Financial impact of not offering benefits assessment
- Financial impact of offering minimum coverage assessment
- Excise tax assessment (Cadillac Tax) – starts in 2018
- Plan actuarial value
- Employee participation projection
- Cost change modeling
- Penalty exposure

REPORTING AND DOCUMENTATION

Reporting tools are available through an easy to use web interface. Reports include:

- Actuarial certification
- Detailed financial analysis report
- Intuitive data input form
- IRS reports required under ACA and employer tracking tool for IRS reporting
- 1094 and 1095 form preparation and filing

STERLING ACA SERVICES PRICING

Below are pricing details for both the Bundled and Stand-Alone options. Clients with HSA, FSA and/or HRA services with Sterling will receive a 2.5% discount off the ACA rates below (set up or annual fee) for each product with us at the time of the ACA services sale.

BUNDLED PRICING

The Sterling ACA Bundled option is for employers who are not already doing business with Sterling and for existing Sterling clients in need of our full suite of ACA compliance capabilities.

	BASIC PACKAGE (SELF-SERVICE)	STERLING PACKAGE (STERLING SERVICE)
Set Up Fee	\$1200	\$1200
Monthly Fee	\$225	\$350
Electronic Filing*	\$1.50 per form	\$1.50 per form

* Electronic filing will be available by the mandated February 2016 filing deadline.

STAND-ALONE PRICING

The Sterling ACA Stand-Alone option is for existing Sterling clients who want only ACA measurement and testing services and help with filing IRS forms 1094 and 1095.

	BASIC PACKAGE (SELF-SERVICE)	STERLING PACKAGE (STERLING SERVICE)
Annual Fee	\$3500	\$5200
Electronic Filing*	\$1.50 per form	\$1.50 per form

* Electronic filing will be available by the mandated February 2016 filing deadline.

We make the complex simple. Sterling reduces the administrative burden for our clients so you can focus on running your business. We offer administration services for health savings accounts, flexible spending accounts, health reimbursement arrangements, premium only plans and COBRA. Our products integrate well with carriers for auto claims payment or reimbursement through HSA, FSA and HRA accounts.

And we understand how critically important it is for healthcare benefits programs to be in full compliance with increasingly complex regulations. Our dedicated and certified compliance team gives you peace of mind with expert ERISA Wrap, Form 5500 filing, nondiscrimination testing, and the many ACA related compliance services detailed here.