

Help Guide: Most Common ACA Summary Warnings

Warning: You should not have a no offer of coverage and then elect coverage. Please check work history.

Cause: Invalid IRS Code combination: Line 14: 1H/Line 16: 2C for All 12 Months or the same specific month(s). Example below:

Part II - Employee Offer and Coverage								
		Line 14 - Offer of Coverage				Line 16: Section 4980 H Safe Harbor		
Employee Name	Employee SSN	Line 14: All 12	Line 14: Jan	Line 14: Feb	Line 14: Mar	Line 16: All 12	Line 16: Jan	Line 16: Feb
HOLLIE L. KINGSBURY-ANSPACH	██████████	1H		1H	1A		2D	2C

Troubleshooting: This code combination is triggered as a result of a 1H (No Offer of coverage) code is indicated under Line 14 with a code of 2C indicated under Line 16 (enrolled in offered coverage). The combination is invalid because you cannot enroll in coverage for a month in which no offer of coverage was made.

Warning: If you have code value for offer in line 14, then employment status code in line 16 is also required

Cause: The ACA Summary does not include the corresponding code under Line 16 code for the individual identified.

Part I			
Employee		Line 14 - Offer of Coverage	
Employee Name	Employee SSN	Line 14: All 12	Line 16: All 12
Genevieve Tester	998-78-0617	1E	

Troubleshooting: Verify if the correct Annual Salary or Hourly Wage is populated within the employees record which is used for the affordability calculation. If this information is accurate, verify that the correct Affordability Method selected is in line with the IRS expectation for the "offer of coverage code" under Line 14.

Parameter Located under ACA Setup as shown below:

Affordability Method

- Federal Poverty Line (FPL)
- Rate of Pay Based on Pay History
- Rate of Pay Based on Annual Salary
- Rate of Pay Based on Hourly Wage
- W2 Earnings

If Line 14 code is a 1E vs 1A this is an indicator that the lowest EE only (self-only) medical plan rate offered does not meet the FPL criteria. Verification of additional Affordability Method would be required

Warning(s):

- When using the 'Rate of Pay' safe harbor and choosing to calculate based on the employee's Hourly Wage, you must provide an hourly wage for all employees. This information is missing for: Name [Employee Name & SSN included here]
- All affordability methods failed due to missing data for the following: Name [Employee Name & SSN included here]

Cause: The ACA Summary is unable to perform the required functions to determine affordability because the required data necessary is missing.

Review the Work History entries as shown below:

4321	Memorial	1.237	Physician	MHC	10/18/2016
Salary: \$0.00		Hourly Wage: \$0.00			

Or under the individuals Employment Tab:

Salary:

Hourly Wage:

Troubleshooting: ACA Summary is unable to perform the required function as a result of missing information to determine the medical plan(s) affordability. This can also be a warning due to any "affordability method used" if it is not located within the employee's record. The warning will indicate the affordability method with the warning description. Example: W2 wage, or Annual Salary

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Warning: Invalid Special Character Identified

Cause: The individual identified has an invalid character identified, such as " ", (), & which are not acceptable on the IRS electronic file format.

See example highlighted below:

Employee Name	Employee SSN	Employee Address Street	Employee Address 2	Employee Address City	Employee Address State	Employee Address ZIP	Employee Address Country
Iris Aderhot	998-78-0983	5 W Monta Blvd (Ave)		Salt Lake City	UT	84114	USA

Troubleshooting: Review identified individual(s) (Emp or Dependent) record within the enrollment system and remove any special characters identified such as: &, *, \, (), ", ..

Warning: Missing Address Elements

Cause: The individual identified has required address elements

See example below:

Employee Name	Employee SSN	Employee Address Street	Employee Address 2	Employee Address City	Employee Address State	Employee Address ZIP
Juanita Alexander	998-78-0535	6 Malvin St		Springfield	IL	

Troubleshooting: Review identified individual(s) record within the enrollment system and remove any special characters identified such as: &, *, \, (), ", ..