

2021 ACA Late Filing Penalties – BASIC Has You Covered!

Late ACA Filing is not ideal but is better than not filing at all. Below, we'll outline our BASIC ACA Late Filing service and how we can help if you fall behind on past the past year's reporting obligations. However, there's still plenty of time to beat the deadlines for the 2021 ACA reporting year. So, who must file?

Applicable Large Employers (ALEs)

Employers with at least 50 full time equivalent employees in the previous calendar year

ALEs have specific reporting obligations under the Affordable Care Act (ACA), and face sharp financial penalties when those requirements aren't satisfied. Annual penalties for incorrect or late filing can add up quickly and compound the headaches that come with ACA compliance.

2021 ACA Filing: Deadlines and Penalties

For 2021 ACA reporting, ALEs are required to distribute 1095 forms to its current and past employees by March 2. (extended from Jan. 31)

ALEs must then file Forms 1094-C and 1095-C to the IRS by February 28, 2021 if filing with paper or March 31, 2022 if filing electronically. There is currently no extension for the deadlines to file with the IRS. Electronic filing is required for companies with 250 or more filings.

Both failure-to-furnish and failure-to-file (or late filing) each have penalties of \$280 per return, and penalty amounts double if non-compliance is ruled to be intentional.

For example, an ALE who fails to file or furnish information returns for its 150 employees would be liable for an \$84,000 penalty assessment. If the IRS deems the ALE's non-compliance as intentional,

such as deciding not to file, that amount doubles to \$168,000! Note: it was recently announced that good-faith relief is going away, making it more important than ever to comply with ACA regulations.

Good-faith penalty relief has not been extended to 2021 for incorrect or incomplete reports due in 2022. That means it's more important than ever to meet filing requirements on time!

2021 Late Filing

While other vendors have closed their doors to employers still seeking a 2021 ACA filing solution, BASIC offers a late filing service for employers who are behind on their 2021 reporting obligations. Due to the nature of ACA late filing, BASIC cannot guarantee the deadlines for form distribution and filing to the IRS will be met, as we do for clients that secured filing services prior to the start of 2022. However, any ACA expert will agree that while late filing is not ideal, it's better than failing to file altogether.

Visit [our website](#) to see how BASIC ACA Filing Services can help you stay compliant!



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