



CASE STUDY #3

MONTHLY DATA STREAMING

BenefitScape works with every possible kind of Employer, adapting our specialist ACA reporting and compliance services to fit their specific individual needs and operations.

- COLLEGE LOCATED IN NEW ENGLAND
- APPROXIMATELY 1,000 EMPLOYEES
- SINGLE HCM/PAYROLL SYSTEM

-
- YEAR-END ACA SCRAMBLE TO REPORT
 - TIME, ACCURACY, AND RESOURCE CHALLENGES
 - ERROR DELAYS AND PENALTY RISKS

-
- REPORTING AND COMPLIANCE OUTSOURCED TO BENEFITSCAPE
 - MONTHLY DATA STREAMING FOR ADDED EFFICIENCY
 - NO HEADACHES, NO ERRORS, NO PENALTIES
-

CHALLENGE

This New England elite liberal arts college faced **TIME AND RESOURCE CHALLENGES** to carry out an annual ACA reporting and compliance scramble. In November 2019 it turned to BenefitScape for full-service outsourcing, sending BenefitScape a year of native demographic and enrollment data.

2020 ACA e-Filing was completed on time and with no penalties – but still a bit of a year-end sprint for the college’s own benefits staff to ensure the accuracy of source data, review, and validate assigned IRS codes. On top of that, the college foresaw **MANY CHANGES FOR THE FOLLOWING YEAR**, including a shift to a self-insured medical plan and personnel changes in some key roles.

BenefitScape®

E: info@benefitscape.com

T: 508-655-3307

W: benefitscape.com



CASE STUDY #2

WHAT WE DID

BenefitScape and the college switched from an annual ACA process to a **MONTHLY DATA STREAM** – where the college automatically and securely sends monthly data to BenefitScape from their HCM system and COBRA vendor.

BenefitScape consumes the data and shares a **MONTHLY ERRORS WARNING/REPORT** with the employer as well as a color-coded results report, offering a bird's eye view of the entire employee population with highlighted areas of potential concern.

BenefitScape carries out **SHORT MONTHLY REVIEWS** of these reports with the college's benefits staff to confirm test scenarios and correct any anomalies, such as bad ZIP code data, in the source system.

OUTCOME

For TY 2021, **THE YEAR-END SCRAMBLE WAS TOTALLY ELIMINATED.** During Q1, when the college's benefits staff is under most pressure, BenefitScape works with the team quickly and easily on final validations, produces the forms well ahead of the IRS deadline, and files with the IRS and state authorities as required with zero errors.

In short, monthly processing enables an even more **STREAMLINED, 100% ACCURATE, AND SIMPLIFIED** ACA process.

BenefitScape®

E: info@benefitscape.com

T: 508-655-3307

W: benefitscape.com