GenMark Diagnostics

TRUSAIC

A Seemingly Daunting Task Led to a Pleasant Experience

The reporting requirements of the Affordable Care Act's Employer Mandate, first enacted in 2015, presented employers' HR staff with arguably one of the most difficult regulatory compliance requirements of all time.

Bio-pharmaceutical organization GenMark Diagnostics was presented with what seemed like a daunting task, complying with the ACA's Employer Mandate. With the aid and technical support of Trusaic's ACA CompleteSM the experience of complying with the ACA became a pleasant one.

Business Challenges

1. Validation of employee medical enrollment information
2. Reporting metrics including: penalty exposure, full-time count, affordability threshold, and health plan details

GenMark Diagnostics hires a lot of non-exempt employees, with a strict offer of coverage policy in place. Keeping track of hire dates, offer of coverage start dates, declinations of coverage and enrollment information was time consuming and overwhelming.

Solutions

Tracking, recording, and validating enrollment information on a monthly basis was critical for GenMark Diagnostics. Trusaic's ACA Complete solution provided actionable items they could trust.

Highlights

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- Tracking, recording, and validating enrollment information on a monthly basis was critical for GenMark Diagnostics. Trusaic's ACA Complete solution provided actionable items they could trust.

"On a monthly basis, [ACA Complete provides] critical ACA business reports, with easy-to-execute action items to ensure nothing is being missed on our path to ACA compliance."

Management of Benefits Enrollment and Declination Process

As part of the ACA Complete solution, GenMark Diagnostics had an ACA Specialist routinely monitor and validate critical benefits enrollment information. New employees, returning employees, and terminated employees all had their benefits information verified. The information was validated on a monthly basis.

Monthly Reporting on Metrics That Affect the Bottom Line

GenMark received a monthly report that identified potential penalty exposure, missing offers of coverage, documentation compliance, and other business intelligence metrics such as turnover and savings from benefits reconciliation.

As a part of the ACA Complete enrollment information reporting, GenMark Diagnostics actually became aware of former employees still enrolled and benefiting from the company-sponsored health insurance. When Trusaic presented this information to GenMark they were able to reconcile enrollment data with their health insurance carrier. This saved them funding, time, and company resources.

A Dedicated ACA Specialist a Phone Call Away

ACA Complete provided Capitol Care with a dedicated ACA specialist, a rare feature in the ACA compliance solutions space. This helped Capitol Care manage its ACA compliance process on a monthly basis, mitigating potential penalty exposure from the IRS.

ACA Complete Integration with ADP® Payroll Helps Prevent Recurring Data Inconsistencies

GenMark Diagnostics manages their time and attendance data with ADP Workforce Now® and benefited from ACA Complete's seamless integration of data with ADP. Being able to readily access the ADP data, ACA Complete flags any potential data inconsistencies and reconciles them at the source. The ACA Complete solution and data connector are available through ADP Marketplace, ADP's digital HR storefront that allows clients to customize their HCM ecosystem.

For GenMark Diagnostics, this meant open communication with ADP and Trusaic. The employee classification discrepancies were corrected within ADP, preventing them from occurring in future reports.

"[ACA Complete] removes the burden of having to retrieve, consolidate and validate employment and enrollment data by managing that process for us."

Human Resources Manager Leann Page stated, "On a monthly basis, [ACA Complete provides] critical ACA business reports, with easy-to-execute action items to ensure nothing is being missed on our path to ACA compliance."

Trusaic's ACA Complete matched with ADP payroll proved triumphant over the ACA's Employer Mandate responsibilities.

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Learn more about Trusaic's ACA Complete^{SM} integration with ADP Workforce Now® on ADP Marketplace.

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