

Compliance Reporting

Improve reporting and increase compliance.

Required Compliance and Affordable Care Act (ACA) reporting have put a time and money strain on many employers. Take the headache out of both ACA reporting and Compliance with BernieHR.

ACA Reporting:

- **1094-C / 1095-C Reporting:** BerniePortal tracks benefit enrollments and partnered with BernieHR, employee status (full time/part time) is monitored to report eligibility for benefits throughout the calendar year for accurate reporting. BernieHR will ensure your employees and the IRS receives the 1095-C on time for tax filing.

Compliance:

- **OSHA:** Complete the OSHA 300A Summary based upon the worker's compensation tracking activities throughout the year.
- **New Hire Reporting:** Did you know all employers regardless of whether small, large, public, private, government, for profit or nonprofit must report all new hire, rehire or temporary hire activity to the state each month? Fines associated with not reporting is currently set to \$20/hire. BernieHR has you covered.
- **EEO-1 Reporting:** Complete the annual filing requirement for all employers over 100 employees *or* part of an affiliated group totaling 100 or more employees. BernieHR can also track your EEO information for ease in preparing your annual reporting requirements.
- **Continued...**

Contact Bernard Health today to learn more about BernieHR

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BERNARD HEALTH
Rescuing you from healthcare confusion

- **Federal/State/Local Taxes:** Assist with new entity setup when necessary, such as when companies expand into a new state.
- **Vets 4212:** Did you know all employers with federal contracts or a subcontractor of an entity with federal contracts worth \$150,000 or more must file a Vets 4212 (formally Vets 100) report each year?
- **Service Contract Act:** Employers with a federal contractor or a subcontractor of an entity with federal contract of \$2,500.00 or more are subject to the Service Contract Regulations with respect to site specific wage determinations—prevailing wages, time off requirements, holidays, and fringe benefits. Separate policies for employees working under federal contracts must be defined and applied uniformly.
 - The SCA requires that government contractors pay their covered service contract employees a minimum wage rate and a standard fringe benefit rate. Wage rates are based on the locality where work is being performed while the health & welfare (H&W) fringe benefit rate is at a standard rate. In addition, service contract employees are also entitled to a minimum number of vacation and holiday hours which are also based on the locality where the work is being performed.
- **Verification of Employment:** Let BernieHR complete the steady flow of verification of employment for bank loans, apartment complexes, state programs, auto loans, for current and former employees.

