

# 5 BIGGEST CHALLENGES



**TO SMALL BUSINESS  
ACA COMPLIANCE**

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## INTRODUCTION

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As of Jan. 1, 2016, small businesses (50-99 full time employees) are required to conform to the Affordable Care Act (ACA) Employer Mandate. The launch of the act in 2014 for large businesses was notoriously problematic, and now that its effects are being felt in the small business world, there are even more misunderstandings. Is your business equipped to handle this HR compliance obstacle course?







## EMPLOYER MANDATE: MINIMUM VALUE AND AFFORDABILITY

Minimum value requires the plan to pay at least 60% of the cost of covered services. Plans that do not provide the minimum value, or are not affordable, will result in penalties equal to the lesser of \$3,240 per full-time employee receiving a subsidy, or \$2,160 per full-time employee (minus the first 30). In 2016, in order for the coverage to meet affordability guidelines, it cannot exceed 9.66% of the employee's household income.



Minimum value requires the plan to pay at least 60% of the cost of covered services.







## NOT TAKING ADVANTAGE OF TAX CREDIT

If you have fewer than 25 full-time employees, and you offer health coverage to your employees, you may qualify for a tax credit of up to 50% of premiums paid.





# AlphaStaff

Simplifying business. Benefiting people.



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