

Exchange Notices

Clarifying a Complex Process

If you're an employer with over 50 employees, and one decides to seek subsidized health coverage from an Insurance Marketplace/Exchange, you'll likely face a complex web of paperwork, regulations, and processes driven by Exchange Notices. How you respond to Exchange Notices makes all the difference between remaining compliant with Affordable Care Act (ACA) regulations, and facing significant penalties.



TIP: Insurance Marketplace and Insurance Exchange are terms that can be used interchangeably

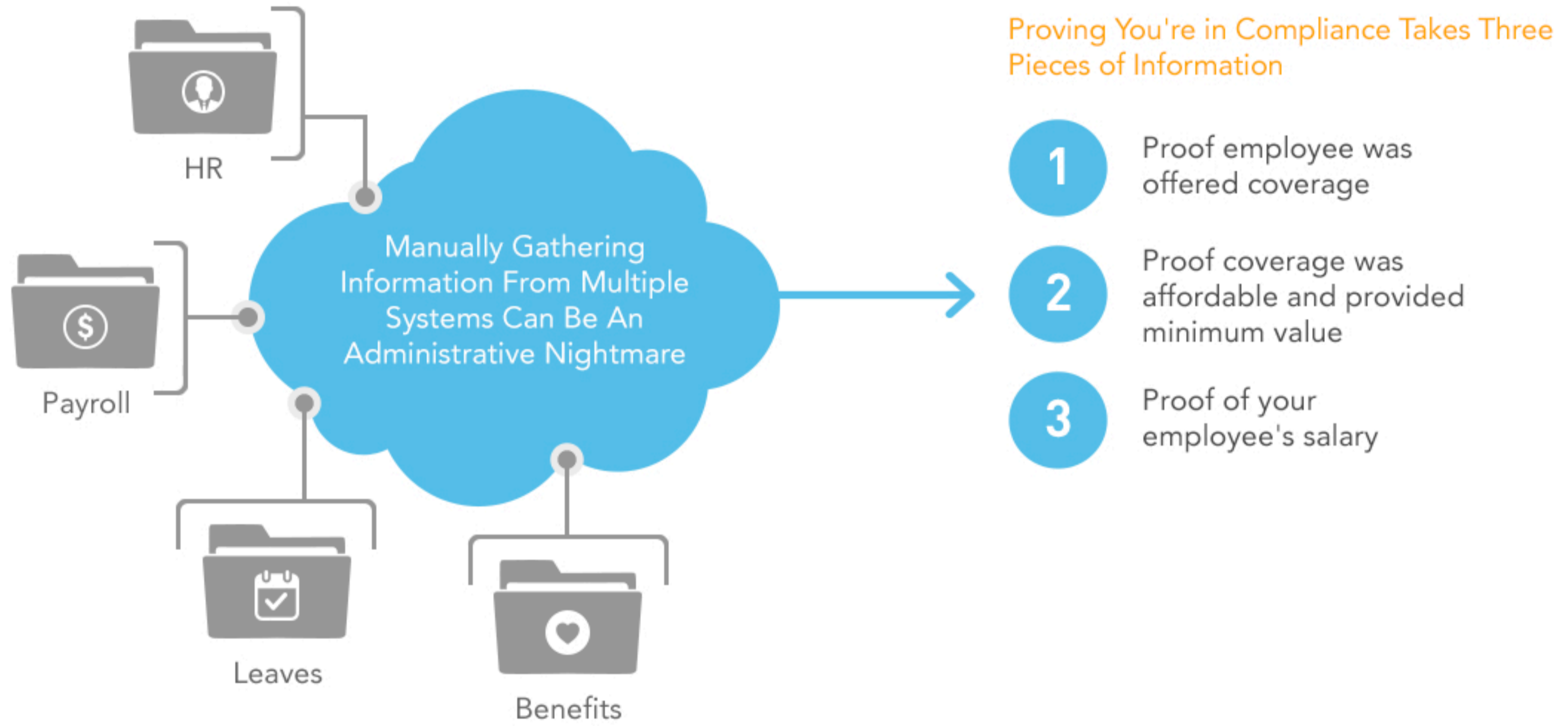
Receiving an Exchange Notice

When an employee chooses health coverage from a Marketplace/Exchange and is granted a subsidy, you'll receive an Exchange Notice.



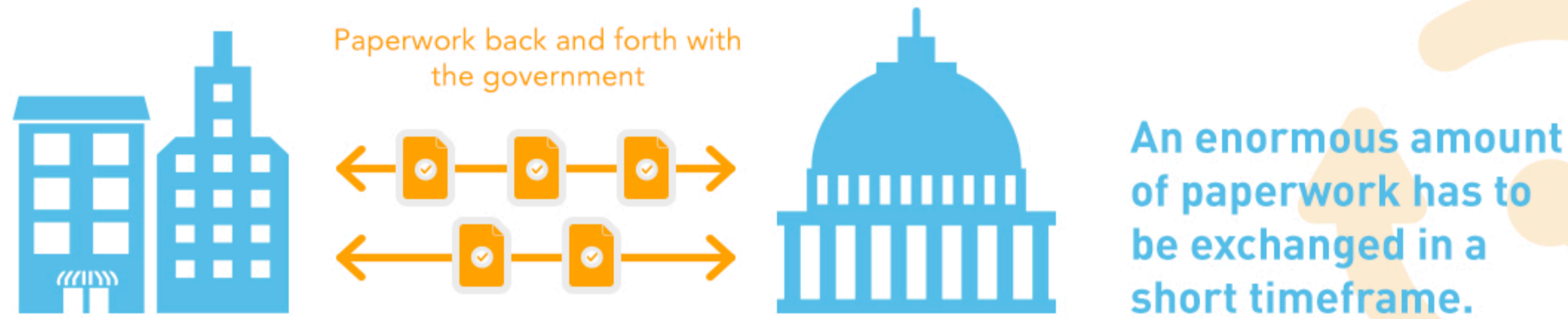
Appeals Trigger Research & Paperwork. Lots of Research & Paperwork.

To prove you met the requirements of the ACA, **you'll need to manually find and combine information from multiple systems** — unless you have a provider like ADP® with the right systems and expertise.



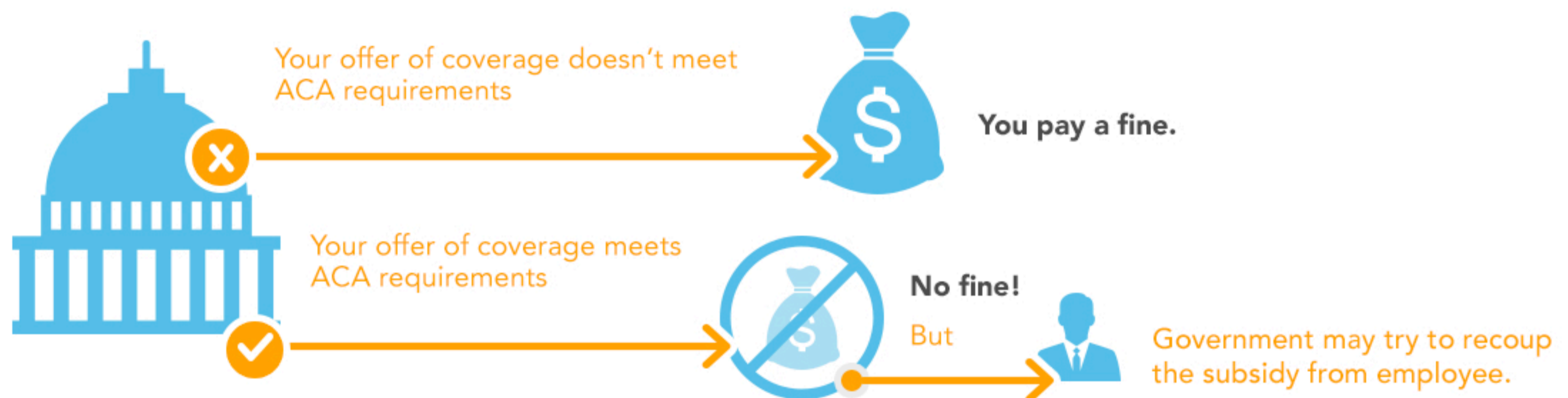
The Reconciliation Process

Once you've gathered the right information, the reconciliation process filled with paperwork begins — and time is ticking.



Managing Exchange Notices and Penalties: the "Final Step."

If your appeal is successful, you should avoid IRS penalty notices — though the government may try to reclaim subsidy money from the employee.



Stay Ahead of ACA Regulatory Management Challenge With ADP® Health Compliance

Unlike payroll or corporate tax management, your ability to maintain compliance with ACA mandates depends on the alignment of information, processes and strategies across your organization to provide the required Notice of Coverage options, engage with your employees and federal and state Marketplaces/Exchanges and accurately and timely complete all required IRS employer mandate reporting.

- Provide required Notice of Coverage Options to your new hires
- Provide verification information to applicable Marketplaces/Exchanges on offered and enrolled health care coverage
- Manage the response of notices issued by state and federal Marketplaces/Exchanges
- Collect data, prepare and file the required Annual Health Coverage Report
- Calculate and reconcile penalties

For more information, visit adp.com/healthcompliance or call 855-339-8760.