

## Success Story

# Tavern



## An ACA Compliance Solution with a Dedicated Specialist and Technical Expertise

Complying with the Affordable Care Act's (ACA) Employer Mandate requires burdensome and time-consuming employee tracking. In order to get it done right, employers need to regularly check hours of service, document offers of coverage, update census information, and master ACA regulations.

Tavern Los Angeles, a restaurant establishment with a workforce made up of primarily high-variable hour employees didn't have the bandwidth to get it done, so they turned to Trusaic's ACA Complete<sup>SM</sup>.

### Business Challenges

1. Tracking high-variable hour employees' time and attendance
2. Understanding the complexities of the ACA's Employer Mandate
3. Routine recordkeeping to ensure documentation was on hand for substantiating offers of coverage

Due to the high variable hour workforce and high turnover that makes up the vast majority of quick-service restaurants and restaurant groups, this industry is particularly susceptible to IRS penalty assessments.

### Solutions

In order to capture the high-variable hour employees time and attendance, Tavern needed to implement the correct IRS measurement method — in this case, the Look-Back Measurement Method.

### Measurement Method Implementation for Tracking Employees

During Tavern's initial ACA Complete onboarding, a dedicated ACA Specialist analyzed their workforce and determined the Look-Back Measurement Method was best. This let the managing staff at Tavern know which employees were ACA full-time and by when they needed to receive an offer of coverage.

### Highlights

- Due to the high variable hour workforce and high turnover that makes up the vast majority of quick-service restaurants and restaurant groups, this industry is particularly susceptible to IRS penalty assessments.
- ACA Complete provided Tavern with a dedicated ACA Specialist, they didn't have to worry about recordkeeping on their own.

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## On-Demand ACA Compliance Expertise

With ACA Complete, Tavern received a dedicated ACA Specialist. Any time Tavern had a question pertaining to ACA penalty exposure, pending offers of coverage, affordability thresholds, or anything at all relating to the ACA's Employer Mandate, the Specialist was readily available to answer any questions.

## Documentation Retention in a Single Location

Because ACA Complete provided Tavern with a dedicated ACA Specialist, they didn't have to worry about recordkeeping on their own. Everything relating to the ACA was forwarded to Trusaic, and in the event of an IRS inquiry, Trusaic would assist Tavern in preparing a response along with supporting documentation, a service provided by few in the ACA compliance space.

## ACA Complete and ADP® Payroll Integration Helps Prevent Recurring Data Inconsistencies

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

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

### “Our ACA service includes...”

“...An annual Aggregated Employer Analysis, ACA monthly reports, supporting documents, compliance monitoring, annual IRS reporting, and audit support,” said Tavern's Director of Operations Cynthia Longley. “Every month, our point of contact provides each of our general managers with a list of actionable items that helps us remain in compliance.”

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Learn more about Trusaic's ACA Complete<sup>SM</sup> integration with ADP Workforce Now® on ADP Marketplace.

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