



## HEALTH CARE REFORM EMPLOYER SERVICES FOR CULVER'S FRANCHISEES

### BENEFITS

- Be prepared
- Know you have the right plan in place when health care reform begins to affect you and your employees
- The right work force design

The Affordable Care Act (ACA) rules are upon us, but a lot remains unclear about all the ways individuals and employers will be affected by the new law. If you're like many of the Culver's franchisees we serve, you have questions and wonder how this law will affect your business, if at all. We're here to help.

Wipfli offers several services to assist you in determining which employees need to be offered health insurance and help you stay in compliance:

- Play or pay analysis – required for large employers (over 50 full-time equivalent employees) to avoid penalties if you're not offering qualifying coverage to 95% of your full-time employees
  - Plan design for minimum value and affordability compliance
  - Work force design
  - Full-time, part-time employee determinations and monitoring
- Excise tax return Form 720 preparation
- A 2015 transition rule delays the play or pay rule for employers with 50 to 99 full-time equivalent employees
- Education sessions for management, supervisors, board of directors, and employees
- Forms 1095-C and 1094-C preparation reporting eligibility for health care coverage
- Penalty appeals
- Human resource reviews for compliance with the ACA

### THE HIGH PRIORITY FOR FRANCHISEES

Work force design is of primary concern to most Culver's franchisees. The first step in the process is to determine if, under the rules of the new law, you employ more than 50 full-time equivalent employees among all your locations combined.

Many mistakenly believe that health care reform doesn't apply to them — an unwise assumption because the penalties can be severe. Failure to comply with ACA mandates can result in penalties of \$100 per employee per day (\$36,500 per employee per year), not to mention the play to pay penalty of \$2000 per full-time employee.

The proper work force and plan design will help you avoid penalties — and keep you from paying too much for health insurance premiums, too. Wipfli can help you determine full- and part-time employee status for purposes of the law. Compliance will go much smoother with a plan you can monitor in 12-month periods. From there, we can help you with your payroll process so you can accurately monitor hours worked and report on full-time employees.

### EXPERT HELP AND ADVICE FROM A CROSS-FUNCTIONAL TEAM

Wipfli has assembled a cross-functional team of health care reform experts to work on your behalf. Key members from our employee benefits practice group, human resource consulting group, payroll and tax practice are dedicated to staying on top of new developments regarding the ACA. Our team works with designated professionals in each Wipfli office to deliver additional service and address client issues at the local level.

We'll also work with you and your insurance agent to ensure a smooth change and plan redesign process. If you face significant premium increases in your current policy, you should definitely review plan provisions for possible cost saving changes or investigate insurer options.