

INFINISOURCE


Compliance & Technology:
A Union of Complications




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Threats & Opportunity for our Brokers



- ✓ Self-Insurers
- ✓ Payroll Companies
- ✓ Health Plans
- ✓ Insurance



Partners Insurance

INFINISOURCE



Partner for Life Guarantee-Unlike many large providers of employer services, we don't plan to sell insurance; we are your partner, not competition

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Infinisource Overview

- Founded in 1986
- Leading benefit administrator and HCM provider serving over 63,000 clients nationwide
- Led by strong team of industry veterans

Notable Clients




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HCM Evolution - Technology

Being 'in the cloud' gives employers total control of data and maximum accessibility - anytime, anywhere and from any device.



Marriage of Conflict

- Demand for technology to manage most aspects of business
- Ability to access and manipulate data to manage workforce and business operations
- Accuracy and quality of data
- GIGO
- Compliance

Technology Impacts

- **Human Resources**
 - EEOC
 - NLRB
 - OSHA
 - FMLA
 - Immigration documents

Technology Impacts

- **Payroll**
 - Increased taxes
 - Worker classification
 - Pay equity
 - W-2's
 - WOTCs

Technology Impacts

- **Benefits Administration**
 - Cafeteria Plans
 - ERISA
 - Defined contribution plans
 - Plan eligibility
 - Plan compliance (grandfathered status, calculations ,etc.)

The Affordable Care Act (ACA)

- What is this law requiring employers to track, document and report?
 - “Applicable large employer” data
 - Affordability factors
 - Minimum or actuarial value of coverage
 - Reporting responsibilities
 - Additional taxes, fees and penalties or modification of current ones

Applicable Large Employer

- Full time employees (union, controlled group)
 - 30 hours a week/130 hours a month
- Full time equivalent (part-time, seasonal, temp, leased, etc.)
 - 120 hours a month

Affordability

- Employee's portion for self only coverage does not exceed 9.5% (Box 1) of W-2 income
- Safe harbors for affordability include
 - Rate of pay
 - Federal poverty line

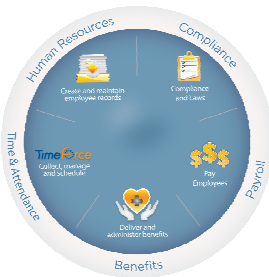
Reporting Responsibilities (April 2015)

- Every applicable large employer shall make a return that contains:
 - The name, date, and employer identification number of the employer
 - A certification as to whether the employer offers to its full-time employees (and their dependents) the opportunity to enroll in minimum essential coverage under an eligible employer-sponsored plan
 - The employer certifies that the employer did offer to its full-time employees (and their dependents) the opportunity to so enroll
 - The length of any waiting with respect to such coverage
 - The months during the calendar year for which coverage under the plan was available

Reporting Cont.

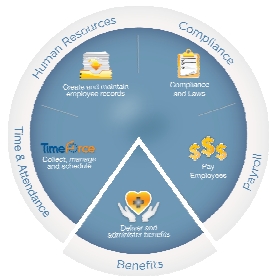
- The monthly premium for the lowest cost option in each of the enrollment categories under the plan
- The employer's share of the total allowed costs of benefits provided under the plan, and
- The option for which the employer pays the largest portion of the cost of the plan and the portion of the cost paid by the employer
- The number of full-time employees for each month during the calendar year
- The name, address, and TIN of each full-time employee during the calendar year and the months (if any) during which such employee (and any dependents) were covered
- Any other information as the Secretary may require

The 5 Workforce Management "Must Haves"



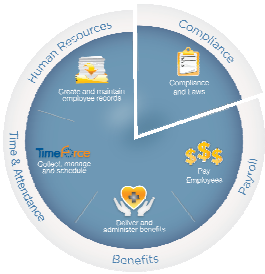
- Create and maintain employee records (HR)
- Comply with tax and employment laws (Compliance)
- Pay employees (Payroll)
- Deliver and administer benefits (Benefits)
- Collect, manage and schedule (TimeForce)

The 5 Benefits "Must Haves"



- Seamless reporting to vendors
- Single database, reduces human error
- Enables employer's compliance for the ACA
- Cafeteria plans, FSAs, HRAs, Transit and HSAs, if you choose
- Compliant plan documents and nondiscrimination testing

The 5 Compliance "Must Haves"



- Functionality that ensures tax and employment compliance
- In house ERISA counsel
- IRS and DOL ask InFinisource for opinions
- Nationally acclaimed compliance webinars
- Ancillary required mailings employers often overlook
- COBRA nuts-n-bolts administration, if you choose

Infinisolved HCM® Bundles

You can select one of four packages. All bundles include Payroll and HR.

The screenshot shows four package options:

- Basic:** Includes HR, Payroll, and Compliance. Price: \$1,200/month.
- Core:** Includes HR, Payroll, Compliance, and Time & Attendance. Price: \$1,800/month.
- Full:** Includes HR, Payroll, Compliance, Time & Attendance, and Benefits. Price: \$2,400/month.
- Enterprise:** Includes HR, Payroll, Compliance, Time & Attendance, Benefits, and ERISA. Price: \$3,000/month.

iGuarantee

When we say we're changing how employers manage their workforce - we mean it - **GUARANTEED**

- 90-Day Implementation:** In one time and accurate. If not, 100% refund - no questions asked.
- 90-Day Debits:** If not 100% satisfied, we will pay 100% of the amount back within 90 days of implementation.
- Client Satisfaction:** If you don't deliver, we will refund 100% of your implementation fee.
- A Dedicated Account Manager:** It's not just a number - we will help you get the best from your implementation.
- Free Guarantee:** We will cover the implementation fee for you (subject to terms and conditions).

*Infinisource will not waive implementation fees if delay or inaccuracy is the result of client error. To be eligible for the satisfaction refund, claims must be submitted in the first 90 days post-implementation and the client must switch providers. The iGuarantee is subject to the terms and conditions contained in the Solved Service Agreement. iGuarantee applies to Solved bundles only.

Locations



Headquarters
Charlotte, NC



Time Division
Sandy, UT



Benefits Division
Coldwater, MI



**Empowering Companies and
People to do Their Best Work**

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One Source. Infinite Solutions.
