



MMA Affordable Care Act Compliance Tool

Staying compliant with Affordable Care Act (ACA) requirements is both complex and time-consuming for employers. MMA has partnered with First Advantage to deliver **ACAAdvantage™**.

ACAAdvantage™ will save your business time, money and resources while giving you the tools you need to work through the Employer Mandate.

ACAAdvantage™ is an easy-to-use dashboard-driven tool designed to provide drill-down capability into your workforce that gives you actionable information on employee work hours monitoring, VHE look-back measurement processing and analysis, and IRS reporting and audit support. The technology generates reports that help you make informed decisions to mitigate penalties and additional costs associated with complying with ACA requirements, while it also relieves you of significant administrative burden related to the employer mandate and annual reporting requirements.

MMA and First Advantage support teams are available throughout the implementation and reporting process.

ACAAdvantage™ provides you the ability to:

- Monitor your VHE workforce and its management.
- View a dashboard analysis of VHEs trending toward the 130 per month (i.e., 30 per week) average hours threshold using an “Alert, Caution and Warning” system.
- Track all employees and their associated hours worked monthly or even weekly during a measurement or stability period.
- Complete the data collection and assessment for IRS annual reporting requirements.
- Identify eligible employees who may be impacted by the 4980H(b) affordability limits.
- Manage insurance notification letters.
- Prepare file-ready IRS Forms 1095-C and 1094-C.
- Manage IRS defense letters.
- Offer audit support for IRS inquiries on employees potentially triggering a 4980H penalty.

For more information, visit www.mmamarketlink.com or contact your local MMA representative.