

## ACA MODULE

### Affordable Care Act Compliance Monitoring

### Need Help Managing ACA Compliance?

Since the employer shared-responsibility provisions of the Affordable Care Act (ACA) went into effect January 1, 2015, many businesses find that their current accounting systems can't handle the required tracking and reporting of employee data. This means using separate software, increasing the chances of error, leaving some companies nervous about meeting regulations. Luckily, the Workforce Go! ACA module is here to allay your concerns. It lets you track, integrate, and analyze data across time and attendance, payroll, and HR to develop and execute a best-fit strategy for ACA compliance and cost control.

When it comes to ACA administration, spreadsheets, homegrown reports, and manual calculations will do little to simplify a highly complex process that may have significant financial consequences. Organizations need an integrated workforce management tool like our ACA module that provides complete automation and high-quality information to drive cost-effective labor decisions and minimize ACA compliance risk.

### Solution Highlights

- Simplify processes around ACA compliance to help avoid steep penalties.
- Access accurate visibility into average hours worked by full-time and part-time employees, including time in look-back and stability periods.
- Automate notifications for employee benefits eligibility and enrollment.

## PROACTIVELY MANAGE ACA COMPLIANCE ACROSS YOUR ENTIRE WORKFORCE

Once you determine the impact of the ACA on your bottom line and develop a strategy to fit financial and business objectives, our ACA module can help you proactively implement, enforce and manage it. The module allows you to control your compliance across your entire workforce. It gives you the tools to effectively manage regular- and variable-hour employees' benefits, along with applicable reporting. The Workforce Go! ACA module makes Affordable Care Act compliance simple!

### Solution Features



**Management dashboards provide both real-time and historical detail for ACA status measurements.** Access consolidated views of the entire company, and regular- and variable-hour labor pools. Drill down into views for each employee's current or historical status by month with the ACA timeline view.



**Compliance alerts notify managers when an employee's hours differ from the norm and affect eligibility.** Receive notifications for changes to full- or part-time status, and warnings when scheduled hours would put a worker over the eligibility limit. You can set additional rules to enforce schedules and maintain a preferred full-time/part-time employee mix. Also, set up alerts to keep employees informed when they become eligible for benefits.



**The Workforce Go! ACA module is the only solution that delivers HR/benefits administration, time and attendance, and payroll on a single platform.** Further, having separate records for each employee lets you streamline and automate the benefits enrollment process as an individual reaches eligibility.

ACA Timeline						
	JUN '15	JUL '15	AUG '15	SEP '15	OCT '15	NOV '15
Hour	80.00	240.00	160.00	480.00	240.00	0.00
Month Status	PT	PT	PT	PT	PT	-
ACA Status	PT	PT	PT	PT	PT	PT
Waiting Period Month	-	-	-	-	-	-
Initial Measurement Month	-	-	-	-	-	-
Initial Administrative Month	-	-	-	-	-	-
Initial Stability Month	-	-	-	-	-	-
Standard Measurement Month	6	1	2	3	4	5
Standard Administrative Month	-	1	2	-	-	-
Standard Stability Month	4	5	6	1	2	3
Affordable Plan Offered	Yes	Yes	Yes	Yes	Yes	Yes
Minimum Value Plan Offered	Yes	Yes	Yes	Yes	Yes	Yes
Compliance Alert	No	No	No	No	No	No
Approaching ACA FT	-	Yes	Yes	Yes	Yes	-
Possible Downgrade	-	-	-	-	-	-

