TANDEM TECHNOLOGIES, LLC
CONNECTING PEOPLE, BUSINESS AND TECHNOLOGY

sage
Authorized Partner

Sage President's Circle 2013-2014

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Tandem Connections

November December 2015

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Understanding Employer Reporting Requirements Under the Affordable Care Act Health Care Law

On March 10, 2014, the U.S. Department of the Treasury and IRS published final rules to implement the information reporting provisions under the Affordable Care Act (ACA) that take effect in 2015.

Under the Affordable Care Act (ACA), applicable large employers (ALE) are required to take some new actions. These employers must file information returns with the IRS and also provide statements to full-time employees about health coverage the employer offered or to show the employer didn't offer coverage.

Information reporting was voluntary for calendar year 2014, but all ALE are **required** to report health coverage information for the first time in 2016 for calendar year 2015.

To be prepared to report this information to the IRS and issue the new Form 1095-C to employees, we've put together a Q&A that may help:

Are you an applicable large employer (ALE)?

ALE are those with 50 or more full-time employees, including full-time equivalent employees, on business days during the preceding calendar year.

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

A full-time equivalent employee is a combination of employees, each of whom individually is not a full-time employee (has fewer than 30 hours of service per week), but who, in combination, are equivalent to a full-time employee.

What are the information reporting requirements for employers relating to offers of health insurance coverage?

The ACA added section 6056 to the Internal Revenue Code, which requires applicable large employers (ALE) to file information returns with the IRS and provide statements to their full-time employees about the health insurance coverage the employer offered.

When do the information reporting requirements go into effect?

The information reporting requirements under Section 6056 are first effective for coverage offered (or not offered) in 2015. An ALE member must file information returns with the IRS and furnish statements to employees beginning of 2016, to report information about its offers of health coverage to its full-time employees for calendar year 2015.

What is the general method of reporting?

As a general method, each ALE member may satisfy the requirement to file a section 6056 return by filing a Form 1094-C (transmittal) and, for each full-time employee, a Form 1095-C (employee statement).

When must an ALE member file the required information return with the IRS?

The first section 6056 returns required to be filed are for the 2015 calendar year and must be filed no later than February 29, 2016, or March 31, 2016, if filed electronically.

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<u>Mark Your Calendars!</u> - Tandem Technologies Monthly e-Sessions

November e-Sessions: ***Please Note the Change of Day Due to the Thanksgiving Holiday***

- **Sage 300 - "Year End Closing & Payroll v7.2"**
  Date: Wednesday, November 18, 2015
  Time: 1:15 PM to 2:30 PM CST
  Join Karen Smart for a closer look at Sage 300 Payroll v7.2 and the new Affordable Care Act reporting that's available. Karen will also talk briefly about year end closing procedures.

- **ALERE -- Inventory**
  Date: Wednesday, November 18, 2015
  Time: 1:15 PM to 2:30 PM EST
  Join Dennis McVeigh to see an in-depth session on the ALERE Physical Inventory screen that allows users to post Physical inventory from within ALERE — a new feature in ALERE v7.3.

December e-Sessions: ***Please Note the Change of Day Due to the Christmas Holiday***

- **Sage 300 - "What is Sage 300c?"**
  Date: Thursday, December 17, 2015
  Time: 1:15 PM to 2:30 PM CST
  There's now two different Sage 300 software products, Sage 300 and Sage 300c. Join Karen Smart for the latest news from the Sage Development Team and see the differences between Sage 300c and Sage 300 2016.

- **ALERE -- Consignments**
  Date: Thursday, December 17, 2015
  Time: 1:15 PM to 2:30 PM EST
  Join Dennis McVeigh and see what this new feature can provide for your company. Dennis will show the module in detail and how to get it set up.

Enroll now at http://tiny.cc/e-session

Tandem Technologies would like to wish all of you a very happy and safe holiday season. We thank each of you for the continued business and support that makes our progress possible. May peace, prosperity, and happiness be yours throughout the new year.

Thanks for Attending our Sage Business Intelligence Webcasts

Just a reminder! If you attended our FREE Sage Business Intelligence webcast, don't forget to use your 1 FREE hour of training by December 15, 2015.

Sage 300 Payroll Tiers Set to Launch in 2016

Thank you to everyone that attended the October e-Session on Sage 300 Payroll v7.2. Since our presentation we have been notified that Sage will not implement the new "tiers" until 2016. We were notified by Sage where they stated, "Based upon valuable feedback we received from our *partners* following that announcement, **we have decided to reassess our go-to-market approach and delay this launch until early 2016.**"

Tandem Technologies consultants would like for all of their Sage 300 clients to know that we spoke loudly to Sage about the untimely announcement and "forced" implementation of this new type of offering. We understand that as business owners, you are consumed with year end tasks and other operations necessary at the end of the payroll year.

If you would like to contact Sage and voice your concerns please e-mail Connie.Certusi@Sage.com. If you missed our Payroll webinar, you can find it on our website, www.tandemtechnologiesllc.com/blog/video/sage-300-payroll-v7-2

Please know that our mission is your success and we will keep you updated of any new announcements regarding the Sage 300 Payroll module and what changes Sage is making.

Follow Tandem Technologies on Twitter!

We keep you posted on upcoming Tandem e-Sessions, as well as continuing to educate and provide information for ALERE Accounting and Manufacturing, Sage Fixed Assets, Sage 300, Sage CRM, Sage HRMS, Sage BusinessWorks, and Sage Business Intelligence.

Find us at: www.twitter.com/SageAlereUSA

Sage BusinessWorks 2015 Service Pack 4 (SP4) Has Been Released

Here's what's new in the 2015 version (SP4) by module. These are only the new features and functionality of Sage BusinessWorks 2015 SP4. If you would like to know all the changes made in Version 2015 SP1, SP2 and SP3, please contact Linda Kiernan 1-866-392-6132 Ext. 704.

If you or someone you know would like to hear more about Sage BusinessWorks, please contact Tandem Technologies, LLC, a Sage Certified BusinessWorks reseller that understands the small business owner and their needs.

Payroll:

New California Sick Leave Features and Reports

Employees: Sick pay accurate rate can be updated or resent in Global employee change.
Processing: Time card Entry and standard time entry for commission only employees has Regular available to add hours to timecard
Employee Reports/Employee Lists: New employee sick time list detail and summary added

Taxes: SUI Tax deposit screen now displays a posting message and the amount appears in the bottom table to show it posted.

Employees: Pay rate is now updated correctly on Employee Master List when standard rate is changed.

Cash Management:

Accounts: Maintain cash accounts no longer allows multiple default accounts when additional cash account is added.

Inventory Control:

Reports: Serialized Inventory report now displays date and customer.

Order Entry:

Invoices: Discounts that are returned and applied to open credits will no longer re-open invoice in error.

ALERE Accounting v7.3 Released!

This new version provides more control, tracking and sharing of resources to deliver greater returns on your investment. Some of the new features are listed here; but contact your ALERE Consultant to see all the features and functionality.

- Collaborative Order Approval Rules to have a structured approach with groups of one to four users each with defined rules to meet the control you need and threshold levels that trigger the process.
- Consignment orders have been added to sales order types to replenish inventory to a consignment location and maintained for a customer's use.
- Multiple customer location payment consolidation is now an option in the AR/Cash Receipts module and allows a payment to be distributed to receivables from multiple locations.
- Price contracts are included with sales orders types and acts as an extension to the pricing rules. When an order is created, inventory pricing rules and contracts are checked for the best current price.
- General ledger journal notes, along with document management, can now be added to individual transactions. Documents like scanned invoices, receipts, etc. may now be tagged with a note for a complete trail.
- Four miscellaneous fields, three are 10 character fields and one memo-style, were added to the Sales Order Line tab.
- Physical Inventory has added a "count" screen that allows direct entry with a scanner or loaded through an Excel file.
- In Fetch, search capabilities and a print button have added and can now be used as an ad-hoc report inquiry tool.
- Report previewing capabilities are expanded with the new toolbar. The format can be changed and sent by email right from the screen. Add pictures, hyperlinks, request read receipts, or save the report as an image, PDF, MS-Word and much more.
- Credit memos and return orders can be created from lines on an invoice and includes drill down to provide control and an audit trail visible on Activity tabs of invoice.
- Email capabilities include being able to send to multiple addresses or check the "Use terms printing rules" box to exclude customers from an e-mail list.

Understanding Employer Reporting Requirements Under the Affordable Care Act Health Care Law Continued

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When must an ALE member furnish the statements to full-time employees?

Forms 1095-C (the statements for 2015) must be furnished to employees no later than February 1, 2016 - as January 31, 2016 falls on a Sunday).

Why does this information need to be reported to the IRS?

First, the statements will support compliance with the employer shared responsibility provision (employer mandate). Second, the statements will assist individuals in determining their eligibility for federal financial assistance (subsidy) through the Individual Health Insurance Marketplace, also called an Exchange.

What if I don't comply with the requirements?

An ALE member failing to comply with the information reporting requirements may be subject to the general reporting penalty provisions under section 6721 (failure to file correct information returns) and section 6722 (failure to furnish correct payee statement).

Where can I find more information on employer information reporting requirements?

More information can be found online at www.IRS.gov/aca.

Also, you can download a FREE white paper on "Managing Your ACA Responsibilities" with Sage HRMS at http://tiny.cc/ACA_whitepaper.