Sage HRMS



My Workforce Analyzer Manage your ACA responsibilities.

When the Affordable Care Act (ACA) went into effect, life got more complicated for your company and your HR staff. Which of the new IRS forms will you need to file? What are forms 1094-C and 1095-C? How many full-time employees do you really have? Will you face fines for failing to provide affordable healthcare coverage?

With My Workforce Analyzer, you can conveniently and affordably abide by ACA reporting requirements and make decisions with confidence.



My Workforce Analyzer uses data from your company to address specific questions and concerns, produce online dashboards, generate required forms, and help keep you compliant well ahead of deadlines so you can avoid stress and penalties.

Get started quickly

Although much of the data is imported from your HR or payroll product, simple setup screens make it easy to enter missing information about your company's employees, benefits, and healthcare plans, so you can use My Workforce Analyzer as a system of record for ACA responsibilities moving forward.





Track the details

Monitor important information such as full-time and fulltime equivalent employee counts, your company's status as a large employer for the current and upcoming years, employee hours of service, employees approaching parttime or full-time thresholds, and the countdown to the next administrative period in which changes can be made.



Sage HRMS

Pay or play

Model different healthcare scenarios to decide whether to pay penalties for noncompliance or provide affordable healthcare. View a summary of your annual expenses, including the cost of benefits, penalties, and taxes. And compare your expenses based on three different scenarios.



| | Sage Hea | | lvisory Services | | | |
|--------------------|--------------------|---------------------|-------------------------------------|--------------------------------|--------------------------|--------------------|
| lyze your data ar | d reduce employr | ment expenses in re | lationship to the Affordable Care A | ct | | |
| | | | | | | |
| Monitorin | g Pay or pla | ay Employee | information | | | |
| | | | | | | |
| Bene | fits | | be | Variable hour | | |
| | - | t Employer | cost of benefits by em, | | | |
| The following list | | | , | yed in Pay or play. Learn more | Employment status: | Active |
| Employer | | Employee ID | Employee name | enefit plan | Employee contribution | loyer contribution |
| HAH - Test Compa | | | | 10 Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH7 | Alen, Hugh | 10 Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH32 | Alen, John | O Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | | | O Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | HAH11 | Alpha, Drew | 10 Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | HAH79 | Amani, Jade | MO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | HAH89 | Ario, Ariel | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | | | PPO Blue 1 | \$2,400.00 | \$13,200.00 |
| HAH - Test Compa | ny | HAH53 | Arnold, Linda | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | HAH8 | Baird, John | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | | | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | 19 | Barnes, Shannor | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | ny | HAHes | Bess RI | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | | HAH61 | pricesse, Annette | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | | HAH39 HAH2 | Brown, Alison | HMO Blue | \$3,600.00 | \$14,400.00 |
| | HAH - Test Company | | Brown, Jeff | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH98 | Cade, Cage | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH100 | Corbell, Jeff | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH38 | Craig, Tem | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH87 | Denny, Jeb | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | | HAH44 | Dorian, Marian | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Compa | | HAH93 | Emmet, Elisa | HMO Blue | \$3,600.00 | \$14,400.00 |
| HAH - Test Company | | HAH41 | Ginger, Donna | HMO Blue | \$3,600.00 | \$14,400.00 |

Get employee information at a glance

Show a summary of employees with and without healthcare coverage, including employee and employer contributions listed by employee. Reveal a monthly breakdown of healthcare coverage affordability by employee. Create a list of employees who receive subsidized healthcare coverage through a state health insurance exchange. Or view the regulatory period timeframes and employees who have been identified as variable hour.

File with ease

Generate ready-to-file forms 1094-C and 1095-C, which report information about covered employees, with data imported from your HR or payroll system. All you have to do is review, edit, and print.

| PartI | Part II | Part III | | |
|-------------------------------|--------------------|--|--|----------------------------|
| Ar Part I | her (ALE Member) | | 2. Employer 1234567890 | dentification Number (EIN) |
| plicable Large | | | | |
| nnedin Enterprises | | 5. State or province | 6. Country and ZIP or foreign postal code | |
| | | FL | USA | 33737 |
| treet Address (inclu | ding room or suite | | 8. Contact telephone number | |
| 3 Main Street | | (999)867-5309 | | |
| icable) | | 10. Employer Identification Number (EIN) | | |
| npa | | | | |
| 12. City or town | | 13. State or province | 14. Country and ZIP or foreign postal code | |
| 15. Name of person to contact | | | 16. Contact telephone number | |

This material is provided for informational purposes only and not for the purpose of providing legal and tax advice. Accordingly, the use of this material is not a substitute for the advice of a lawyer. When in doubt, please consult your lawyer for guidance. You should contact your lawyer to obtain advice with respect to any particular issue or problem.

©2015 Sage Software, Inc. All rights reserved. Sage, the Sage logos, and the Sage product and service names mentioned herein are registered trademarks of Sage Software, Inc., or its affiliated entities. All other trademarks are the property of their respective owners. 15-00295 4/15

