

1094C – Frequently Asked Questions

Affordable Care Act Reporting



Please use this as a guide for answers to commonly asked questions regarding the 1094C and to explain how the report is calculated.

**If you have additional questions please contact your HR Business Partner.*

Where is the list of Applicable Larger Employer (ALE) Members on this report pulled from?

- The ALE members listed are defined in the ADP Resource system and are based upon the paygroups defined for that Control Group.
- The paygroup field is not a part of the actual 1094C report. However, data for the paygroups that are defined for the control group are grouped by the ALE Member's FEIN. If multiple paygroups within the control group have the same FEIN, their data is consolidated and listed under the ALE Member name of the first paygroup in the ADP Resource system with that FEIN.

Are 1099 controls included in my reports?

- No. All 1099 controls are excluded from the reports.

What is Part I – ALE Member Details?

- This section lists the demographic and contact information for each ALE member.

Are ALE Members a member of an Aggregated ALE Group?

- Yes will appear in this column if the FEIN is one of multiple FEINs in the Aggregated ALE.
- No will appear in this column if there is only one FEIN in the ALE.

What is Part III – ALE Member Details?

- This section lists the full time employee count and total employee count for each FEIN each month. This count is as of the first day of the indicated month.

What is Part IV – ALE Members of an Aggregated ALE Group?

- This section lists the FEINs that are a part of the Aggregated ALE count. It also gives the average full time employee count for each FEIN. This average represents the average of the monthly full time employee count for each FEIN found on Part III.

What if an employee is hired mid-month?

- If an employee is hired mid-month, that employee will appear in the report in the following month. For example, if an employee is hired June 15th, the employee will appear on the report for the month of July since that is the first month where the employee will exist at the first of the month.