

Success Story

Global Security Concepts

TRUSAIC

All-in-one ACA Compliance Solution that Takes the Complexity out of the Process for You.

When the Affordable Care Act's reporting requirements were first required in 2015, many employers were caught by surprise with the myriad of responsibilities' and complexities that followed.

Global Security Concepts employs staff across the entire continental United States. For them, complying with the ACA was difficult, so much that they received a Letter 226J penalty notice from the IRS. They not only needed to respond to the notice but also needed to comply with the law's Employer Mandate to prevent future assessments. Trusaic's ACA CompleteSM delivered on both of these needs.

Business Challenges

1. Accurately identifying employees as full-time in accordance with the ACA's Employer Mandate
2. Tracking employees' hours of service utilizing the best-suited ACA measurement method
3. Implementing safe harbor methods for proving ACA affordability to the IRS

The security guard industry is susceptible to IRS penalty assessments due to the complexities in the hours of service many of the employees provide. Without the correct measurement method in place, employees were classified incorrectly. Global Security Concepts Chief Operations Officer, Khan Fardin stated "We had received a Letter from the IRS for misclassifying employee benefits offered."

Solutions

Following Global Security Concepts' reception of the IRS Letter 226J penalty notice, they had only 30 days to respond to the notice. Trusaic not only met this deadline, but had the penalty completely eliminated and their ACA CompleteSM solution was to thank. "In order to avoid future compliance infractions, we decided to sign up," Fardin said. ACA CompleteSM did not disappoint.

Highlights

- Global Security Concepts had received a letter from the IRS for misclassifying employee benefits offered.
- Following Global Security Concepts' reception of the IRS Letter 226J penalty notice, they had only 30 days to respond to the notice. Trusaic not only met this deadline, but had the penalty completely eliminated and their ACA CompleteSM solution was to thank.

After partnering with Trusaic, Global Security Concepts had their entire penalty eliminated.

Measurement Method Implementation for Tracking Employees

In order to respond to the IRS penalty assessment, a thorough analysis of Global Security Concepts' workforce had to be performed. This started with the implementation of the Look-Back Measurement Method and resulted in a corrected full-time count.

Monthly Tracking with Actionable Metrics

Following the implementation of the Look-Back Measurement Method, Trusaic set up Global Security Concepts with monthly tracking and a dedicated ACA Specialist to relay critical information. This monthly tracking also set them up for future ACA reporting years, significantly reducing the likelihood of receiving a future IRS penalty for ACA non-compliance.

Safe Harbors for Proving Affordability

ACA CompleteSM also included the implementation of safe harbor methods for proving ACA affordability. This feature reduced additional penalty exposure relating to affordability under section IRC 4980H(b).

ACA Complete Integrates with ADP® and Helps Your Business Get Back to What Matters

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

"These guys and girls have truly mastered complying with the ACA's employer mandate."

After partnering with Trusaic, Global Security Concepts had their "entire penalty eliminated," Fardin said, and the right compliance steps were set in place to prevent penalty assessments for future reporting years.

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Learn more about Trusaic's ACA CompleteSM integration with ADP Workforce Now® on ADP Marketplace.

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