Pulse Deck

January 2024

Happy New Year, People Heroes!

isolved Announcements

Black Out Period
January 3, 2024 – February 29, 2024
We will not be making any adjustments during this time to ensure timely reporting (printing and e-file process) for all our customers.
We are not able to make exceptions

New Minimum Wage Laws
Get a quick list of active employees Below Minimum Wage
Click Here: Employee Analytics-Employee Salary/Hourly Rate

Holiday-Banks Closed
Martin Luther King Day-January 15, 2024

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

Announcing Connect 2024
October 7 – 9, 2023
Gaylord Palms Resort, Orlando, Florida
Register Now For Discounted Rates

January 2024

First Day to Approve ACA Forms for 2023	January 1
New Year's Day Observed Federal & isolved Holiday **(Offices Closed)**	January 1
Last Day to process payroll adjustments for 2023	January 3
Year-End Forms Available Online	January 15
Martin Luther King Day Federal Holiday	January 15
Last Day to Approve ACA Forms for **delivery prior to 1/31**	January 17
Deadline to Distribute ACA Forms to CA Residents	January 31

February 2024

Last Day to Approve ACA Forms for guaranteed **delivery prior to 3/2**	February 5
President's Day Federal & isolved Holiday **(Offices Open)**	February 19

March 2024

Deadline to distribute ACA forms to meet Federal and remaining state deadlines	March 2
Deadline for ACA electronic transmissions to the IRS	March 31

Upcoming Important Dates-Mark Your Calendars!

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Check out live training and informational videos!

Check out The LIVE webinar schedule: **FREE Live Training Webinar Calendar**

isolved Inspire: Women in Leadership
Wednesday, January 17, 2024, 1:00pm-2:00pm EST

As part of the isolved Inspire series, top women leaders are ready to answer your top questions. Learn from these leaders with how they navigate challenges women face in their careers. Join us for a live Q&A and come with questions you want answered!

We'll be joined by some of isolved's female leaders, Amanda Razzi, VP of Direct Account Management, Amberly Dressler, VP of Brand & Customer Marketing and Kelli Rico, VP of Product Management. Hosted and moderated by Cristina Merrifield, Content Marketing Manager.

Don't miss out on this informative webinar.

Masterclass Series-ROI of EX
Thursday, January 25, 2024, from 1:00pm - 2:00pm EST

isolved is launching a new masterclass series. Come join industry analysts who will share the latest insights with you and bonus-give you those continuing education credits you need. Starting in 2024, you'll now be able to gain industry knowledge and simultaneously earn SHRM credits.

Each month we'll be offering a class with some of the top experts in the field. From topics like ROI and the Employee Experience, to payroll and even A.I. in HR.

Our first masterclass-ROI of EX with Nucleus Research's Trevor White and Evelyn McMullen is one you don't want to miss! Hosted by isolved's VP of Brand & Customer Marketing, Amberly Dressler, this webinar offers SHRM credits (1 PDC).

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.

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.

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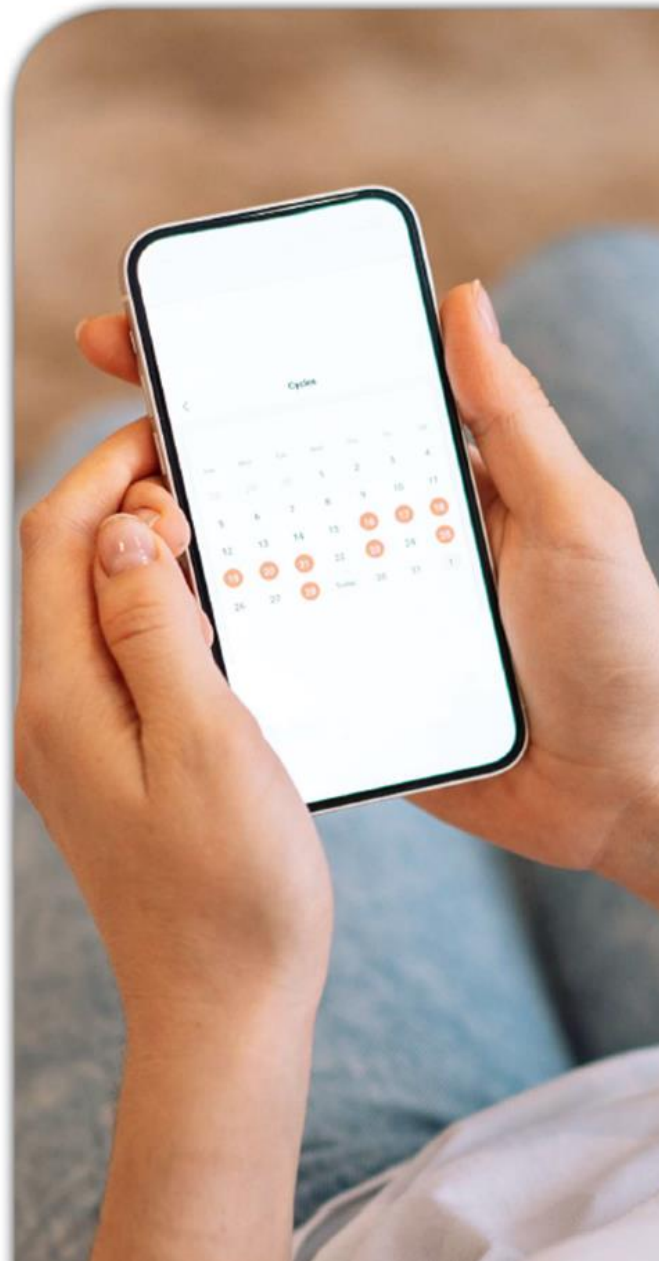
March 4
Deadline to Distribute 1095 forms to all employees, per IRS regulations

March 31
Deadline to electronically submit ACA forms to the IRS

2024 Compliance Changes

Are you Ready for any changes that may take place in your state?!

- When was the last time you did a deep dive into your policies and procedures?

- How do you maintain compliance on a Federal, State, and Local level?

- What goals do you have for hiring, growth, or retention?

- How many states are you currently doing business in?

- Are you familiar with new pay transparency laws or State mandates of paid family leave?

- Have you heard of isolved HR Services?

We're here to help set you up for a successful 2024!

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isolved HR Services

isolved HR services provides comprehensive service packages to make organizations of all sizes and across all industries more productive. Whether you are looking to become compliant in a single aspect of employment or require a full-scale partner for strategic HR management, isolved HR services provides you the resources required to achieve simple, secure and seamless business value.

Trusted partners invested in maximizing your business potential.
Backed by a regional network of HR professionals across the United States, isolved HR services acts as an extension of your HR department or management team—all delivered by trusted HR, risk and compliance experts.

isolved HR services allows your organization to focus on the most strategic, value-added activities for growing your business. Solve the complexities of inefficient HR processes, changing employment regulations, employee/staff turnover, and other daily HR challenges by leveraging a dedicated team of isolved HR services professionals.

"

In our short time with isolved HR services, more has been accomplished than with a previous HR partner. Our handbook has been revised, job descriptions updated, and our Account Manager has kept us abreast of the ever-changing workplace landscape."

Director of Finance
Electronic Component Wholesaler

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Employment Law Center.

Giving you reliable convenience and support, the isolved Employment Law Center provides direct access to attorneys for expert answers on employment related questions and easy escalation up to and including discounted representation.

Through a simple ticketing system, receive expert answers, escalate concerns including document review, redlining, and drafting. Plus, gain access to ongoing webinars regarding current business topics and new employment laws.

isolved offers multiple packages to meet your employment law needs.

Solution Benefits:
- Quick responses from industry professionals
- Employment and business form library
- Comprehensive resources for all aspects of employment law

Available Resources:
- Hiring and termination support
- New employee onboarding assistance
- Wage rules and requirements
- Time and attendance policies
- Employment law updates and guidance
- Compliance resources for benefits

Access the
isolved Employment Law Center
to stay informed and protected on
all aspects of compliance

Do you already have a **login**?

Click **Here** to learn about
HR Trends for 2024!

For Discounted Rates and More Information

New Year, New Plans?
Tell us more about your 2024 Strategic Goals!

Benefit Enrollment/Open Enrollment

Giving and Volunteering Overview

isolved Predictive Analytics With TrenData

Attract and Hire

Applicant Tracking/Hire, Onboarding

Time and Attendance

Scheduling Links (Requires isolved Time)

Share & Perform and LMS/University

Employ Enable and Empower Top Talent Overview

isolved People Cloud

The "mobile" platform: Adaptive user experience on any device

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What's New?

Do you have any upcoming projects or initiatives to discuss?

·solved

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Evaluate. Enhance. Extend. Educate.

CONNECT
isolved · 2024 Conference

New Year. New Goals.

Achieve your professional development goals and discover the next best steps for your organization at isolved Connect!

Attend to:

- **Maximize** your use of isolved People Cloud
- **Earn HRCI credits** with intensive learning sessions
- **Network** with isolved People Heroes
- **Meet** one-on-one with isolved experts
- **Get an** exclusive look at product roadmaps
- **Discover** useful integrations in the Marketplace Village
- **Get Inspired** with motivational keynote presentations

Register Today at isolvedconnect.com!

Oct 7-9 2024

Thank you!

Appendix Detail Info

➤ ACA Basics

➤ ACA 2023 Reporting Important Dates

➤ 1094 & 1095 Forms

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.

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How to Preview 1094 & 1095 Forms

Client Management > ACA Setup Options > ACA Forms Approval

Choose 2023 from the "Year" dropdown.

Preview Export with Audit:

- Excel format

- Condensed version of 1094 & 1095 C's only

- Highlights some potential errors in RED & YELLOW

- Tab for each month giving the Employee Count

- Do not update this spreadsheet*

Run Alerts:

- PDF formation of condensed version

- Highlights some potential errors in RED & YELLOW

Preview Forms:

- Produces a full version of the 1094 & 1095 forms

- This is the only version that includes Part III- Covered Individuals section for self-funded plan reporting

Upon selection of one of the tiles, click on the hyperlink to go to **My Reports Queue**.

*If changes are needed to the forms, they must be entered directly in the system.

Edits made to the Preview Export CAN NOT be uploaded to the system

How to Preview 1094 & 1095 Forms

Client Management > ACA Setup Options > ACA Forms Approval