

## Success Story



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*Cheryl Johnson, benefits specialist at Manpower  
Jenny Becker, financial services group controller at Manpower  
Add-on Solution: Integrity Data's ACA Compliance Solution*

As a world leader in the staffing industry, Manpower is all about matching the right individual with the right job. Manpower's Wisconsin office does so across four states, and in doing so, manages to send out about 10,000 W-2s every year. Each client's job order is different, and this creates one of their biggest compliance challenges with new IRS requirements for Affordable Care Act (ACA) reporting.

Cheryl Johnson, benefits specialist, explains, "Sometimes employees are assigned for two years and sometimes, they're assigned for two days. Tracking these unique instances, and the benefits that should be tied along with them, is a tricky job. Our variable-hour workforce requires a solution that can dig into the details."

Manpower's Wisconsin office uses Microsoft Dynamics® GP. Because in-depth ACA tracking tools and electronic filing capabilities are not innate to their system, Manpower was worried they wouldn't be able to meet their extensive reporting obligations with the IRS. Cheryl shares, "Simply tracking the measurement period of ACA was an absolute nightmare. For W-2s, it's easy: Everyone gets one. But the 1095-C forms are dependent on how many hours an employee works."

When Manpower came across Integrity Data's ACA Compliance Solution in 2014, their worries were quickly eased. They now had automation to determine an employee's eligibility for insurance based upon the employee's hours of service in a prior test period. "With this solution, we can run a report by employee to show what month they're eligible for benefits instead of manually reconciling that data." Cheryl adds, "I just click on their name and can see all that information, along with which months and number of hours they worked. There's no way to measure the value of time savings that it's creating for us." Not only does the reporting fit exactly to their record-keeping needs, Integrity Data's ACA software auto-populates 1095-C forms for mailing or emailing to their employees and also automatically generates the ACA forms needed for electronic filing with the IRS. Jenny Becker, financial services group controller, says, "Integrity Data had a head start on the law from the very beginning. They kept up on all the IRS changes and now have a few years under their belt, whereas Microsoft Dynamics GP is just gearing up." The ACA requirements have changed so much since its rollout and, for every change, Integrity Data releases an update. "Even if they don't think it will be permanent, they still make the software current so that we're compliant." Jenny adds, "Cheryl and I can finally sleep at night."



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