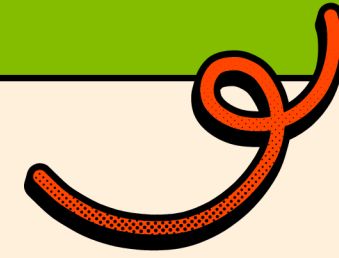




Dominion PayrollSM

Benefits



What's New for 2024?



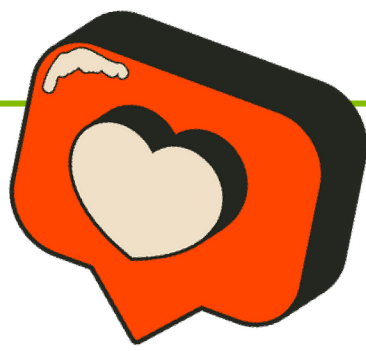
The draft version of the 2024 ACA instructions indicate no changes this year



The affordability percentage dropped to 8.39% for plan years beginning in 2024



Employer penalties for non-compliance continue to increase



Who Needs to File?



Applicable Large Employers (ALEs)

Companies with 50 or more Full Time Employees and/or Full Time Equivalents in 2023

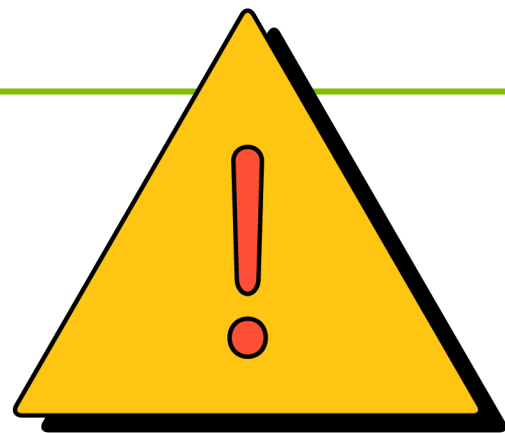
Aggregated Applicable Large Employers

Common ownership between multiple companies who in total had 50 or more Full Time Equivalents in 2023

Self Insured Companies

Companies that offer self insured or level funded medical coverage to employees (regardless of employee count)

*2024 ACA Reporting requirements are based on your employee counts from 2023



Important Deadlines



Employers Approval

February 3, 2025

Employers must approve ACA forms involved no later than this date

ACA Full Time Employees

March 3, 2025

This is the deadline to furnish 1095 forms to applicable ACA Full Time employees. Forms must be distributed or postmarked by this date

Electronic Filing

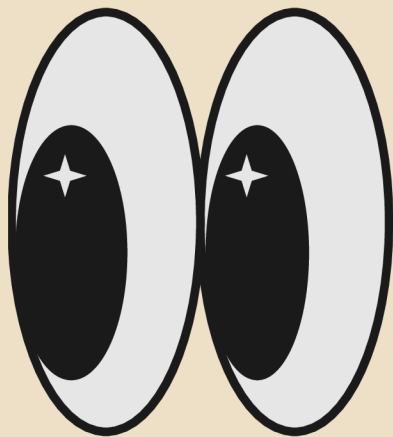
March 31, 2025

The electronic filing deadline for ACA forms 1094 and 1095 for the 2024 tax year. Electronic filing allows for extra time that paper filing does not, as well as having fail-safes for identifying and correcting ACA reporting issues

*Employers filing 10 or more forms MUST file electronically

Previewing Your Forms

Preview your 2024 ACA Forms under Client Management >
ACA Setup Options > ACA Forms Approval



Search the menu

Employee Management

Employee Admin Tools

Payroll Processing

Reporting

Client Management

Job >

Benefits >

ACA Setup Options >

ACA Forms Approval

ACA Measurement Policies

ACA Non-Employee Overrides

ACA Reporting Groups

ACA Report Options

Import ACA EE Overrides

ACA Forms Approval

Report Information

* Reporting Year: 2024

Report Type for Selected Year: ACA 1094-C and 1095-C Employer



Preview Export with Audit



Run Alerts



Preview Forms



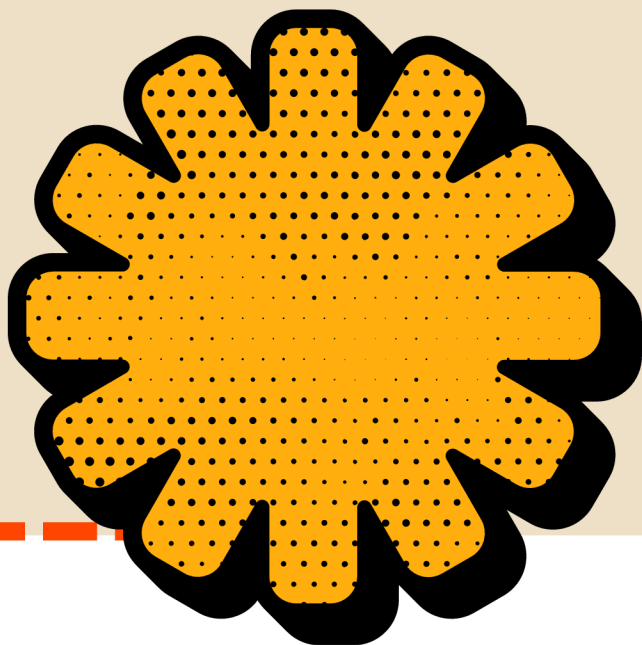
Approve Forms




Show History

Auditing Employment Categories

Employee Management >
Employee Maintenance >
Employment



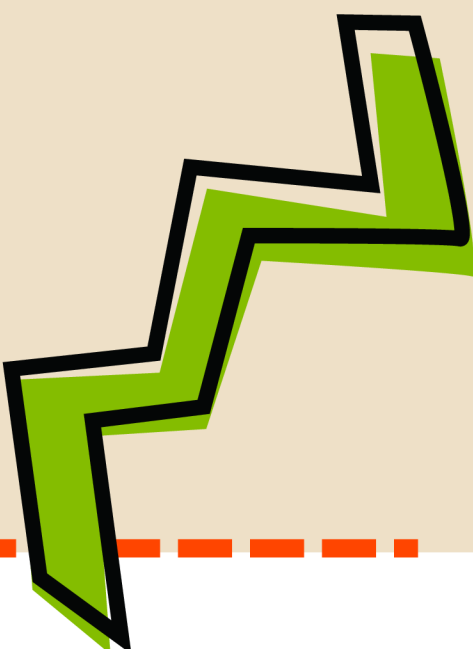
Search the menu
<div><div></div><div>Employee Management</div></div>
Employee Summary
Quick Hire
Quick Hire - Time Only
Employee Maintenance <div></div>
General
Override Address
Clock Settings
<u>Employment</u>
Employment Status History
Jobs
Labor
Location Distribution
Percent Distribution
Organizations
Organization Supervisor/Manager

Employment

+ Add New <div>Expand All Groups</div> <div>Collapse All Groups</div> <div>Clear Grouping/Filters</div>		
Employment Period <div></div>		
Employment Category <div></div>	Effective Date <div></div>	ACA Status <div></div>
<div>Employment Period: 06/12/2012-current</div>		
<div>Full Time</div>	1/1/2024	ACA Full Time
<div>Employment Details</div>		
Statutory	Qualified Pension	Highly Compensated
Corporate Officer		
<div>Part Time</div>	8/24/2021	ACA Variable
<div>Full Time</div>	6/12/2012	ACA Full Time

Auditing Benefit Start & Stop Dates

Employee Management >
Employee Benefits > Benefits



Search the menu

Employee Management

Employee Summary

Quick Hire

Quick Hire - Time Only

Employee Maintenance >

Employee Pay >

Employee Benefits >

Benefits

Group Term Life

Life Events

ACA Measurement Period

ACA Report Overrides

Accruals >

Human Resources >

Applicant Tracking

Share & Perform

TimeWorksPlus

Employee Admin Tools

Payroll Processing

Reporting

Client Management

Benefits

Save Go Back to List

Plan Information

* Benefit Type: *Medical PreTax

* Plan: Medical HDHP-Anthem Medical

Provider: Anthem

Participant ID:

* Start Date: 1/1/2024

Stop Date: 8/31/2024

Benefit End Reason:

Eligibility Date: 1/1/2023

Plan Enrollment Date:

Enrollment Submission Date: 9/26/2024

Notes:

Coverage Information

EE Only

EE + Spouse

EE + Child(ren)

EE + Family

Coverage Description: Employee Only

Covered Participant Name	Participant Type	Covered	Start Date	Stop Date	Benefit End Reason
Test Employee	Employee	<input checked="" type="checkbox"/>	01/01/2024	08/31/2024	

Premium Information

EE Per Pay Amount: \$50.57

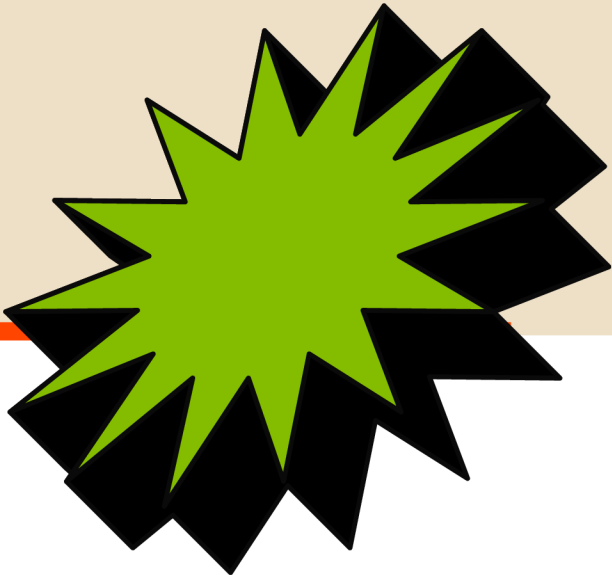
Deduction Frequency: Every Pay

ER Per Pay Amount: \$151.71

Memo Calc Frequency: Every Pay

Auditing Hire & Termination Dates

Employee Management >
Employee Maintenance >
Employment Status History



Search the menu

Employee Management

Employee Summary

Quick Hire

Quick Hire - Time Only

Employee Maintenance

General

Override Address

Clock Settings

Employment

Employment Status History

Jobs

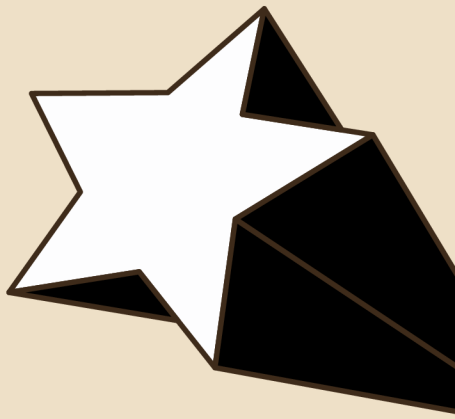
Employment Status History

+ Add New ∨ Expand All Groups ^ Collapse All Groups ↺ Clear Grouping/Filters

Employment Period ↓					
Employment Status	Effective Date ↓1	End Date ↑2	Change Reason	Notes	Employee ID
Employment Period: 10/01/2022-current					
Active	6/18/2024				15
Inactive	3/4/2024	6/17/2024		FMLA	15
Active	10/1/2022	3/3/2024			15

Auditing Dependents (Self Insured Only)

If you offer self insured medical plans,
verify the information for any enrolled
dependents under Employee Management
> Human Resources > Employee Contacts



Search the menu

Employee Management

- Employee Summary
- Quick Hire
- Quick Hire - Time Only
- Employee Maintenance >
- Employee Pay >
- Employee Benefits >
- Human Resources ▾
 - Company Assets
 - Employee Assignments
 - Employee Contacts**
 - Employee Documents
 - Employee Notes
 - Prior Employment
 - Performance >
 - Regulatory >
 - Training and Development >
- Applicant Tracking
- Share & Perform

Employee Contacts

[Save](#) [Go Back to List](#)

Contact Type

* Relationship Spouse ⓘ

☐ Emergency contact

☒ Dependent

☒ Beneficiary

Other Information

☐ Hide contact in ESS ⓘ

☐ Deceased

Dependent Information

☐ Full-time student

☐ Disabled

General Information

* First name John

Middle name

* Last name Doe

Prefix

Suffix

Personal

SSN 111-22-3333

Update SSN

Birth date 1/1/1980

Update birth date ⓘ

Gender Search or select from list ▾

Contact Information

Call order ⓘ

Primary

Secondary

Work

Email address

Address

☒ Use employee address

* Street 100 Main Street

* ZIP code 23220

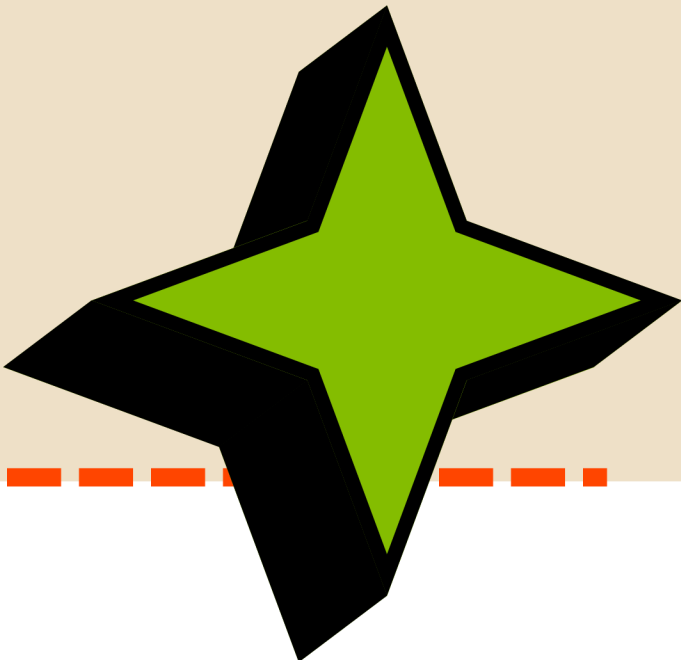
Hit Enter key in ZIP code field to retrieve city list

* City RICHMOND

* State Virginia ▾

Approving Your Forms

Please approve forms in isolved by February 3, 2025!



Search the menu

- Employee Management
- Employee Admin Tools
- Payroll Processing
- Reporting
- Client Management

- Job >
- Benefits >
- ACA Setup Options >

ACA Forms Approval

- ACA Measurement Policies
- ACA Non-Employee Overrides
- ACA Reporting Groups
- ACA Report Options
- Import ACA EE Overrides
- HR Management >

ACA Forms Approval

Report Information

* Reporting Year: 2024

Report Type for Selected Year: ACA 1094-C and 1095-C Employer



Preview Export with Audit



Run Alerts



Preview Forms



Approve Forms



Show History



Penalties for Non-Compliance



IRS Letter 226J – 4980H(a)

Failure to offer coverage to 95% of full time employees
(\$247.50 per month or \$2,970 annually per FTE)

IRS Letter 226J – 4980H(b)

Failure to provide affordable, minimum value
coverage (\$372 per month or \$4,460 annually per FTE
who receives a premium tax credit)

6055 Penalty

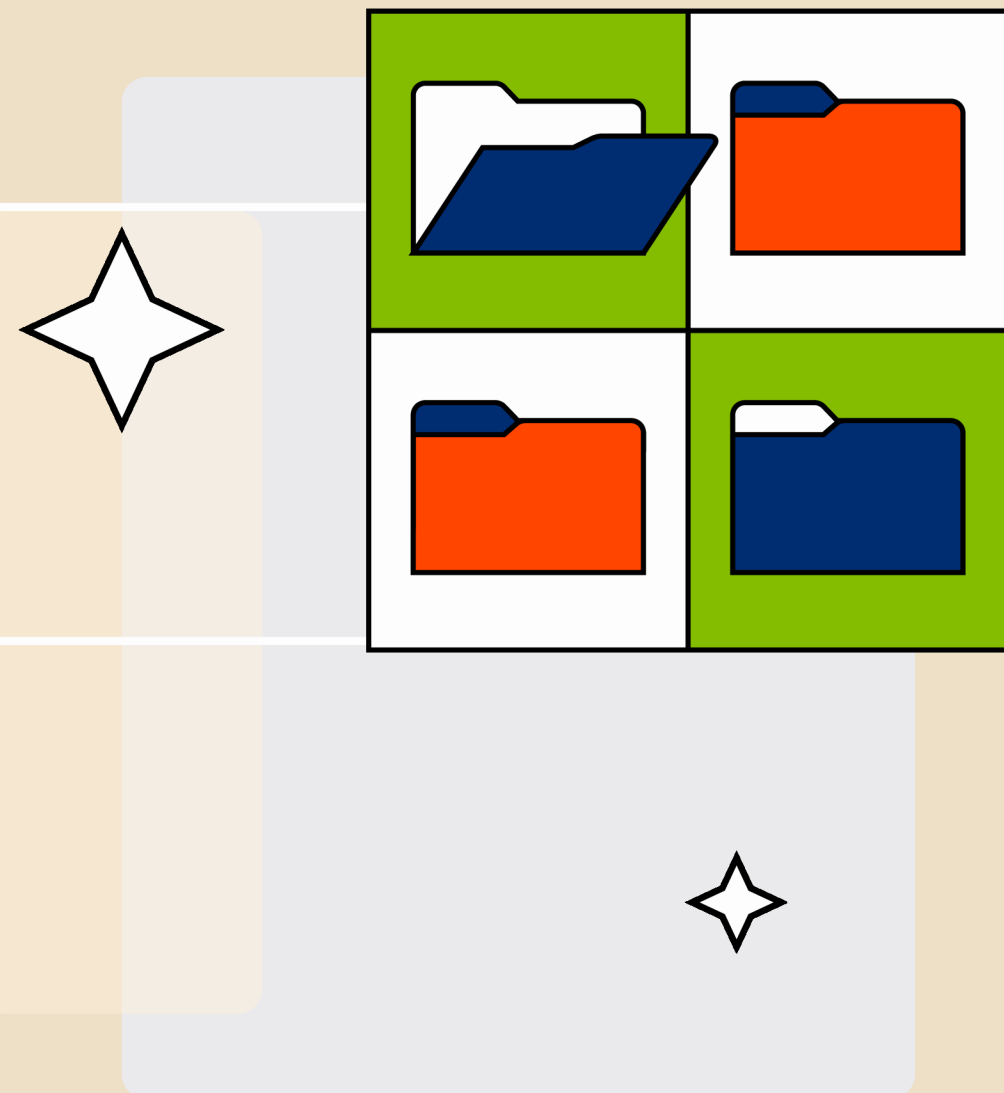
Failure to file forms with the IRS (\$310 per form)

6056 Penalty

Failure to furnish forms to employees (\$310 per form)

*6055 and 6056 penalties double if employer intentionally disregards filing responsibility

State ACA Reporting



Some states now require their own ACA filings

Filing is determined by the employee's resident state, not the location of the organization

If you have employees in any of these states, we will take care of the filing for you!

California, District of Columbia, New Jersey, Rhode Island



Key Points to Remember



Verifying accurate employee data in isolved will ensure a smooth ACA reporting process

Employers with 10 or more forms must file electronically

Look out for the 2024 ACA communication for updates and reminders – coming to your inbox in early December!

The potential penalties aren't worth the risk! Reach out to benefits@dominionpayroll.com if you aren't sure whether you need to report

February 3rd: Deadline to approve 2024 ACA forms in isolved

March 3rd: Deadline to distribute 1095 forms to employees

March 31st: Deadline for Dominion Payroll to electronically file 1094 and 1095 forms with the IRS



YOU ARE THE BEST



Thank You!

