

Warning: Invalid Code Combination, 1H/2C codes under Lines 14 & 16 for the same month(s) is invalid. 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 I - Employee		Part II - Employee Offer and Coverage				Line 16: Section 4980 H Safe Harbor		
		Line 14 - Offer of Coverage						
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	998-78-0617	1H	1H	1H	1A	2D	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 there is a code under Line 14 – Offer of Coverage, then a corresponding code is also required under Line 16 – Safe Harbor

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

Part I		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 if the annual salary and/or hourly wage meets the affordability threshold. The formula to determine if the coverage for employee only (self-only) is deemed affordable for 2022 (as adjusted) is:

Federal Poverty Level: Coverage is deemed affordable for 2022 if the employee cost is not more than \$103.15 per month

The formula for FPL is $(\$12,880 \times 0.0961) / 12$

Based on Annual Salary: $(\text{Annual Salary} \times 0.0961) / 12$

Based on Hourly Wage: $(\text{hourly rate} \times 130 \times 0.0961)$

If the Annual Salary and/or hour wage are correct and the applicable calculation deems the offer of coverage affordable, you will want to 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

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 or Incomplete Address on employee record

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: &, *, \, (), ", ..

Warning: Employee Address exceeds max length = 35

Cause: The individual identified has an address that exceeds the maximum character length allowed by the IRS for electronic filing.

See example below:

Employee						
Employee Name	Employee SSN	Employee Address Street	Employee Address 2	Employee Address City	Employee Address State	Employee Address ZIP
Douglas Begich	998-78-0749	10 SE Christene Avenue Southwest Corner		Atlanta	GA	30334

Troubleshooting: Review identified individual(s) record within the enrollment system and abbreviate the address or use address line 2.

Warning: JScript [EngineOnLoad] failed on Case: [Case Name (Case ID), Employee: [Full Emp Name (EID), Plan: [Medical Plan Name] (26295), RateGroup: [Rate Group Name] (47021) Error: -2146827864. Line: 0. Message: Object required

Cause: The ACA Summary is unable to identify one of the qualifying offer components because it cannot determine one of the required objects. In many instances, it is an issue with an OnEligible or OnLoad script associated with the specific medical plan indicated in the warning.

Troubleshooting: Review any OnEligible or OnLoad scripts that are used to determine an employee's eligibility and/or rate associated with a specific medical plan(s). If the necessary criteria (Custom Field, etc.) for that script to make that determination is not present for the employee then it would be unable to produce the required object the ACA Summary requires. Ensuring the required criteria is still available and/or commenting out the script can often resolve the issue.

Please note: it is often necessary to make these same adjustments to the prior plan year to resolve the issue. The ACA Summary does use some functionality that would require it to look back into a prior year.

Warning: Could not determine Full Time Status of EE in ACA_GetemploymentStatus function. No correct job class mappings defined for job class: [Job Class Name here] at location [Location name here]

Cause: The ACA Eligible and/or ACA Ineligible parameter under Eligibility is not complete.

Parameter Located under ACA Setup as shown below:

The screenshot shows a form for setting up job classes. The fields are as follows:

- Job Class Name:** FT-H
- Description:** Full-time, hourly
- Note:** Eligible full-time w/ hrs/week > 30
- ACA Eligible:** <Choose JobClass>
- ACA Ineligible:** <Choose JobClass>

A red callout box points to the ACA Eligible and Ineligible dropdowns with the text: "ACA Eligible AND ACA Ineligible details MUST be completed for ALL Job Classes".

Warning: Could not determine Full Time Status of EE in ACA_GetemploymentStatus function. No correct job class mappings defined for job class: [Job Class Name here] at location [Location name here] (cont.)

OR: A job class that was previously used during that ACA reporting year has either been deleted, renamed or otherwise altered from its original version as housed within the work history record. (See example below)

Job Class: [DELETED] HRLY ACA Ineligible(HRLY ACA Ineligible)

Troubleshooting: The work history records are the driving force behind the ACA Summary and that “exact” job class identified within the work history during that ACA reporting year can no longer be found within the case and as a result the ACA Summary is unable to perform the required functions.

Warning: Product [Medical Plan Name] doesn't have EmployeeOnly Rate configured.

Cause: Identified medical plan does not have an EO amount under the “Rates” tab under Benefit Plans. Example below:

Rate Group	Enrollment rules	Eligibility	Rates	Questions	Life events																		
<table border="1"> <thead> <tr> <th colspan="2">Rates</th> <th colspan="4">Level 1 (1)</th> </tr> <tr> <th>Tier</th> <th>EO</th> <th>ERCost</th> <th>EECost</th> <th>ERCost</th> <th>EECost</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>						Rates		Level 1 (1)				Tier	EO	ERCost	EECost	ERCost	EECost	Age	0	0	0	0	0
Rates		Level 1 (1)																					
Tier	EO	ERCost	EECost	ERCost	EECost																		
Age	0	0	0	0	0																		

Troubleshooting: For the ACA Summary to determine “affordability” it must have an employee only rate for all plans for the calculation. Update any medical plans that are active during the ACA Tax Filing year the warning has triggered by including the EO value.

Warning: Employer did not offer minimum essential coverage to at least 95% of its full-time employees and their dependents

Cause: The 1094-C tab does not indicate the employer met the MEC offer threshold under column “AC” for All 12 MEC.

See example below:

EMPLOYER NAME	EMPLOYER EIN	ALE NUM FORMS	QUALIFYING OFFER METHOD	98 PERCENT OFFER METHOD	TITLE	ALL 12 MEC YES
Nation Health LLC	12-3456789	520				ALL 12 MEC YES

Troubleshooting: This can offer be the result of the “override” indicator being present on the 1094-C under column “MT” in error and should be “blank” as outlined below:

EMPLOYER NAME	EMPLOYER EIN	EIN 65	Override
Nation ACA Demo	45-6789999		Override

If a “YES” indicator is found, the override indicator should be removed, and the file regenerated.