

# ACA, why it matters?



## The Affordable Care Act and Why It Matters To You

The Affordable Care Act (ACA) passed by the Obama Administration set about rules and regulations to help reform the Health Care system in America. The aim of this law was to help provide basic health care coverage to the millions of Americans lacking medical insurance all the while reforming the health care system.

Provisions set about within the Affordable Care Act have deemed that certain Applicable Large Employers (ALE), those with 50 or more employees, must provide their employees with basic health care coverage or face penalties of \$2,000 per employee. Companies could face a minimum fine of \$40,000 under IRS calculation if found noncompliant with ACA mandates  $[(50-30) \times \$2,000 = 40,000]$ . Fines could also rise to \$3,000 dependent if the employee seeks health care coverage through a state or federal exchange.



## What can Easy Clocking do for me?

Easy Clocking has incorporated a simple intuitive solution to remove the hassle or worries of having to comply to te ACA. Embedding the recommended standard look back measurement method along with the monthly measurement period within our software has allowed to provide you with powerful reporting features and analytics. With the use of our ACA module you can now gage employee status along company ALE status. With built in part time and full time employee computations you can now prepare and plan for ACA compliance accordingly.

