

WORRIED ABOUT HOW YOU'LL MANAGE ACA COMPLIANCE?

Solution Highlights

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

With the employer shared responsibility provisions of the Affordable Care Act (ACA) scheduled to take effect on January 1, 2015, the countdown is on to get ready. To develop and execute a best-fit strategy for ACA compliance and cost control, you'll need to track, integrate, and analyze data across time and attendance, payroll, and HR.

When it comes to ACA administration, spreadsheets, homegrown reports, and manual calculations will do little to simplify a highly complex process that has potentially significant financial consequences. Organizations like yours need integrated workforce management tools that provide complete automation and high-quality information for driving cost-effective labor decisions and minimizing ACA compliance risk. The good news is that we have these tools ready for you within our ACA module.

PROACTIVELY MANAGE ACA COMPLIANCE ACROSS YOUR ENTIRE WORKFORCE

The ACA module, available in our Ancillary Product & Service Marketplace, allows you to proactively manage your ACA compliance strategy across your entire workforce. It gives you the tools to effectively manage regular- and variable-hour employees' benefit compliance, along with applicable reporting. Once you determine the impact ACA will have on your bottom line and develop a strategy that fits your financial and business objectives, implementing, enforcing, and managing that strategy can be an even bigger challenge. Our ACA module can help you manage ACA administration with tools that execute your ACA strategy. It makes Affordable Care Act compliance simple!

Solution Features



Access both real-time and historical detail on ACA status measurements for your company, as well as for individual employees. Management dashboards provide consolidated views of regular- and variable-hour labor pools and the ability to drill down into views for each employee. View any employee's current status or historical status by month with the ACA timeline view.



Compliance alerts notify managers when an employee's status changes to full time or part time, when an employee is approaching eligibility, and when an employee has scheduled hours that would put the worker over the eligibility limit. Alerts can also be sent to employees to notify them that they are eligible for benefits. Additional rules can help you enforce schedules and maintain your preferred full-time/part-time employee mix.



The ACA module is the only solution that is delivered on the power of a single platform for HR/benefits administration, time and attendance, and payroll. With a single record for each employee, you can streamline and automate the benefits enrollment process as employees reach eligibility.

ACA Profile	Standard	May 2013	June 2013	July 2013
Hours		129.00	134.00	
Month Status	PT	FT	FT	
ACA Status	FT	FT	FT	
Initial Measurement Month				
Initial Stability Month		1		
In Administrative Period	Yes	No		
Measurement Month	8	9		
Stability Month				
In Affordable Plan	No	Yes		
In Minimum Value Plan	No	Yes		
Compliant	Yes	Yes		
Approaching ACA FT				
Possible Downgrade	No	No		

Recalculate