workforce go!™

ACA Management Solution

Prerequisites: Requires our timekeeping or payroll or HR module

Measurement Periods

Initial measurement configuration — measurement, administrative, and stability period

Standard measurement configuration — measurement, administrative and stability period

Compliance Alerts

Minimum value plan offered* or **

Affordable plan offered* or **

Notifications

ACA benefits enrollment* or ** — sends email when the ACA status changes to full-time in order to offer benefits enrollment

ACA predicted status changed — sends email when a possible upgrade or downgrade in employee status is changed

ACA status changed

Projected change in status

Current benefit plan* or **

Reports

Employee ACA — all employees and their assigned ACA profiles

ACA data detailed — each employee and their detailed ACA history for the selected date range

ACA data summary — total amounts for the selected date range within each affected ACA field

Ad hoc reports

Imports — pull ACA Timeline information into system

Form 1094-C employee count — drill down into the numbers reported on Form 1094-C Part III

ACA account status change history — list of changes in status for each employee

Widgets/Views

ACA timeline widget — employee numbers and settings for each month

ACA timeline exceptions widget — force calculation exceptions as of a certain date

ACA summary widget — summary of ACA data for an employee

ACA compliance overview widget — customizable view of ACA data

AACA employees status history widget — lists all changes in dates of service for each employee

Calculations/Profile rules

Future possible downgrade to part-time

Future possible upgrade to full-time

Monthly hours from payroll**

Monthly hours from timesheets***

ACA Status

Minimum value plan offered* or **

ACA profile effective dating

Support for Nonvariable-Hour EE Waiting Period

Benefit profile configuration* or **

Break In Service rule support

*Need our HR module
**Need our payroll module
***Need our timekeeping module

IRS Forms — autopopulated with information tracked in system or imported

1094-C

1095-C

Employee self service (ESS) view of the 1095-C form

Mass populate 1095-C forms

Mass edit form fields

Year End Processing

Year end process checklist

Finalize forms

Form delivery — electronic and hard copy to employees

Format forms to file — AIR submission (e-filing) or paper

Break In Service rule support

Corrections — AIR Correction and Replacement formats supported