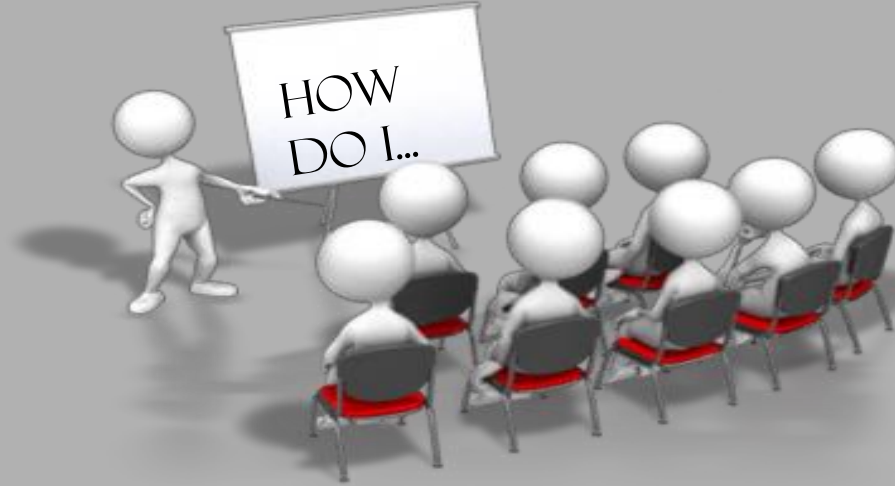
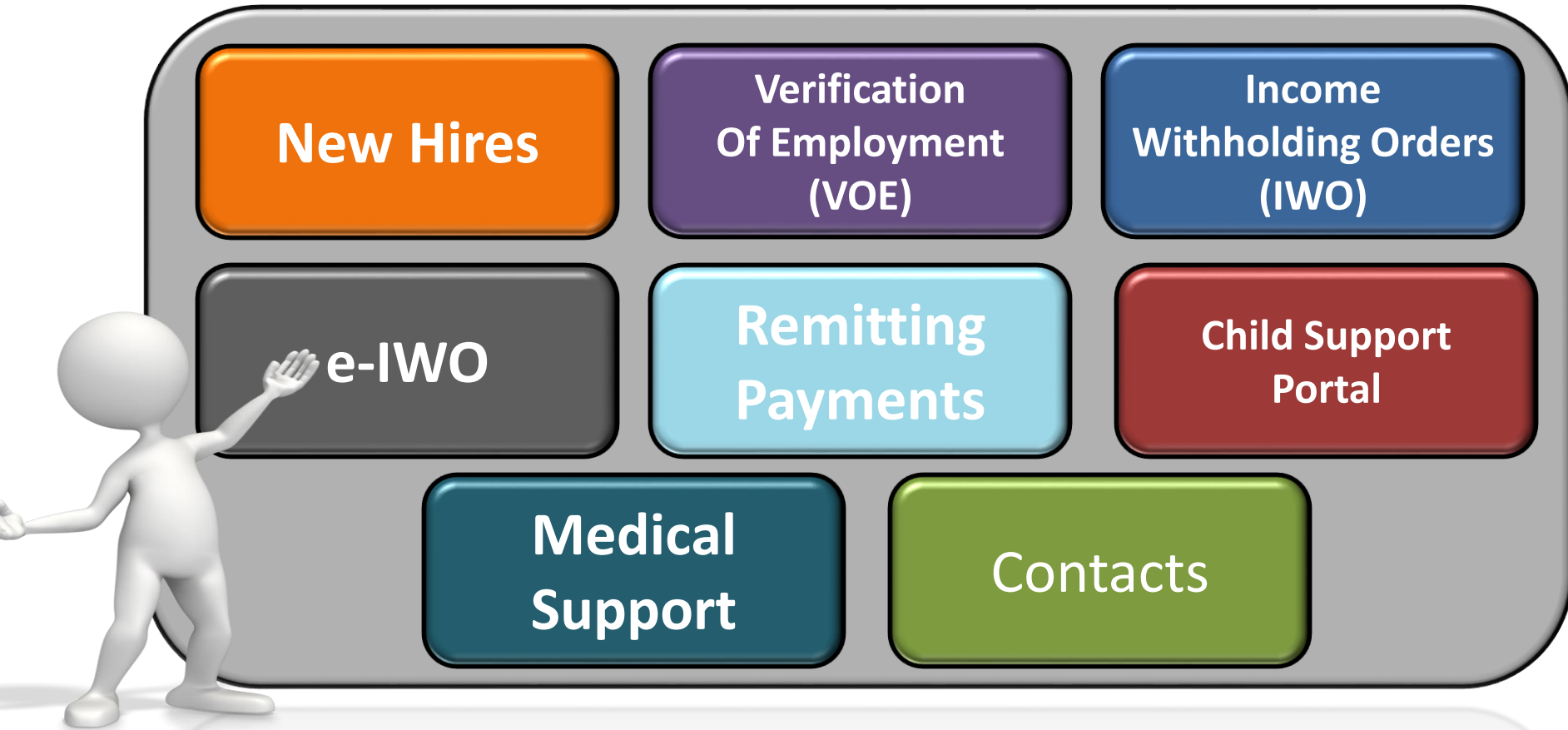


Child Support & Employers



An Introduction to Child Support and Employers Responsibilities



Information for employers

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New Hire Reporting

New Hire reporting helps child support agencies establish orders and send income withholding orders to employers to collect support for children and families



Why report?

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One in four children in the United States receives child support services through state, local, and tribal child support programs



Who must report?

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- Employers must report newly and re-hired employees
- Multistate employers can choose how to report:
 - Report to the state where the individual works or
 - Report all to one of the states where you do business and have employees

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Who are newly hired employees?

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- An employee not previously employed by the employer; or
- An employee previously employed by the employer but separated from such prior employment for at least 60 consecutive days
- States can have shorter time-frames
 - See the new hire matrix



Why to report?

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- It's the law!
 - Federal and law require all employers to report newly and rehired employees to a State Directory of New Hires within 20 days of the employee's first day of work
 - States can establish shorter timeframes

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What happens after your report?

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- Data matching with child support orders
- Matches are sent to child support agencies
- They use the data to locate parents, establish paternity, establish and modify child support orders, and enforce orders
- The child support program collected over \$32 billion in child support in fiscal year 2015



Want more information?

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<http://www.acf.hhs.gov/programs/css/employers/new-hire-reporting>

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A screenshot of the Office of Child Support Enforcement (OCSE) website. The page has a blue header with the OCSE logo and navigation links: Home, Parents, Child Support Professionals, Employers (highlighted), Partners, Policy, Data, Grants, and Library. Below the header is a search bar. The main content area is titled "New Hire Reporting" and includes a "Listen" button. The text states: "Employers are required to report new and rehired employees to the State Directory of New Hires within 20 days of hire. State law may require you to report sooner. This allows child support agencies to locate parents who owe child support quickly to send income withholding orders to employers." Below this text are two links: "New Hire Reporting for Private Sector Employers" and "New Hire Reporting for Federal Agencies", each with a plus icon. On the left side of the page, there is a sidebar with a list of links under the heading "Employers": "Employer Responsibilities", "New Hire Reporting" (highlighted), "Verification of Employment", "Income Withholding", "Medical Support", "Payments", and "Terminations". At the bottom of the sidebar, it says "Electronic & Online Services".

And more. . .

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New Hire Reporting for Private Sector Employers

By reporting new and rehired employees, employers help child support agencies locate parties involved in a child support case.

Resources:

- [New Hire Reporting for Private Sector Employers](#)
- [New Hire Reporting - Answers to Employer Questions](#)
- [State New Hire Reporting Contacts and Program Requirements](#)
- [State New Hire Reporting Websites](#)
- [Multistate Employer Registry](#)

New Hire Brochure – available resource

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New Hire reporting helps children and families

One in four children in the United States receives child support services through state, local, and tribal child support programs.

The child support program compares the information about your new hires and rehired employees with their child support cases to initiate child support income withholding. These programs collected more than \$31 billion in child support in fiscal year 2012.

More than 70 percent of those payments come from employers through income withholding.

Timely, accurate New Hire reporting helps children get financial support and helps employers save tax dollars.

New Hire reporting saves money
In most states, employer taxes fund their Unemployment Insurance and Workers' Compensation programs. With your accurate and timely reporting of New Hire data, states can verify their claimant files to make sure benefit payments don't go to unemployed workers by mistake.

States have saved millions of dollars through these data matches.

Customizable Heading

Customizable content (address and other contact information)

Administration for Children & Families
Office of Child Support Enforcement
370 L'Enfant Promenade, NW
Washington, DC 20541
www.acf.hhs.gov

What is this important?
You file a New Hire report when you hire a new employee or when you rehire an employee within 90 days of the employee's last day of work for you. By filing on time, you speed up the process of getting children get child support more quickly.

What information must I report?

Information about your new employees:
- Name
- Address
- Social Security number
- Date of hire

Employer information:
- Name
- Address
- Federal Employer Identification Number (FEIN)

Some states require additional data. An check with your state. <http://go.usa.gov/D9PT>

What is the "Date of Hire"?
The first day the employee starts working for you.

What is a "Newly Hired Employee"?
A new hire is a "Newly Hired Employee" if the employee has never been employed by you before.

For more information and Web Opportunity, visit <http://go.usa.gov/D9PT>

What does "Rehired" mean?
A "Rehired employee" has been separated from your organization for at least 60 consecutive days.

How long do I have to file a report?
Federal law requires that you send your report within 20 days of the date of hire. Some states may have shorter reporting periods, so check with your state.

Where and how do I send the data?
Send the information to the state directory of New Hire where your new employees work.

There are three ways to submit the New Hire information: fill out a form, magnetic tape, or electronically. Some states offer additional options such as fax, email, phone, and website transactions.

See what options your state offers by reviewing the federal Office of Child Support Enforcement's State New Hire Reporting Contacts and Program Information matrix at <http://go.usa.gov/79a>

You can also find a link to your state's New Hire website at <http://go.usa.gov/D9aR>

Are there penalties for not reporting?
States can impose civil monetary penalties against organizations that fail to report New Hire data. The maximum fine is \$25 per newly hired employee or \$500 if you and the employee together decide to withhold the information.

Multistate Employer Information

Do I have to report to every state where I have new employees working?
If you are a multistate employer, you can choose to report your new hires or rehired employees one of two ways:

A. Report each new employee to the state where they work.

B. Report all new employees, regardless of where they work, to one of the states where you do business and have employees.

If you choose to report all new employees to a single state (option B), you must submit your AND you must register with that Dept. of Health and Human Services as a multistate employer who has chosen to report all your New Hire data to one state. AND you must designate monthly which state that will be.

If you send your data by magnetic tape or electronically, you must make two transactions every month, 12 to 16 days apart.

You can register as a multistate employer, two ways:

To register online, go to <http://eacsp.acf.hhs.gov/OCSE/>

OR

Download the form here, <http://go.usa.gov/79aR>, and mail or fax it to: Office of Child Support Enforcement, Multistate Employer Registration, Box 506, Pikesville, MD 21113

Fax: 410-277-0325



Question . . .

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Are you
reporting
new hires?



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Verification of Employment (VOE)

Employers must respond to requests from child support agencies

May ask wages, financial information, withholdings, health insurance, other information



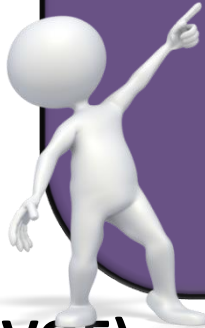


Verification of Employment (VOE)

**Why do child support agencies
send VOEs?**

Responses help establish, modify,
and enforce child support orders

Courts need recent verifications
of income



Question . . .

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Are you responding to
VOEs?





- All entities must use the OMB-approved Income Withholding for Support Order (IWO)
- Includes courts, private attorneys, child support agencies and others
- Current form expires on July 31, 2017
 - Comments on revisions encouraged!

Income Withholding For Support Order (IWO)

What does an employer do?

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Employers must comply with an income withholding order (IWO) received on the approved OMB form

INCOME WITHHOLDING FOR SUPPORT
AMENDED IWO
ONE-TIME ORDER/NOTICE FOR LUMP SUM PAYMENT

1a ☐ ORIGINAL INCOME WITHHOLDING ORDER/NOTICE FOR SUPPORT (IWO)
1b ☐ AMENDED IWO
1c ☐ ONE-TIME ORDER/NOTICE FOR LUMP SUM PAYMENT
1d ☐ TERMINATION OF IWO

1f ☐ Child Support Enforcement (CSE) Agency ☐ Court ☐ Attorney ☐ Private Individual/Entity (Check One) Date: 1e

NOTE: This IWO must be regular on its face. Under certain circumstances you must reject this IWO and return it to the sender (see IWO instructions www.asf.hhs.gov/programs/cas/resource/income-withholding-for-support-instructions). If you receive this document from someone other than a state or tribal CSE agency or a court, a copy of the underlying order must be attached.

State/Tribe/Territory 1g Remittance info (include w/payment) 1h
City/County/Dist/Tribe 1i Order ID 1j
Private Individual/Entity 1k CSE Agency Case ID 1l

2a Employer/Income Withholder's Name 3a RE: Employee/Obligor's Name (Last, First, Middle)
2b Employer/Income Withholder's Address 3b Employee/Obligor's Social Security Number
3c Custodial Party/Obligee's Name (Last, First, Middle)

Employer/Income Withholder's FEIN 2c
Child(ren)'s Name(s) (Last, First, Middle) 3d Child(ren)'s Birth Date(s) 3e

ORDER INFORMATION: This document is based on the support or withholding order from 4 (State/Tribe). You are required by law to deduct these amounts from the employee/obligor's income until further notice.

	5a	Per	5b	current child support	Arrears greater than 12 weeks?	Yes	No	6c
\$	6a	Per	6b	past-due child support				
\$	7a	Per	7b	current cash medical support				
\$	8a	Per	8b	past-due cash medical support				
\$	9a	Per	9b	current spousal support				
\$	10a	Per	10b	past-due spousal support				
\$	11a	Per	11b	other (must specify)				

for a Total Amount to Withhold of \$ 12a per 12b 11c

AMOUNTS TO WITHHOLD: You do not have to vary your pay cycle to be in compliance with the Order Information. If your pay cycle does not match the ordered payment cycle, withhold one of the following amounts:

	13a	per	13b	per	13c	per	13d	per
\$	13a	per	13b	per	13c	per	13d	per
\$	13a	per	13b	per	13c	per	13d	per
\$	13a	per	13b	per	13c	per	13d	per
\$	13a	per	13b	per	13c	per	13d	per

Lump Sum Payment: Do not stop any existing IWO unless you receive a termination order

Document Tracking ID 21

OMB 0970-0154

OMB 0970-0154



Is the IWO regular on its face?

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Determine if the order is “regular on its face”

2

3

Check to make sure underlying child support order is attached if you receive it from anyone other than a court or child support agency

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NOTE: This IWO must be regular on its face. Under certain circumstances you must reject this IWO and return it to the sender (see IWO instructions www.acf.hhs.gov/programs/css/resource/income-withholding-for-support-instructions). If you receive this document from someone other than a state or tribal CSE agency or a court, a copy of the underlying order must be attached.

Is the IWO regular on its face?

1

Employers may return the document if:

2

- Payments not ordered to the SDU with a few exceptions

3

4

- OMB-approved form is not used

5

- Form is missing information you need

6

- Form is altered

7

- Amount is not a dollar amount

8

- A copy of the underlying child support order is needed but not included

Is the IWO regular on its face?

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More information in the IWO instructions

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If the IWO is not regular on its face, check the “Return to Sender” box and return it to the sender

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REJECTED

IWOs from Attorneys, Courts, Others

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- Must give all the information you need to withhold including a valid payment identifier
- OMB-approved IWO form cannot be used for spousal support only
- Contact Cindy Holdren with questions or concerns
- cynthia.holdren@acf.hhs.gov



Want more information?

<http://www.acf.hhs.gov/programs/css/employers/income-withholding>



The screenshot displays the official website of the Office of Child Support Enforcement (OCSE), an agency within the Department of Health and Human Services. The page is titled "OFFICE OF CHILD SUPPORT ENFORCEMENT" and "An Office of the Administration for Children & Families". The navigation menu includes links for Home, Parents, Child Support Professionals, Employers (which is the active section), Partners, Policy, Data, Grants, and Library. The breadcrumb trail indicates the path: ACF Home > Office of Child Support Enforcement > Employers > Employer Responsibilities > Income Withholding. The main content area is titled "Income Withholding" and includes a "Listen" button. The text explains that income withholding is the deduction of a child support payment from a parent's income. A list of items that can be withheld is provided: wages, salaries, commissions, bonuses, workers' compensation, disability, pensions, retirement, and other types of payments. The left sidebar contains links to various employer responsibilities, with "Income Withholding" currently selected.

OFFICE OF CHILD SUPPORT ENFORCEMENT
An Office of the Administration for Children & Families

Search

Home Parents Child Support Professionals **Employers** Partners Policy Data Grants Library

ACF Home > Office of Child Support Enforcement > Employers > Employer Responsibilities > Income Withholding

Employers

Employer Responsibilities

- > New Hire Reporting
- > Verification of Employment
- > Income Withholding**
- > Medical Support
- > Payments
- > Terminations

Electronic & Online Services

- > e-IWO
- > eTerm

Income Withholding

Listen

Income withholding is the deduction of a child support payment from a parent's income. Child support can be withheld from

- wages
- salaries
- commissions
- bonuses
- workers' compensation
- disability
- pensions
- retirement
- other types of payments





e-IWO

What is e-IWO?

- Receive child support income withholding orders (IWOs) electronically
- Send acknowledgments to the child support agency
- Select programming or no programming option
- Report lump sum payments and terminations



What are the options for e-IWO?

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- If you receive a significant number of IWOs per week or month and have available information technology (IT) resources for a three to five month programming effort, “System-to-System” may be the option for you

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- If you do not have the IT resources, the fillable PDF or XLS spreadsheet are your best options

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What are the benefits of e-IWO?

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- Money gets to the family faster

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- All IWOs coming from the portal look the same

3

- No more mail to open

4

- IWO PDFs are image-ready for saving and printing

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- Reduced phone calls from states

6

- Increased accuracy and reliability of data

7

- Saves time, money and resources at no cost to employers

8



Who's participating in e-IWO?

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e-IWO participation:

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- 50 states/territories participating;

3

- 1,205 companies/organizations;

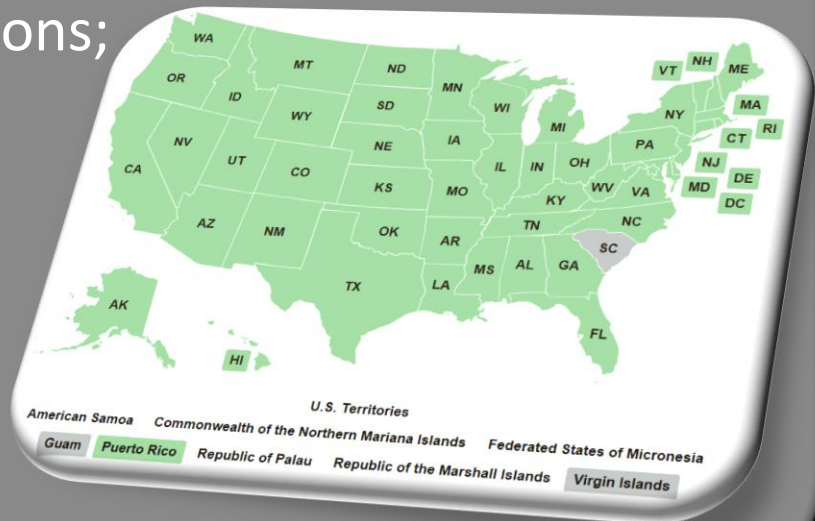
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- 9,738 active unique FEINs

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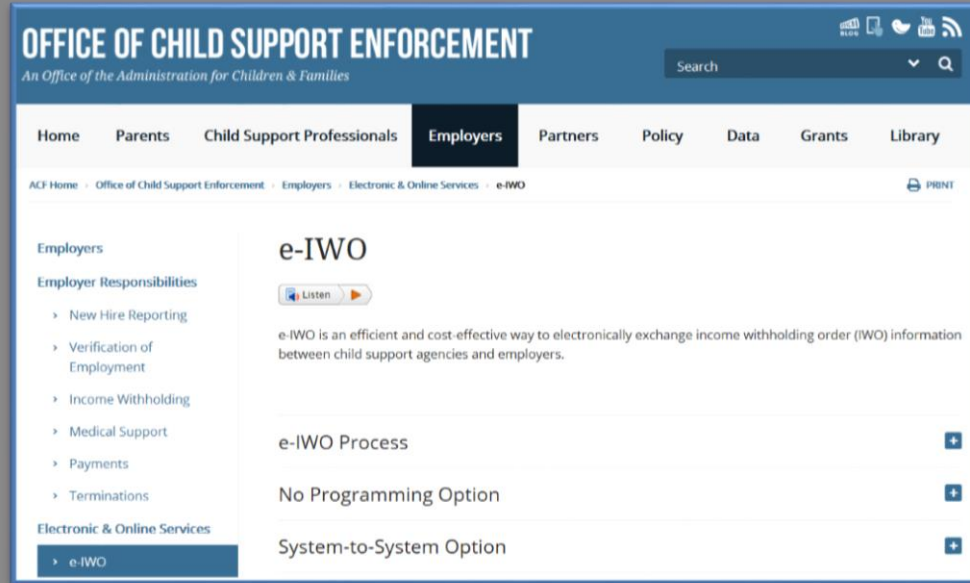
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More Information?

<http://www.acf.hhs.gov/programs/css/employers/e-iwo>



To get started, contact william.stuart@acf.hhs.gov

Question....?

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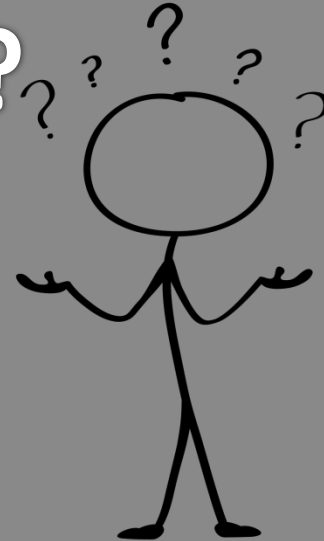
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How are you getting
your orders?





Electronic Funds Transfer/Electronic Data Interchange (EFT-EDI) allows employers to send child support payments electronically

Remitting Payments

Want more Information?

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- Benefits include:
 - Eliminates the cost of printing and handling paper checks
 - Eliminates the cost of postage and postal delays due to lost or misdirected mail
 - Reduces data entry errors
 - Gets child support payments to children and families faster



Want more Information?

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<http://www.acf.hhs.gov/programs/css/employers/electronic-payments>



The screenshot displays the official website of the Office of Child Support Enforcement, an agency within the Department of Health and Human Services. The page is titled "OFFICE OF CHILD SUPPORT ENFORCEMENT" with the subtitle "An Office of the Administration for Children & Families". A navigation bar at the top includes links for Home, Parents, Child Support Professionals, Employers (which is the active section), Partners, Policy, Data, Grants, and Library. A search bar is located on the right side of the navigation bar. Below the navigation bar, a breadcrumb trail shows the path: ACF Home > Office of Child Support Enforcement > Employers > Employer Responsibilities > Payments. The main content area is divided into two columns. The left column, titled "Employers", contains a list of "Employer Responsibilities" with "Payments" selected. The right column, titled "Payments", contains a "Listen" button and a paragraph explaining that employers are generally required to send child support payments to the state disbursement unit (SDU) listed on the Income Withholding for Support Order (IWO). Below this paragraph is a list of three topics: "Remitting Payments", "Sending Electronic Payments", and "State Contacts and Requirements", each with a plus icon to its right, indicating expandable content.

And more . . .

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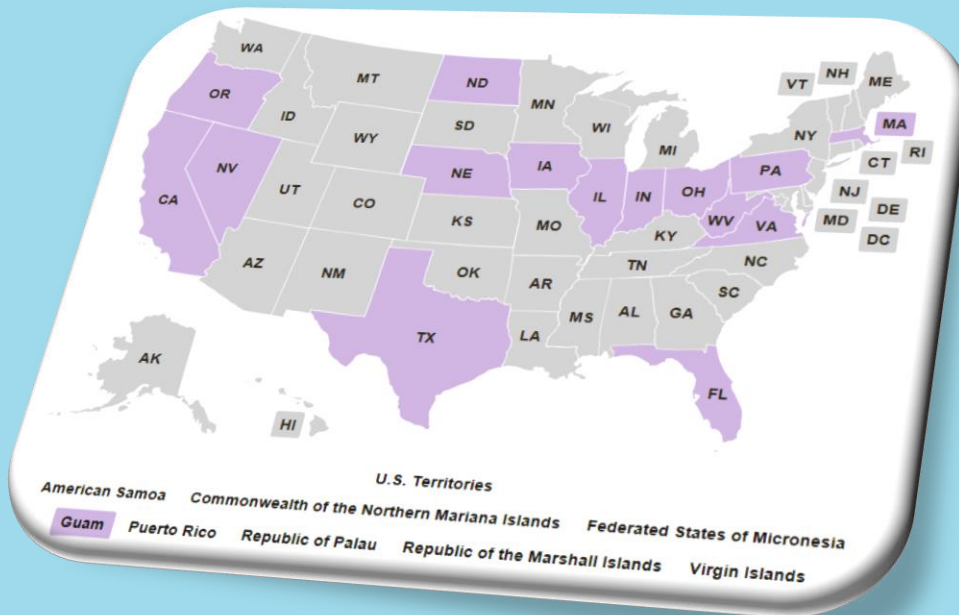
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States Requiring Electronic Child Support Payments



Question . . .

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**Are you
sending
payments
electronically?**



Employer Services Web App

OCSE's Child Support Portal offers employers two electronic reporting tools:

- Lump Sum Reporting - Report employees eligible to receive upcoming lump sum payments
- eTerm - Report employee terminations or respond that the individual never worked for you

Who's using the employer app on the Child Support Portal?:

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- 49 states and territories participating in Lump Sum Reporting

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- 50 states and territories participating in eTerm

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- 214+ employers participate in Lump Sum Reporting and eTerm

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- 1,514+ Federal Employer Identification Numbers

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Want more Information?

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<http://www.acf.hhs.gov/programs/css/employers/electronic-online-services>

The screenshot shows the ACF Home page with a navigation bar at the top containing links for Home, Parents, Child Support Professionals, Employers (selected), Partners, Policy, Data, Grants, and Library. Below the navigation bar, the page is titled 'Electronic & Online Services' under the 'Employers' section. The page content includes a list of 'Employer Responsibilities' (New Hire Reporting, Verification of Employment, Income Withholding, Medical Support, Payments, Terminations) and a section for 'Electronic & Online Services' (e-IWO, eTerm, Bonus/Lump Sum Reporting, Multistate Employer Registry). The 'e-IWO' section describes automating income withholdings, 'eTerm' describes reporting terminations online, and 'Bonus/Lump Sum Reporting' describes reporting bonuses and lump sum payments. The page also includes a 'Listen' button, a 'Print' button, and a 'Forms' section at the bottom.

Home Parents Child Support Professionals **Employers** Partners Policy Data Grants Library

ACF Home Office of Child Support Enforcement Employers Electronic & Online Services

Employers

Employer Responsibilities

- › New Hire Reporting
- › Verification of Employment
- › Income Withholding
- › Medical Support
- › Payments
- › Terminations

Electronic & Online Services

- › e-IWO
- › eTerm
- › Bonus/Lump Sum Reporting
- › Multistate Employer Registry

Forms

Electronic & Online Services

e-IWO

Learn more about automating income withholdings and making the process more convenient, accurate and faster with electronic income withholding orders (e-IWO).

eTerm

With Electronic Termination (eTerm), you can report employee terminations online. Once registered, you can upload files or enter information on the eTerm application.

Bonus/Lump Sum Reporting

Employee bonuses and other lump sum payments are considered income that can be garnished to collect child support. Online Lump Sum Reporting is an easy way for you to notify many states at once about upcoming payments.

Bonus/lump sum information?

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<http://www.acf.hhs.gov/programs/css/employers/bonus-lump-sum-payments>



OFFICE OF CHILD SUPPORT ENFORCEMENT
An Office of the Administration for Children & Families

Search

Home Parents Child Support Professionals **Employers** Partners Policy Data Grants Library

ACF Home > Office of Child Support Enforcement > Employers > Electronic & Online Services > Bonus/Lump Sum Reporting

Bonus/Lump Sum Reporting

Employers can use OCSE's Child Support Portal to notify participating child support agencies about upcoming lump sum payments to employees who owe child support. Lump sum payments are income and can be attached to collect child support. Lump Sum payments include:

- bonus
- cash service award
- commission
- retroactive pay increase
- severance
- sign on bonus
- vacation pay

Employers

Employer Responsibilities

- > New Hire Reporting
- > Verification of Employment
- > Income Withholding
- > Medical Support
- > Payments
- > Terminations

Electronic & Online Services

- > e-IWO
- > eTerm
- > Bonus/Lump Sum Reporting

Lump Sum Reporting Process

eTerm information?

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<http://www.acf.hhs.gov/programs/css/employers/electronic-online-services/eterm>

A screenshot of the Office of Child Support Enforcement (OCSE) website. The page is titled "OFFICE OF CHILD SUPPORT ENFORCEMENT" and "An Office of the Administration for Children & Families". The navigation bar includes links for Home, Parents, Child Support Professionals, Employers (which is highlighted), Partners, Policy, Data, Grants, and Library. Below the navigation bar, there is a search bar and a "PRINT" button. The main content area is titled "eTerm" and includes a "Listen" button. The text states: "Employers may report terminated employees to state child support agencies using OCSE's Child Support Portal. Electronic Termination (eTerm) allows employers to report an employee termination or that the person listed on a new income withholding order has never worked for them." Below this, there are two expandable sections: "eTerm Process Overview" and "How Do Employers Register for eTerm?". At the bottom, there is a "VIEW MORE RESOURCES >" button. On the left side of the screenshot, there is a sidebar with "Employers" and "Employer Responsibilities" (including New Hire Reporting, Verification of Employment, Income Withholding, Medical Support, Payments, and Terminations) and "Electronic & Online Services" (including e-IWO and eTerm).

Demo or more info?

For more information or a live demonstration, please contact employerserviceswebapp@acf.hhs.gov



What's on the horizon for the employer app on the portal?

Portal enhancements on the horizon:

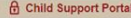

The screenshot displays the 'CHILD SUPPORT PORTAL' interface. At the top, it says 'Office of Child Support Enforcement' and 'Child Support Portal'. A user is logged in as 'Jane Sample'. The main navigation bar includes 'SECURE HOME', '--SELECT APPLICATION--', 'FAQ', and 'CONTACT HELP DESK'. The 'Welcome to Employer Services' section explains that the application allows users to submit information about eligible employees for lump sum payments or terminated employment. The 'In The Spotlight' section features a banner for '51 States on e-IWO!'. Below this, there are three main content areas: 'Employer Reporting' (for reporting lump sum payments), 'Employer Information Updates' (for reviewing and editing company information), and 'Helpful Information' (with links to glossary, paperless solution, record layout, SIS, user guide, and newsletter). A 'Calendar' section lists upcoming events like the '2016 Employer Symposium' and 'APA Congress'. A 'Quick Links' section provides direct access to the MSER home page, state websites, and Resends.

**Employers update
their information
online**

What's on the horizon for the employer app on the portal?


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Indicate address types

Office of Child Support Enforcement  Child Support Portal Welcome Vijayakumar Ganapathy  Log out

CHILD SUPPORT PORTAL

Secured Environment

SECURE HOME EMPLOYER INFORMATION UPDATES  FAQ CONTACT HELP DESK

Name & Addresses  Add Subsidiary Enter Benefits Information Point Of Contact


Name & Addresses

Enter your Employer Name and FEIN below to view the addresses we have on file for you to choose which services you want associated with each addresses.

Your FEIN(s):

Search Results: 123456789

Please select one or more options from the address type for each address.

Address Type	Company Name	Address	City	State	Zip	Source	<input checked="" type="checkbox"/>
Primary Mailing, Payroll 	Lowe's	391 Pine Tree Rd.	Albany	NJ	12201	E	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> Primary Mailing	Lowe's	400 Little Harbor Rd.	Saratoga Springs	NY	12866	N	<input checked="" type="checkbox"/>
<input type="checkbox"/> Medical Support	Lowe's Home Improvement	21 Landing Way	Portsmouth	NH	03801	Q	<input checked="" type="checkbox"/>
<input type="checkbox"/> IWO	Lowe's Home Improvement	500 E. Main St, Ste 222	Kansas City	MO	64100-1234	I	<input checked="" type="checkbox"/>
<input type="checkbox"/> EFT	Lowe's Home Improvement	37 Westward Drive	Worcester	MA	01606	N	<input checked="" type="checkbox"/>
<input type="checkbox"/> Payroll							
<input type="checkbox"/> Lump Sum Reporting							
<input type="checkbox"/> Mark for Removal							

edit

What's on the horizon for the employer app on the portal?

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Portal enhancements on the horizon:

The screenshot shows a web form titled "New Contact Information" with a close button (X) in the top right corner. The form contains the following fields and options:

- * First and Last Name:** A text input field with the placeholder "Enter Name Here".
- * Phone Number:** A text input field with the placeholder "XXX-XXX-XXXX".
- Fax Number:** A text input field with the placeholder "XXX-XXX-XXXX".
- * E-mail:** A text input field with the placeholder "Enter email Here".
- Contact Type:** A dropdown menu currently showing "None selected". The dropdown list is open, showing the following options with checkboxes:
 - ☐ General Contact
 - ☐ Medical Support
 - ☐ IWO
 - ☐ EFT
 - ☐ Payroll
 - ☐ Lump Sum Reporting

At the bottom of the form, there is a green button labeled "Add New C" and a blue button labeled "changes".

Add or update contact information

Question...?

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Are you using the portal to
report lump sums and
terminations?





Medical Support

Medical support is a form of child support often provided through an employer's health insurance plan

State child support agencies send the National Medical Support Notice (OMB 0970-0222) (NMSN) to employers to help ensure that children receive health care coverage



What is medical support?

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A form of child support

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- often provided through a parent's employer-sponsored health insurance plan

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Most child support orders require parents to provide health insurance for their children if it is available at a reasonable cost

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- Each state defines the term "reasonable cost" for medical support purposes

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A child support order may require the parent to pay a specific dollar amount to help pay for the child's medical costs

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What is medical support?

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- If a parent does not have access to affordable employer-sponsored health insurance, the child support order may require the parent to pay a specific dollar amount to help pay for the child's medical costs

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Who do I enroll?

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- The NMSN serves as legal notice that the employee identified is obligated by a court or administrative child support order to provide health care coverage for the child(ren) identified on the notice



Who do I enroll?

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- You will receive an NMSN when an employee is obligated by a court or administrative child support order to provide health care coverage for his/her child(ren) listed on the notice

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- When you receive an NMSN, you must enroll the children in your health insurance plan regardless of whether or not your employee has enrolled

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- Dependents must be enrolled in a family insurance plan without regard for seasonal open enrollment periods
- If necessary, you must add your employee to enroll the children

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Affordable Care Act (ACA) - Medical Support?

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- The definitions of affordability (ACA) and reasonable cost are not necessarily the same in all states. Use state definitions of reasonable cost for medical support.

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- Employees can be exempt from the individual responsibility provision of ACA, but must still provide medical support for children.
- You must still comply with the NMSN even if the medical insurance plan does not meet the ACA definition of “minimum essential coverage.”

Want more information?

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<http://www.acf.hhs.gov/programs/css/employers/medical-support>



The screenshot shows the website for the Office of Child Support Enforcement, an office of the Administration for Children & Families. The page is titled "Medical Support" under the "Employers" section. The left sidebar lists various topics, with "Medical Support" highlighted. The main content area explains that medical support is a form of child support often provided through an employer's health insurance plan. It mentions that child support agencies send a National Medical Support Notice (NMSN) to the employer to order coverage for an employee's child(ren). The page also lists "Medical Support for Private Employers" and "Medical Support for Federal Agency Employers" with expandable icons. A "VIEW MORE RESOURCES >" button is at the bottom.

OFFICE OF CHILD SUPPORT ENFORCEMENT
An Office of the Administration for Children & Families

Search

Home Parents Child Support Professionals **Employers** Partners Policy Data Grants Library

ACF Home - Office of Child Support Enforcement - Employers - Employer Responsibilities - Medical Support

Employers

Employer Responsibilities

- > New Hire Reporting
- > Verification of Employment
- > Income Withholding
- > Medical Support**
- > Payments
- > Terminations

Electronic & Online Services

- > e-IWO
- > eTerm

Medical Support

Medical support is a form of child support that is often provided through an employer's health insurance plan. Child support agencies will send a National Medical Support Notice (NMSN) to the employer to order coverage for an employee's child(ren). The NMSN may accompany an income withholding order or it may be sent separately.

Medical Support for Private Employers

Medical Support for Federal Agency Employers

[VIEW MORE RESOURCES >](#)





State Contacts

OCSE provides each state's contact and program information for these topics:

- New hire reporting
- Income withholding
- Bonus and lump sum payments
- State Disbursement Unit (SDU) and Electronic Payments (EFT)
- Medical support
- Tribal agencies, contacts and addresses



More information?

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<http://www.acf.hhs.gov/programs/css/employers/employer-contact-program-information>

The screenshot displays the official website of the Office of Child Support Enforcement (OCSE), an office within the Department of Health and Human Services. The page is titled 'OFFICE OF CHILD SUPPORT ENFORCEMENT' and 'An Office of the Administration for Children & Families'. The navigation menu includes Home, Parents, Child Support Professionals, Employers (which is the active tab), Partners, Policy, Data, Grants, and Library. The left sidebar lists various employer responsibilities such as New Hire Reporting, Verification of Employment, Income Withholding, Medical Support, Payments, and Terminations. It also includes links for Electronic & Online Services (e-IWO, eTerm, Bonus/Lump Sum Reporting, Multistate Employer Registry) and Forms. The main content area is titled 'State Contacts & Requirements' and provides a list of resources for employers, including State New Hire Reporting, State Income Withholding, State Lump Sum, State Medical Support, and SDU and State EFT contacts. Each resource is accompanied by a brief description and a publication date.



Review

New Hire Reporting

Verification of Employment

Income Withholding for Support Order

e-IWO

Remitting Payments

Child Support Portal

Medical Support

State Contact Information



Questions?



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Thank you!