

INTRODUCTION

Ever since the passage of the Affordable Care Act (ACA) in 2010, small and mid-size businesses (SMBs) have struggled to navigate the shifting landscape of federal regulations related to healthcare coverage. After delays in 2013 and again in early 2014, the employer mandate will take full effect in 2015/2016, putting pressure on many SMBs to meet rigorous reporting requirements or face steep penalties.

As with other HR functions, such as recruiting and payroll administration, more and more companies are looking to outsourced solutions for benefits administration to ensure compliance with legislative mandates and reduce internal staffing needs. In light of the complex reporting and filing regulations tied to the ACA, bundling outsourced payroll and benefits administration can help employers not only manage the healthcare marketplace to offer the right coverage options to their workers, but also avoid penalties for incorrect or incomplete reporting and potentially reduce overhead costs through economies of scale.

THE REGULATORY LANDSCAPE

Many people would not classify a company with only 50 full-time employees as a sizeable venture, but under the Affordable Care Act, it qualifies as an applicable large employer (ALE). In fact, any organization with at least 50 full-time equivalent employees (FTE) is an ALE and subject to the employer mandate under the Employer Shared Responsibility Provision.

The employer mandate requires that ALEs provide affordable health insurance to at least 95 percent of their full-time workers and dependents by 2016.¹ (In 2015, companies with at least 100 full-time workers had to offer medical coverage to 70 percent of those employees.) If an employer doesn't provide coverage, the company must pay a fine of \$2,000 for each full-time employee, minus 30 full-time workers for plan years beginning in 2016.²

What's more, even if an employer provides coverage, the business still can be subject to steep fines if the health insurance is not affordable or does not offer minimum

WHAT COUNTS AS FULL-TIME?

A full-time employee is employed at least 30 hours of service per week or 130 hours in a calendar month.

A full-time equivalent employee is a combination of part-time employees who, collectively, are equivalent to a full-time employee, based on hours of service.

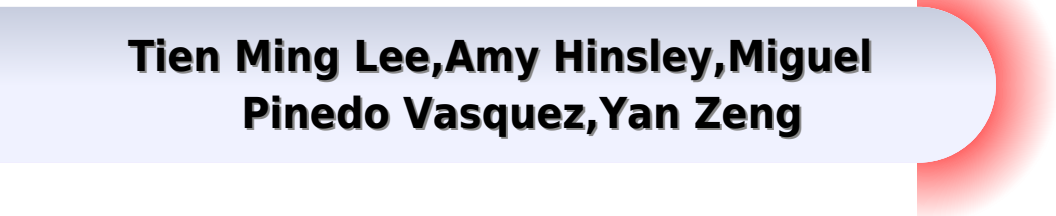
Source: Publication 1284, Internal Revenue Service

¹ [Source: <http://www.irs.gov/efile/irs-compliance-employer-mandate>](http://www.irs.gov/efile/irs-compliance-employer-mandate)

² *Ibid.*

Publication 5196 2 2015 Internal Revenue Service

**Tien Ming Lee,Amy Hinsley,Miguel
Pinedo Vasquez,Yan Zeng**



Publication 5196 2 2015 Internal Revenue Service:

The Internal Revenue Service's Processing of 501(c)(3) and 501(c)(4) Applications for Tax-exempt Status Submitted by "political Advocacy" Organizations from 2010-2013 United States. Congress. Senate. Committee on Finance,2015 **The Statesman's Yearbook 2015** B. Turner,2016-12-27 Now in its 151st edition The Statesman s Yearbook continues to be the reference work of choice for accurate and reliable information on every country in the world Covering political economic social and cultural aspects the Yearbook is also available online for subscribing institutions [http www statesmansyearbook com](http://www.statesmansyearbook.com) Nutrition and Sustainable Development Goal 4: Quality Education Sarah Burkhart,Elezebeth Mathews,Clinton Beckford,Alemneh Kabeta Daba,Abul Hasnat Milton,Masresha Tessema,2024-07-03 Building on the Millennium Development Goals the UN Sustainable Development Goals SDGs are the cornerstone of the 2030 Agenda for Sustainable Development billed by the UN as an agenda of unprecedented scope and significance These seventeen goals are conceived as integrated indivisible and as balancing the economic social and environmental dimensions of sustainable development To be achieved by 2030 the goals are organized around five core pillars people planet prosperity peace and partnership As a member of the SDGs Publishers Compact Frontiers is committed to advocating the themes represented by the SDGs and accelerating progress to achieve them Nutrition sits at the heart of the SDGs In addition to achieving Zero Hunger SDG2 improvements in nutrition are critical to both achieve and reap the benefits of all seventeen global goals With good nutrition comes improved health and wellbeing SDG3 enhanced educational and work productivity SDGs 4 and 8 less poverty SDG1 and reduced inequalities SDGs 5 and 10 And with stronger and more sustainable environments communities and technologies SDGs 6 7 9 11 17 improved food security and nutrition will follow As part of an innovative collection showcasing nutrition in the context of the SDGs this Research Topic will focus on Sustainable Development Goal 4 Quality Education *Federal Tax Regulations* United States. Internal Revenue Service,1965

Journal of the House of Representatives of the United States United States. Congress. House,1999 Some vols include supplemental journals of such proceedings of the sessions as during the time they were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House

National Accounts Statistics ,1986 Provides estimates for countries with market economies on gross domestic product expenditures and receipts production income and outlay capital accumulation and capital finance accounts for government corporations households and private non profit institutions Also includes production by sector For centrally planned economies includes net material product primary incomes capital formation and consumption for a range of years 1970 1985

Government Phone Book USA 2007 Omnigraphics,Omnigraphics, Incorporated,2006-12 **Tipping Point for Advanced Capitalism** D.W. Livingstone,2023-09-07T00:00:00Z Tipping Point for Advanced Capitalism is a pathbreaking study of the changing class makeup of the Canadian other G7 and Nordic labour forces since the 1980s documenting

especially the rise of non managerial professional employees The book provides unprecedented tracking of the links between employment classes and higher levels of class consciousness including the often hidden political consciousness of corporate capitalists as well as the extent of oppositional and revolutionary consciousness among non managerial workers The large differences exposed between class conscious capitalists and these non managerial workers on issues of poverty reduction and global warming reveal the strategic roles these key class agents play in actions to defend or transform advanced capitalism The most concerted evidence based study to bring class back into grasping the intimately linked ecological economic and political crises we now face Yearbook of National Accounts Statistics United Nations. Statistical Office,1977

Congressional Record United States. Congress,1922 **Population Medicine and Health Economics** Simiao Chen,An Pan,Till Bärnighausen,Chen Wang ,Qiushi Chen,2024-10-04 Population medicine is an emerging medical discipline that aims to maximize aggregate and long term population health by mobilizing accessible resources through its five care responsibilities prevention diagnosis control treatment and recovery integrating and applying knowledge principles and technologies of modern medicine and related disciplines coordinating individual health behaviors and collective health actions and serving as the medical foundation of public health practices Population health economics is important in population medicine and public health Since resources are limited in order to maximize the aggregate and long term population health benefit we must produce and allocate resources in an effective and efficient manner The value of healthcare interventions are often underestimated and health resources are mostly insufficient The broader social and economic values of healthcare interventions are frequently ignored It is important that we distribute health resources wisely and maximize efficiencies at all three levels micro meso and macro levels Thus this Research Topic focuses on how population health economics as both a key method and a value can help population medicine practitioners to provide better and more efficient care to the population they serve Proposed Canadian National Railway Company Acquisition of the Elgin, Joliet & Eastern Railway Company ,2008 The Statesman's Yearbook 2017 Palgrave Macmillan,2017-02-28 Now in its 153rd edition The Statesman s Yearbook continues to be the reference work of choice for accurate and reliable information on every country in the world Covering political economic social and cultural aspects the Yearbook is also available online for subscribing institutions www.statesmansyearbook.com Social Change Alicia Swords,2024-08-21 Social Change Movements Politics and Technology is a groundbreaking exploration of social transformation from a conflict theory perspective offering a deep dive into the historical and sociological analysis of leaders within contemporary social movements This text reader is an essential guide for those seeking to understand the dynamics of social change and the role of social actors in shaping the future **Scientific and Technical Organizations and Agencies Directory** Peter D. Dresser,1994 Towards Legal, Sustainable and Equitable Wildlife Trade Tien Ming Lee,Amy Hinsley,Miguel Pinedo Vasquez,Yan Zeng,2022-07-18 **Survey of Current Business** ,2012 *Moody's Public Utilities* ,1939 New Jersey

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In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "**Publication 5196 2 2015 Internal Revenue Service**," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve to the book is central themes, examine its distinctive writing style, and assess its profound impact on the souls of its readers.

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