isolved™

Pulse Deck

February 2024
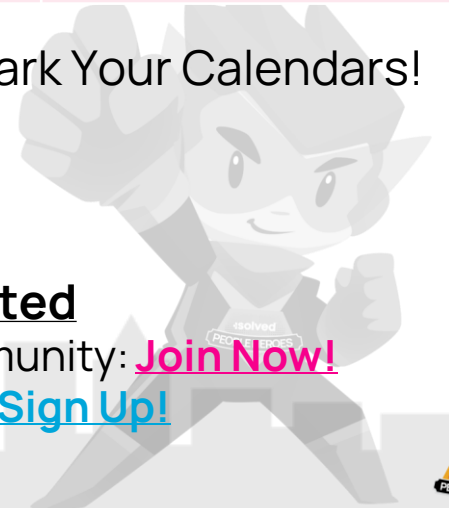
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February 2024	
Last Day to Approve ACA Forms for guaranteed **delivery prior to 3/2**	February 5
President's Day Federal Holiday **(isolved Offices Open)**	February 19
Multi-Factor Authentication Updates	February 5 thru 23
People Heroes Tour Kickoff = Irvine, CA	February 29

Upcoming Important Dates-Mark Your Calendars!

Stay Connected
isolved People Heroes Community: **Join Now!**
isolved Newsletter: **Sign Up!**

Check out live training and informational videos

isolved HCM University & FREE Live Training Webinar Calendar

Retain Top Talent and Boost EX with Performance Management
Thursday, February 15, 2024 at 1:00 pm EST

Join us for this webinar as we demo Performance Management and show you how reward and recognition programs can boost the employee experience. With isolved Share & Perform, companies can enable multi-directional employee communication that drives toward a transformative company culture.

HR Trends Your Clients Should Know
Wednesday, February 21, 2024 at 1:00 pm EST

Hear from isolved's Director, Solution Strategy, **Brent Skinner** and Product Marketing Manager, **Sean Gibilisco** as they walk through the state of the workforce and how A.I. and HCM is making waves.

isolved Masterclass - Payroll
Thursday, February 22, 2024 at 1:00pm EST

Come join **Amberly Dressler**, VP of Brand & Content Marketing at isolved and Principal Analyst **Pete Tiliakos** of 3Sixty Insights for this next masterclass. This class will be covering the ins and outs of payroll. You'll leave with strategic insights AND those SHRM credits (1 PDC).

SECURITY is here!

Multi-Factor Authentication (MFA) Resources:

- ➤ **MFA Login Instructions**
- ➤ **MFA on your Mobile App**
- ➤ **MFA Employee Communication Template**
- ➤ **MFA Quick Help Video!** (only 4 minutes)

W-2 Tips & Tricks

- ➤ Need help explaining a W-2 in a different language? Thanks, New York City!
- ➤ Go paperless next year! Did you know employees can opt out of pesky paper W-2's?
- ➤ Did you know isolved can go paperless for payroll too? We offer a FREE PayCard service… no more paper checks!

Compliance & Security

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The Solution

isolved Share & Perform
(only 7 minutes)

Transform your employee experience by:

- Creating **purposeful career** paths for your employees

- Setting achievable goals, tracking progress and **managing performance**

- Exploring opportunities to **connect, share and grow** within the company

- Visually intuitive and personalized dashboards

- Nine box technology

- Specific goals and 360 performance reviews

- Collaborate on performance reviews with Supervisor Rollback and Change Log

- Rewards and recognition tools

- Peer-to-peer collaboration

- Employee Rewards Store

Now Announcing: isolved People Heroes Tour!

1. See an in-depth demo of isolved People Cloud.
2. Uncover additional features not being utilized.
3. Earn three SHRM Credits.
4. Join the day as you see fit (come late, leave early).
5. Network with peers who use the same software and/or services – **PLUS** join Birds of a Feather (Compliance, People Cloud Training, Recruiting & Retention, or Benefits & Payroll) to help better build your community.
6. Get real-world examples of how your peers are using isolved and how they're prioritizing what's next for their organization.
7. Access an actionable framework to help identify the "next-best step" for your organization through optimization.
8. Ask questions to isolved leadership and product experts.
9. Discover how isolved can support your organization's continued growth.

Care.
Community.
Education.
Relationships.
Retention.
Success.
Support.

Register Today!

Irvine, CA – 2.29.23
Schaumburg, IL – 3.7.24
Scottsdale, AZ – 3.14.24
Dallas, TX – 3.21.24

PEOPLE HEROES
TOUR
WHERE PEOPLE HEROES GROW.™

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Evaluate. Enhance. Extend. Educate.

CONNECT

isolved · 2024 Conference

Achieve your professional development goals and discover the next best steps for your organization at isolved Connect! isolved Connect is the largest gathering of the isolved community, packed with hands-on education opportunities, CE credit classes, best-practice discussions and all kinds of hacks to help you make the most out of the isolved platform. This year we will be gathering together in beautiful Orlando, Florida, October 7-9!
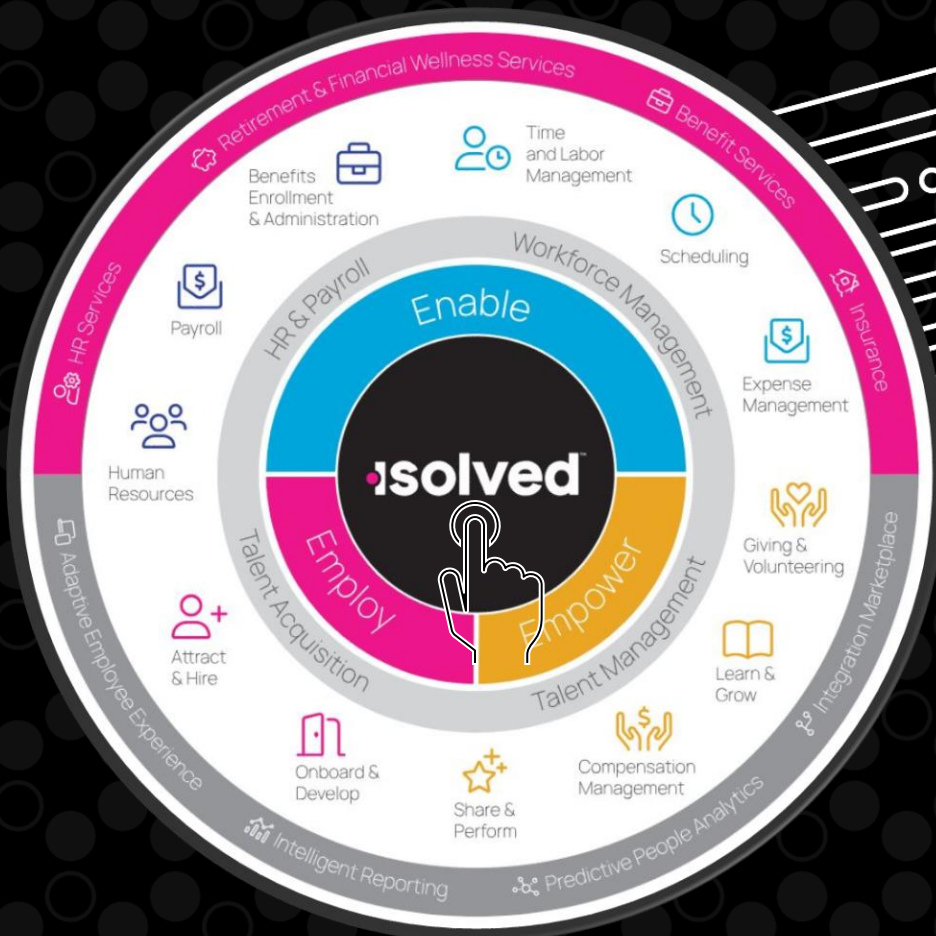
- **Earn HRCI credits** with intensive learning sessions
- **Network** with like-minded professionals
- **Meet** one-on-one with isolved experts and leadership
- **Get an** exclusive look at product roadmaps
- **Discover** useful integrations in the isolved Marketplace
- **Get inspired** with motivational keynote speakers
- **Learn** how isolved supports your organization's growth
- **Maximize** your community and meet isolved People Heroes

Register Today!

What's new with your business?

> **Goals**
> **Projects**
> **Acquisitions**
> **Trainings**

Thank You!

Appendix Detail Info

New Year Reports Review

Employee Zero Earnings Report

This report will show the last time an employee was paid and could help you determine if you need to terminate someone.

Exception Reports

This will show tax exceptions that may need to be addressed

Paid Time Off Rollover Report

This will help you ensure any paid time off rollovers are accurate

The EEO-1 Component 1 Report

This is a mandatory annual data collection that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex and job categories.

ACA 2023 Reporting Important Dates

December
Begin reviewing 1094 and 1095 forms in isolved

January 1
1st day to approve forms

January 17
Approvals due for those with California residents

January 31
Deadline to Distribute 1095 forms to California residents, per CA regulations

February 5
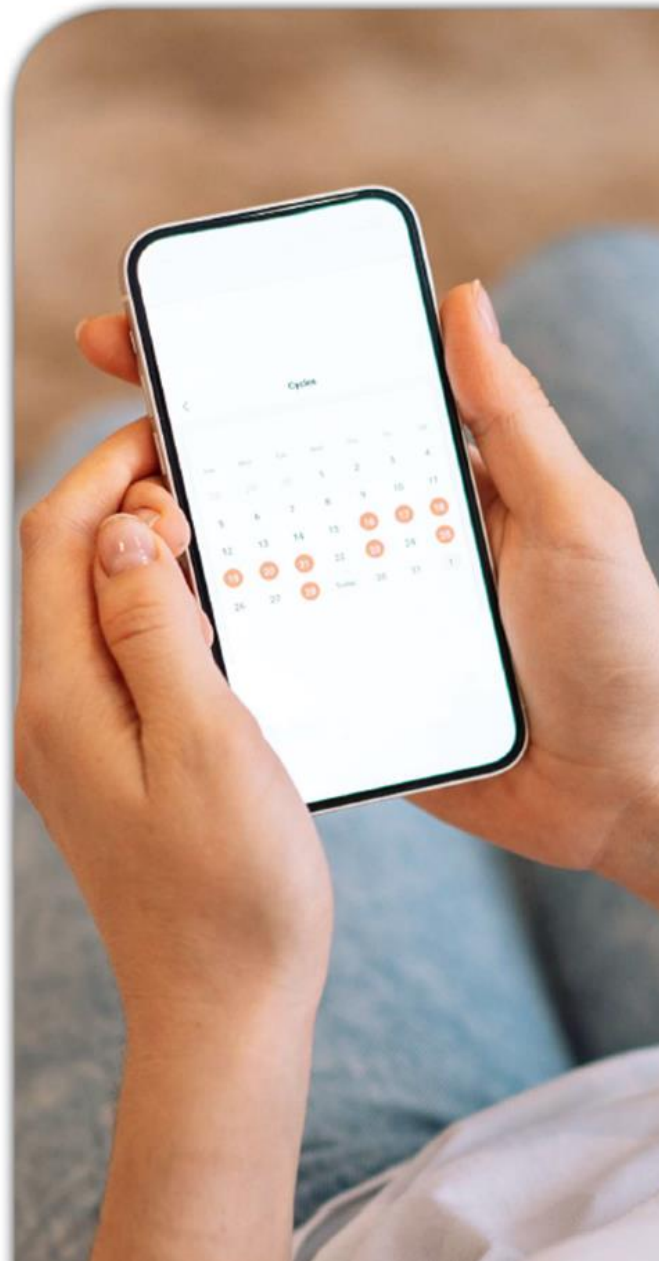Approvals due for all other states. Approvals after this date will be charged a late fee

March 4
Deadline to Distribute 1095 forms to all employees, per IRS regulations

March 31
Deadline to electronically submit ACA forms to the IRS

Links to the 2023 ACA Guide & ACA Training

Links to the ACA Guide can be found on the Landing Page under the Quick Links tab as show below:

QUICK LINKS

NEW! isolved ACA Administrator Guide -2023 Filing

NEW! isolved ACA Previewing & Approving Forms and Overrides Training

NEW! isolved Release 9.24 Updates - Effective 12/15/2023

NEW! Tax Alert - Tax Quarter-End Spotlight 4Q 2023

NEW! Upcoming Federal Reserve Observed Holiday Closures - Christmas & New Years Day

Reminder: If you need additional guidance with your Year End activities, inclusive of ACA, please reach out to your Customer Support team.

isolved ACA Basics

What is ACA? – Affordable Care Act (ACA)

The "Affordable Care Act" is the name for the comprehensive health care reform law (passed in 2010) & its amendments. The law addresses health insurance coverage, health care costs, & preventive care.

What are the requirements for employers in 2023?

The Affordable Care Act (ACA) is a law that requires all businesses that average 50 or more full-time employees to provide health insurance to at least 95% of their Full-time employees and their dependents or face penalties.

Who needs to file ACA in 2023?

An Employer with 50 or more full-time employees or equivalents, a Self-insured Employer, regardless of size, or a health insurance provider. An Employer or a Self-Funded Employer with 50 or more full-time employees or equivalents: 1095C Form, Self-insured Employer with less than 50 or more full-time employees or equivalents: 1095B Form.

What is Full-Time Equivalent?

Full-Time equivalent, or FTE, measures the total amount of full-time employees working at any one organization.

It is a way of adding up the hours of full-time, part-time, & various other types of employees into measurable 'full-time' units.

Reporting › Client Reports › ACA Large Employer Compliance Test

*Should be based on the average during the prior Calendar Year.