

The Triangle of TrustSM and the ACA

Ask how Trusaic can apply the Triangle of Trust to achieve 100% ACA compliance for your organization.

The Triangle of Trust is our proprietary principle requiring optimal alignment of the three key elements of data, regulatory expertise and software to ensure critical compliance and business intelligence objectives are met. It is critical in achieving ACA compliance.

Trust in Data

Data, such as Payroll, Time and Attendance, Leave of Absence, Benefits Administration and general HR information, which have both structured and unstructured components, are frequently scattered across various databases and platforms. The data from these disparate silos need to be aggregated, consolidated and validated into a set of accurate data for use in addressing regulatory compliance for the ACA.

During this aggregation process, there's a significant chance that crucial bits of information will either be omitted, duplicated, or entered in error.

Inaccurate data being used for ACA information filings can result in significant IRS penalty assessments.

Organizations are particularly at risk on this issue given that their data systems are often dated and were not designed to manage the complexities of the ACA.

Trust in Regulatory Expertise

Regulatory expertise is critical to ensure the accurate data is applied in appropriate ways, through analytical processes that combines correct interpretation of regulations and laws. Such expertise in regulatory affairs will allow software to effectively address regulatory compliance and business intelligence. Understanding how to interpret and segment data so that it will answer the requisite questions of your analysis as processed through software is critical to getting the best, most accurate interpretations from the data for a successful ACA filing. Given the severity of the financial risk of IRS penalties for ACA non-compliance, having ACA regulatory experts readily available is vital to your ACA compliance efforts.

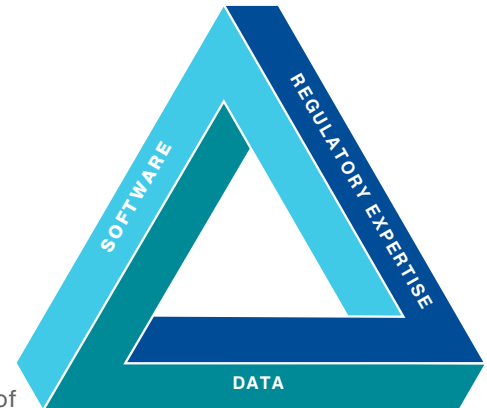
For example, does your organization know the intricacies of the ACA well enough to determine if the data being used will successfully answer questions like these?

- What safe harbor and measurement method are being used, and are they being applied correctly?
- Are processes in place to make sure the health coverage benefits being offered are consistent with the ACA?
- What's the monthly offer rate percentage?
- Do your insurance products help or hurt your ACA compliance efforts?

Trust in Software

Software development is a multidisciplinary effort in software programming, database management, data science, data analysis and regulatory expertise. These experts need to work together to properly develop and program software that will apply the clean data to effectively address regulatory compliance and provide business intelligence. This is critical to obtain accurate outputs that will effectively address IRS information requirements that demonstrate ACA compliance.

The challenge with using do-it-yourself software for ACA compliance is that it won't tell you if the underlying data contains discrepancies, and it won't tell you if the inputs combine to comply with the ACA rules. You're putting a lot of trust in automated software that puts the onus on you to understand the implications of the inputs. Also, if the data is bad, the software may only highlight the errors in the ACA filings. These errors can result in exposure to significant IRS penalty assessments.



To learn more, contact:

Gregg Kasubuchi
VP of Sales
213 355 5108
gkasubuchi@trusaic.com

TRUSAIC Can Reduce Your IRS Penalty Risk

If your data is dirty or your analytics are incorrect, you're opening yourself up to IRC Section 4980H penalties from the IRS. The IRS has issued more than \$4.5 billion in penalties for the 2015 tax year alone. Penalty notices continue to be issued. If you receive an IRS Letter 226J penalty notice in the millions of dollars, are you prepared to respond? At Trusaic, we help employers successfully manage their data quality processes to avoid IRS penalties. Let us tell you how we can help your organization and provide you with a **free ACA Penalty Risk Assessment**.



ACA Penalty Risk Assessment

This no-cost service can gauge your organization's exposure to IRS penalties because of ACA non-compliance. This provides an opportunity for you to correct ACA compliance strategies, and, if necessary, contact the IRS to provide updated material that could prevent your company from being assessed a significant financial penalty.