



The loneliest job

A thick skin should be the top prerequisite on every Compliance Officer's job description. Those hardy souls willing to take responsibility for the company's regulatory compliance know that it's not a popularity contest—just a tough job that requires attention to detail and lots of patience.

The Compliance Officer must establish, monitor and enforce the recordkeeping and reporting that will keep the business from incurring fines and penalties that could be ruinous. To fulfill his or her responsibilities, the Compliance Officer needs to have a clear understanding of the regulations that apply to the company and identify the data needed to meet reporting requirements.

The level of complexity of the Affordable Care Act (ACA) makes the role of the Compliance Officer even more important to protect the company.

Compliance Officer

"... as of January 1, 2015, employers and their advisers must wade through a murky swamp of analytical, record-keeping, reporting and disclosure requirements in order to secure compliance and either avoid or minimize penalties."

Patricia A. Moran, Labor and employment lawyer writing for Bloomberg's Bureau of National Affairs

33% of mid-sized business owners faced fines for noncompliance with government regulations in 2014

Of those

58%

Were not sure how much they paid.

47%

Did not know how many fines they paid.

*From ADP Research 2014 mid-sized business owners study "The Struggle for Confidence Between Main Street & Wall Street"

ACA: compliance with the letter of the law, not just the spirit

The ACA takes compliance recordkeeping and reporting to a whole new level. To meet the letter of the law, you need technology that works continuously, keeping accurate records and automating reports that will:

- Meet monthly and look-back measurement requirements
- Automate forms creation and filing
- Provide dashboards to monitor KPIs

Planning and budgeting

With a clear understanding of the total costs associated with workforce changes, the Compliance Officer needs to ensure that:

- Accrual schedules include all pertinent costs
- Benefits reflect ACA considerations, with alerts when changes could affect compliance

Support efficient, accurate and timely payroll processing

To meet the ACA requirements without impacting employees' paychecks requires a higher level of workforce data management and automation. Simplify the application of complex rules across payroll to:

- Ensure accurate cost allocations
- Improve the efficiency of the HR and payroll department
- Eliminate the cost of manually handling notifications, direct deposit statements and W-2s and 1095-C's

Master the data to manage the complexities of compliance

Most organizations have a wealth of data that they are not using to manage the complexities of payroll and compliance. For Compliance Officers, data is the key to reducing the risks of non-compliance for the organization.

At Integrity Data, you and your people are our priority. We want to make payroll work exactly the way you want it—from the Compliance Officer to the payroll administrator to the paid employee. Let us help you have confidence in your company's compliance.



Your people. Our priority.™

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