UltiPro®
ACA Employer Services

Ultimate Software helps its customers navigate and simplify complexities related to the Patient Protection and Affordable Care Act (also known simply as ACA). IRS-certified and approved for ACA filing, Ultimate offers dedicated services and ACA-specific functionality within its UltiPro® HCM cloud solution.

Top ACA concerns for employers:
- The Employer Mandate, known as "Employer Pay or Play," requires employers with 50 or more full-time employees (30 or more hours per week or 130 hours per month) to provide them with minimum coverage healthcare insurance, or be subject to penalties for failure to comply
- Applicable large employers (ALEs) must report information to the IRS AND to their employees about their annual compliance with the "Employer Pay or Play" provisions beginning in early 2016, for compliance in 2015.

ULTIPRO ACA FUNCTIONALITY.
EFFICIENT AND CONVENIENT SUPPORT FOR ALL ACA REQUIREMENTS.

Organizations can accommodate all ACA-related tax rules, benefits management, payroll, and reporting requirements within UltiPro. UltiPro's cloud delivery and agile architecture enable Ultimate to make rapid and continuous enhancements to equip businesses with the right tools to manage the changing healthcare legislation. With UltiPro, you can:
- Analyze service-hour history and scheduled work hours
- Easily determine impacted employees via UltiPro's Healthcare Eligibility Dashboard
- Track the measurement period, administrative period, stability period, and corresponding status of all employees
- Enable eligible full-time employees to enroll in healthcare coverage
- Evaluate metrics for historical analysis and strategic insight for the future
- Configure ALE information
- Automatically calculate offers of coverages, lowest cost of self-only coverage, and applicable safe harbor codes on a monthly basis
- Obtain and track employee electronic consents for 1095-Cs
- Import 1095-C employee and dependent information from external systems, including COBRA participants, retirees, and other non-employees enrolled in coverage
- Generate and print completed Forms 1094-C and 1095-C
- Distribute Form 1095-C electronically to employees via UltiPro
- Leverage ACA Business Intelligence reports

ULTIPRO ACA EMPLOYER SERVICES.
ELEVATED LEVEL OF SUPPORT AND EXPERTISE TO HELP SIMPLIFY COMPLEX COMPLIANCE.

ACA TOOLKIT
All UltiPro customers have instant access to critical, easy-to-use ACA-related tools and reporting directly within the solution to assist in:
- Printing Forms 1094-C and 1095-C
- Mailing 1095-Cs to their employees
- Distributing electronic forms to employees with their consent
- Electronically filing required reporting with the IRS

ACA DISTRIBUTION SERVICES
In addition to direct access to UltiPro's ACA Toolkit, Ultimate offers additional services to complete mandatory tasks outlined by the healthcare law, including:
- Printing 1095-C forms and mailing them to customers' employees
- Electronic filing of 1094-C and 1095-C forms to the IRS on customers' behalf
- Proactive data validation and cleansing
- Assigned ACA representative

ACA MANAGEMENT SERVICES
For organizations seeking assistance in proactive, strategic management of ACA regulations andrequirements, Ultimate's ACA Management Services option includes:
- ACA Toolkit and ACA Distribution Services as outlined above
- Proactive monitoring and managing of alerts on employees' eligibility and offers
- Notice and appeal tracking and response support
- Penalty calculation support

Ultimate
SOFTWARE