



Navigate the Affordable Care Act with Heartland

Meeting the requirements of the Affordable Care Act (ACA) can be a daunting task. Heartland now offers a solution to help you understand the complexities, avoid noncompliance fines and reduce administrative work.

Heartland's solution for the ACA:

- **Monthly reporting of full-time employees and equivalents (FTEs)**
Allows you to calculate the total number of full-time employees and FTEs you have over a designated measurement period in order to determine if you are an applicable large employer required to provide employee health insurance coverage. This report will list employees' total paid and unpaid hours (including work, sick, personal and vacation) and average hours per week.
- **Year-end completion of 1094-C and 1095-C tax forms**
Heartland will recap the health coverage provided to full-time employees for the previous year. Then you will produce the forms for distribution to your employees and Heartland will file the forms with the IRS on your behalf.
- **HR Support Center**
The HR Support Center is a single source for critical HR materials including information on laws and policies, job descriptions and downloadable forms. You will have all the tools necessary to manage employees and provide you with professional assistance.
- **HR On Demand**
Heartland provides guidance on ACA-related employment and personnel questions through a toll-free number. You will receive automatic enrollment for HR On Demand regardless of the payroll platform you are processing on.



50+

Companies with 50+ full-time employees and/or equivalents (FTEs) need to be compliant



≤49

If you have 49 full-time employees and/or equivalents (FTEs) or less, you are not impacted by the ACA

Additional Tools:

- Training videos that review ACA details
- Documents, updates and FAQs covering all areas of Health Care Reform
- Notice of exchange documents that you can provide to new hires
- Email alerts as laws change on a state or federal level
- Communication portal to post information about open enrollment and insurance coverage

To learn more, contact
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