

Bring year-round clarity to ACA compliance

Track employee eligibility, coverage activity, and reporting requirements in one connected process built for the realities of healthcare employment.



Is your organization an applicable large employer?

An organization is generally considered an applicable large employer for the current calendar year if it averaged at least **50 full-time employees, including full-time-equivalent employees, during the prior calendar year.**

ACA requirements are fact-specific. Employers should confirm their obligations with qualified legal, tax, or benefits counsel.

Variable schedules, frequent hiring, and changing employee hours can make ACA compliance a year-round operational challenge for healthcare employers.

Viventium brings ACA tracking and filing into one connected workflow, helping your team maintain visibility throughout the year and prepare for reporting with greater confidence.

The healthcare workforce challenge

ACA management becomes more difficult when employers must account for:



Changing employee populations:

Frequent hiring, turnover, rehires, transfers, and status changes



Variable eligibility:

Fluctuating hours, PRN, per diem, and part-time roles



Complex records:

Multiple locations, measurement periods, coverage activity, and payroll corrections

Without connected information, it can be difficult to determine who is full time, when coverage must be offered, and whether the underlying records will support accurate year-end reporting.



What Viventium ACA supports

Year-round visibility

Access live ACA data and a real-time dashboard to monitor employee information and identify potential issues before filing season.

Employee-status tracking

Support the ongoing determination of full-time and part-time status across initial, ongoing, administrative, and stability periods.

Coverage documentation

Track offers, enrollments, waivers, employee costs, minimum essential coverage, and minimum value information in one process.

Filing support

Viventium prepares and files Forms 1094-C and 1095-C on behalf of participating clients using the ACA information maintained in the system.

Benefits connectivity

Viventium ACA can work with Viventium Benefits Administration to help automate benefits enrollment and streamline open enrollment.



Why year-round accuracy matters

For 2026, the annualized employer shared-responsibility penalty amounts may reach:

\$3,340

per full-time employee

excluding the first 30 in the applicable calculation, when an ALE fails to offer minimum essential coverage to at least 95% of its full-time employees and their dependents, and at least one employee receives a premium tax credit.

\$5,010

per affected full-time employee

who receives a premium tax credit when the employer's offer is unaffordable or does not provide minimum value.

Penalties are assessed monthly, and actual liability depends on the employer's specific facts.

Make ACA compliance a year-round process

Gain greater visibility into employee status, coverage activity, and potential issues before filing season.

[Request a demo](#)

Already a Viventium client?

ACA must be added by Friday, **October 30, 2026**, to use the solution for current-year filing. Contact your Client Success Manager to get started.



 **viventium** +  **Apploi**

This material is provided for general informational purposes only and is not legal, tax, benefits, or compliance advice. ACA requirements are complex and fact-specific. Employers should consult qualified advisors and current IRS guidance regarding their obligations.