

ADP SmartCompliance®

Health Compliance



The continuous and proactive approach to ACA and state compliance

Managing Affordable Care Act (ACA) compliance and new state health coverage reporting requirements are incredibly time-consuming and complex. Monitoring your workforce dynamics (hours worked, leaves of absence, COBRA events, retiree status, health plan availability) in order to accurately offer health coverage that is affordable and provides minimum value is critical if you want to avoid the risk of significant penalties.

You need to track and calculate significant amounts of employee data from different sources in order to do this right. In addition to complying with the ACA's health coverage mandates, you must be able to prove your compliance with annual IRS reporting that has to be timely, accurate, and complete or face different penalties. If penalty notices are received, you must complete detailed research, produce evidence of your compliance, and possibly determine corrections in a short period of time. Since you must respond quickly, many resources from multiple departments can be called away from regularly scheduled, high-priority work.

Get ahead of ACA compliance with intelligent technology and experienced support

ADP Health Compliance provides proactive penalty avoidance by identifying compliance issues each month – long before penalties may be incurred and long before IRS and state reporting is required. With unmatched visibility into the compliance status of each Federal Employer Identification Number (FEIN) and employee, intelligent technology, streamlined workflows and a dedicated team of specialists, you know data is secure, information is accurate, and forms are filed and delivered on time.

ADP Health Compliance works with most major payroll and ERP systems, so you can take advantage of ADP's trusted ACA compliance expertise regardless of the systems you have in place today.

To meet ACA and state requirements, your benefits or payroll team must collect

150 DATA FIELDS

per employee each month – from multiple departments and often across multiple systems.¹

ORACLE | Partner

¹ 2021, ADP internal data

ADP
Always Designing
for People®

ADP SmartCompliance® for health compliance lets you:

Be confident in your compliance all year long

- Stay ahead of compliance changes by proactively integrating new federal and state requirements into your workflows programs.
- Mitigate and reduce potential penalties and resolve disputes by leveraging compliance specialists to research and prepare responses.
- Delegate management of state-level reporting to ADP, including reporting mandates based on employee residence information.
- Access up-to-date, fully populated forms, such as 1094-Cs and 1095-Cs at any time.

Simplify the process

- Realize more accurate and complete reporting by automating the calculations of monthly ACA eligibility (full-time, employees on leaves of absence, rehires), affordability safe harbors and track Minimum Essential Coverage (MEC) threshold per FEIN.
- Streamline workflows with centralized form production and distribution.
- Delegate furnishing, filing, researching and responding to exchange notices and proposed IRS Employer Shared Responsibility Payment penalty notices to ADP specialists.

Gain valuable insights well before you need them

- Detect and fix correctable issues before penalties are incurred by leveraging automated data hygiene.
- Stay up to date with your compliance status with the ability to check status by employee, month and FEIN in accordance with IRS and state requirements.
- Enhance security with proven safeguards for your sensitive information.
- Ensure constant visibility to potential issues across your entire organization with the compliance dashboard.



In 2020, ADP calculated ACA full-time and part-time status (ACA eligibility) for

16.3 MILLION EMPLOYEES







and filed 11.5 million Forms 1094-C and 1095-C in advance of the IRS deadline.²

² 2021, ADP internal data


About ADP SmartCompliance®

ADP SmartCompliance integrates with your HCM system to give you a comprehensive solution that's configurable to your company's current and future needs. You'll have the tools to manage and understand the full breadth of your company's HCM compliance activities. You can leverage experts who are veterans of various regulatory agencies. And you'll have professionals with domain expertise in various compliance areas working directly on your behalf.

ADP SmartCompliance® helps with these processes:

- | | | |
|---|---|---|
|  Employment tax |  Tax credits |  Wage garnishments |
|  Employment verification |  Unemployment claims |  Wage payments |

Health compliance

WorkMarket® helps companies manage their 1099 workforce.  **workmarket®**
an ADP® company

Krysta Hall
267-615-8417
Krysta.Hall@adp.com

An ADP representative can recommend the right solutions for you.

For more information visit ADP.com/SmartCompliance or call 855-620-8664.

This document must not be copied, transmitted, or distribution in any form or by any means without the express written permission of ADP, Inc. The information provided in this document is for informational purposes only and not for the purpose of providing legal, accounting, or tax advice. The information and services ADP provides should not be deemed a substitute for the advice of any such professional. Such information is by nature subject to revision and may not be the most current information available.

ADP, the ADP logo, ADP SmartCompliance and Always Designing for People are registered trademarks of ADP, Inc. All other marks are the property of their respective owners. Copyright © 2021 ADP, Inc. All rights reserved.

