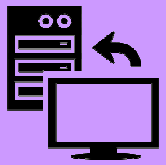
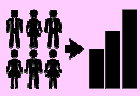
CATEGORY	FEATURES & CAPABILITIES	AVAILABILITY
Initial ACA Compliance	• Record the exact start and end dates for all employee assignments • Employee eligibility status at the hire date (full time employee expected to work at least 30 hours per week, part time, or variable hour employee)	Yes
Staffing Employee Eligibility Tracking	• Configurable measurement periods	Yes
	• Support 2014 transitional measurement period	Yes
	• Track ongoing employees for the standard measurement period	Yes
	• Track new hires for their initial measurement period and concurrently track them during their standard measuring period (if applicable). The two periods might overlap	Yes
	• Tracking all employee statuses and coverage eligibility	Yes
	• Support for weekly, biweekly, semi-monthly and monthly payroll cycles	Yes
	• Take into account the 13 week in break in service in order to classify a new hire as a rehire or as continuing penalties	Yes
	• Take into account Rule of Parity	Yes
	• Keep track of status changes (part-time to full-time and vice-versa)	Yes
	• Detect incorrect classifications by hiring managers and/or recruiters and handle special situations (i.e. an employee with several/concurrent part-time assignments could total more than 30 hours per week and should be treated as a full time employee)	Yes
	• Provide email notifications and intelligent reporting for operational compliance	Yes
	• Alert generation for compliance	Next Release
	• "b" Penalty Audit Trail Log to track, verify, audit and provide accurate information for appealing IRS penalties	Yes
	• Support special unpaid leaves (FMLA, Jury Duty, Military)	Yes

	Duty, Military)	
	• Support special ACA regulations for universities (adjunct faculty, breaks in service, student-employees), airlines, salespersons	Next Release
	• Import historical data for the purposes of running various scenarios to determine which may be the most advantageous ACA strategies (utilizing look back periods, MEC, or MVP plans).	Yes
	• Caching technology to process millions of calculations and complex algorithms that are required to offer full tracking and compliance	Yes
	• Ongoing updates to all future federal and state changes/additions	Yes
Benefits Administration	• Setup multiple plans (default plan, MEC or MV, change type, options setup)	Yes
	• Overview statistics per plan (MEC, MV, Major Medical, etc) for enrollment, plan duration, opt out, and termination reasons	Yes
	• Response delay and offer delay per plan stats	Yes
	• Hours & cost per plan information and cost prediction per plan information	Yes
	• Future cost prediction per plan for future eligible employees	Yes
	• All dashboard information is filtered by health plan, common ownership employers, location, years and months	Yes
	• Audit trail for all benefit offers, the reasons of rejection, the date of offer acceptance, any changes to the configuration plan, all the modification of dependents and all of the attached files	Yes
	• Email notifications to new hire employees of all the available health care options upon hire	Yes
	• Email notifications and intelligible repots for tracking eligible employees to offer heath coverage and Summary of Benefits Coverage	Yes
	• Alert notifications reports for tracking eligible employees to enroll or opt out of heath coverage	Next Release
	• Employee portal to process online all	

	• Employee portal to process online all employee required forms with federal regulation approved e-signature	Next Release
	• Employer IRC USC § 6055 and § 6056 (1095c)	Yes
Reports	• Employee Classification Reports (by Hiring Status: FT (full time), PT, (part time) VH (variable hours), Seasonal, by Hire Date: Ongoing/New Hires)	Yes
	• Classification Error Detection	Yes
	• Employee Tracking Reports (Standard/ Initial Measurement, Admin, Stability, FT Waiting/Coverage)	Yes
	• Status Change Reports	Yes
	• Eligibility Projection Report	Yes
	• Eligibility Report (who is eligible, whom should be offered coverage)	Yes
	• Payroll Benefits Deductions Report (Export data for payroll)	Yes
	• Actual Cost/Contribution Reports + Estimated Penalty Report	Yes
	• Cost Prediction Reports	Yes
	• Plan Comparison (Historical Data)	Yes
	• MV Affordability Reports (three safe harbors: W2, Rate of Pay, FPL)	Yes
	• Health Benefits Plan Reports	Yes
	• Refused Offers (multiple filters)	Yes
	• Active Plans (multiple filters & columns setup)	Yes
Integration 	• Modular stand alone platform functionality with client data imports-Quick Implementation	Yes
	• Modular platform that can integrate with other platforms and provide total client control and customized solutions	Yes
	• HRIS, Benefits Administration with ACA providing client full control with eligibility status, hire and end employment dates- Quick Implementation	Yes
	• HRIS, Benefits Administration, ACA, E-Onboarding with WOTC providing client full control with eligibility status, hire date,	Yes

	full control with eligibility status, hire date, end date and Tax Credit Savings-Quick Implementation	Yes
Technology	• SaaS flexibility	Yes
	• Ongoing updates to all future federal and state changes/additions	Yes
	• Support third-party Authentication services for Single Sign on	Yes
	• Role Based Access Control (RBAC) approach for the authorization of users to perform actions on the data. Permissions to perform certain operations will be assigned to specific roles	Yes
	• Data exchange security provides server authentication, data encryption, message integrity and protect against unauthorized access, loss and fraud, all data will be transmitted privately and unaltered by using SSL/TLS. Access to our SaaS application will be provided via HTTPS	Yes
	• Access to our servers must be attained through encrypted Secure Shell (SSH) and is strictly monitored. All users are required to use strong passwords, which are regularly checked, using the same password cracking utilities	Yes
	• Several methodologies in order to provide our clients with data security, Data Replication, Database Replication, and Backups	Yes
	• Service Level Agreement information regarding service uptime and length of time to restore service in the event of an outage	Yes
Trusted Advisor 	• Review Workforce Demographics and recommend appropriate MEC or MV Health Coverage	Yes
	• Historical Data Cost Analysis of previous years or selected periods	Yes
	• Estimate Future Program Costs and Rollout & Implementation	Yes
	• Full Service and Platform Implementation with other profitable modules	Yes
	• Audit, verify and appeal IRS "b" penalties	Yes

Other Services: We provide a SaaS based suite of Cost Management Workforce Solutions to our clients as service or independent software modules as follows:

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Sub System	Cost Management	Max Solution
ACA	Cost Management	Full Service – Software
WOTC	Tax Credit – Hard Savings	Full Service – Software
E-Onboarding	Improve Efficiencies - Soft Savings	Software Platform
Unemployment	Cost Management	Full Service – Software
Workers Compensation	Cost Management	Full Service – Software