



## Simplifying the Play or Pay Provision

### What is “Play or Pay” all about?

Starting in 2015 Applicable Large Employers (ALEs) must comply with the requirements under the Employer Shared Responsibility Mandate. In order to avoid penalties under “Play or Pay” ALEs must offer affordable and minimum value health coverage to full-time employees and their dependents.

An employer is an ALE during any calendar year in which they employed an average of at least 50 full-time employees on business days during the preceding calendar year.

### ACA Reporting Guides you Through the Process

TASC's ACA Employer Reporting service offering helps you determine if your company is an ALE, and whether your health coverage is (a) affordable and (b) of “minimum value” per current regulations. We provide an easy-to-follow monthly spreadsheet to collect the information needed for your required report. Compiling the information as we go avoids a year end rush and ensures your compliance with this often confusing requirement.

### Features That Provide Peace of Mind

- Determines if your company is or is not an ALE.
- Assesses whether your Plan is affordable and of minimum value, and what, if any transitional relief is available.
- Tracks variable hour employees; if they become full-time during the year they must be offered health coverage.
- Compiles employee and health coverage information for reporting to the IRS and your employees.
- Completes required IRS Forms and assists with timely filing and distribution.
- Facilitates peace of mind with an Audit Guarantee.