

Are you at risk of ACA Penalties?



IRS ACA penalties increased for 2023

Find out what this means to you...

1. Who's at risk?
2. What's your exposure?
3. How to avoid penalties?

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Who is at Risk of Penalty?

only employers with
50+ TOTAL FULL-TIME EQUIVALENT

Many fines result from employers unaware part-time employees count towards total full-time equivalent staff.

Add up all your part-time hours and divide by full-time status to determine PTE full-time equivalence.

Calculating Total Full-Time Equivalence

$$\begin{array}{l} \text{FULL-TIME EMPLOYEES} \\ \text{Salaried, +30 hours a week} \end{array} + \begin{array}{l} \text{PART-TIME HOURS} \\ \text{Total Annual Hours / 2080 (hours)} \end{array} = \begin{array}{l} \text{FULL-TIME EQUIVALENT} \\ \text{More than 50 avg per month} \end{array}$$

	Company A	Company B	Company C
Full-Time Employees	10	10	10
Part-Time Employees	80	100	200
Avg PTE Hours Per Week	20	15	10
Full-Time Equivalent (PTE)	40	38	50
Total Full-Time Equivalent	50	48	60

What's Your Exposure?

How much could you pay if one employee gets a subsidy from the Exchange?

PENALTY A

\$2,880 x All Employees -30

Employers provide 95% FTE access to Minimum Essential Coverage (MEC).

PENALTY B

\$4,320 x Violation

Employers provide 95% FTE access to a Minimum Value Plan. Employee pay less than 9.12% of income.



	Company A	Company B	Company C
Total FTE	50	48	60
Penalty A Exposure	50-30 = 20	0	60-30 = 30
Penalty A Fine	\$57,600	0	\$86,000
Penalty B Exposure	10	20	12
Penalty B Fine	\$43,200	0	\$51,840

The example illustrates fines for qualifying employers that do not offer a MEC program and 20% of FTE receive ACA subsidized plans.

LifeExec Offers Amazing & Affordable Employee Benefits

Avoid Penalties with LifeExec



Avoid Penalty A

**Register for LifeExec and avoid 100% Penalty A
... Seriously, that's it.**

Avoid Penalty B

**Sponsor ACA programs for only \$79 and avoid Penalty B.
... And do something great for your employees.**

Programs Start at \$0

**Businesses avoid \$10K-\$100K+ in penalties for \$0.
... \$0 forever. There is no catch.**

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LifeExec offers amazing employee benefits at only \$24.95. ... find out why everyone is joining LifeExec.

