

My Workforce Analyzer

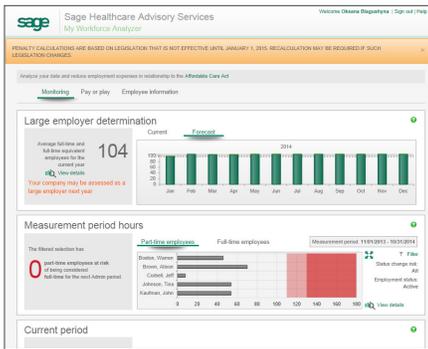
Optimize your ACA decision making



When the Affordable Care Act went into effect, life got more complicated for your company and your HR staff. Are you classified as a large employer? Will the government fine you for failing to provide affordable healthcare coverage? Does it make financial sense to offer healthcare coverage or pay penalties? Which of your variable hour employees should be considered full-time; which should be considered part-time?

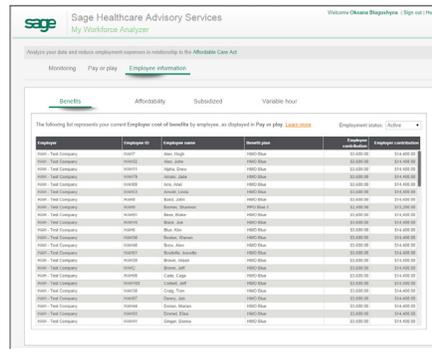
My Workforce Analyzer can help you answer these questions and prepare for the employer requirements of the Affordable Care Act well ahead of the deadlines. It's a unique dashboard and analysis tool that tracks and analyzes your company information so you can make informed decisions about healthcare and the requirements of the ACA.

Conveniently offered as a cloud service and delivered through the Sage Source platform, My Workforce Analyzer is an affordable way to streamline your ACA decision making, meet your ACA reporting obligations, and manage costs.



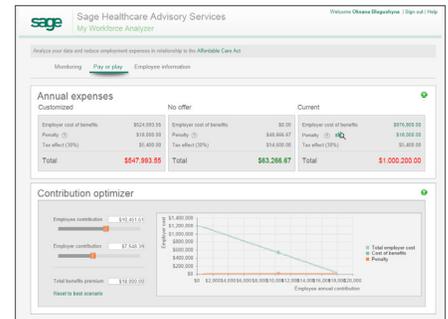
Monitoring tab

Helps with hours of service monitoring for part-time/full-time status determination and measurement period analysis by displaying information in easy-to-read dashboards.



Employee Information tab

Displays employee benefit information to identify employees without essential affordable coverage and employees receiving subsidies and offers an assessment of healthcare affordability by month for the current stability period.



Pay or Play tab

Shows comparisons and provides modeling options for use in determining what makes the most financial sense for the company.

Features

Monitoring dashboards

Track important details such as:

- Full-time and full-time-equivalent employee counts.
- Company status as a large employer for the current and upcoming year.
- Employee hours of service.
- Employees approaching part-time or full-time thresholds.
- Countdown to the next administrative period in which changes can be made to employee status and healthcare coverage offerings.

Pay or play dashboards

Model different healthcare scenarios so you can decide whether to pay penalties for noncompliance or provide affordable healthcare. The dashboards allow you to:

- View a summary of your annual expenses, including the cost of benefits, penalties, and taxes.

- Compare your annual expenses based on four scenarios:

Optimized—a best-case scenario based on your data

No offer—the penalties your company would pay for not offering (minimum essential) healthcare coverage

Current—the company's current expense profile, based on current full-time employee count and existing healthcare coverage

Customized—the employee-to-employer healthcare contribution ratio that you can adjust in order to see the immediate impact on penalties versus healthcare coverage expenses to your company

Employee information reports

- **Benefits**—a summary of employees with and without healthcare coverage, with employee and employer contributions listed by employee
- **Affordability**—a monthly breakdown of healthcare coverage affordability by employee
- **Subsidized**—a summary of employees who receive subsidized healthcare coverage through a state health insurance exchange
- **Variable hour**—the regulatory period timeframes and employees who have been identified as variable hour

For more information about My Workforce Analyzer,
call us at 866-271-6050 or visit: www.MyWorkforceAnalyzer.com

Coming to Sage HRMS and Sage Abra Suite customers in 2016:

Sage customers can use My Workforce Analyzer to manage the information designated by the Affordable Care Act and provide the assistance needed to stay in compliance with the most recent regulations and reporting requirements.