



# Case Study: High Tech Staffing Agency

Perfect Record of Compliance  
and Data Management

## The Company

ABC Staffing specializes in high-tech staffing and has an average weekly rolling payroll of 600 temporary workers. Most temporary workers are well compensated and work an average of four weeks each month on assignment.

## Challenges

- ABC Staffing was unaware of legal requirement changes from the Affordable Care Act (ACA).
- The IRS assessed penalties of \$20,000 in 2015 and \$30,000 in 2016.
- ABC Staffing had inconsistently offered a MEC plan averaging 6% participation, resulting in an average annual health plan surplus of less than \$15,000.

## Goals

- Streamline ACA administration
- Demonstrate 100% ACA compliance
- Attract and retain top talent

## Solution

BenefitElect was hired by ABC Staffing in 2019 to manage their temporary workers' benefits program. **BenefitElect was able to guarantee 100% offers of coverage and provided onboarding and compliance solutions.**

## Technology

Candidates were auto-enrolled and could purchase additional coverage or waive coverage through the enrollment platform. All systems exchanged accurate employee data. Built-in break in service rules ensured easy reactivation of benefit coverage.

## Education

BenefitElect's online enrollment system educated candidates through user-friendly communications and videos.

## Communication

Text messages and emails were sent to candidates to confirm offers of coverage and to update them on eligibility and enrollment status.

## Results

- Zero errors in benefit deductions
- No terminated workers enrolled
- 92% of temporary workers who auto enrolled retained medical coverage
- Retention increased to 89%
- Annual surplus increased to \$320,000, improving profitability
- ABC Staffing became 100% ACA compliant
- Work Opportunity Tax Credit used for the first time

**We do it right the first time.**