

## **NEOHUA March 18**

**Title: Payroll and HR Pitfalls that Prevent ACA Compliance. Next Steps?**  
**Presented by: Karen Kirkpatrick, Infinisource**

Employers have long struggled with keeping current and compliant with laws and regulations – this compliance struggle with current requirements can prevent compliance with new requirements. The Affordable Care Act (ACA) is yet another example of this perfect storm.

In this 2 hour session, you'll learn about 3 specific areas that all but eliminate your hopes of ACA implementation success unless fixed. Our speaker, Karen Kirkpatrick of Infinisource, will focus on key areas such as: 1. Compensable time. 2. Worker classification. 3. Job descriptions.

### **Outline times for 1:45-3:45**

- 1:45-2:00 Track all compensable time toward the 30 hour (120 hours for FTE) FT definition
- 2:00-2:15 Common law vs. 1099 and what you don't label right can hurt you
- 2:15-2:20 Exempt vs. Non-exempt and what hours you don't capture can hurt you
- 2:20-2:30 How job descriptions can increase costs by not defining expected hours worked for both employee and supervisor
- 2:30-2:35 How poorly written job descriptions can increase the number of Variable Hour Employees
- 2:35-2:45 What data must be tracked for determining Applicable Large Employer status
- 2:45-2:55 What data must be tracked for determining FT status and eligibility for group health plan
- 2:55-3:10 What data must be tracked for determining Affordability based upon wages or safe harbor methods
- 3:10-3:35 What data must be tracked for employers with 50+ employees beginning January 1, 2015 and reported in 2016
- 3:35-3:45 Applicable Large Employer Reporting requirements

**Level: All Levels**

**Target Audience:**

- Employee Benefits Professionals
- Account Manager
- Account Executives
- Agency Marketing