

Health compliance simplified



ADP SmartCompliance® Health Compliance

Name	Agility, Inc.
Industry	Transportation and logistics
Employees	1,000
Headquarters	Irvine, California
Website	agilitylogistics.com

ADP® products

ADP Enterprise HR®, ADP SmartCompliance® Health Compliance module, ADP Health & Welfare Service

Payroll (ERP) Platform

ADP Enterprise HR®

Agility, Inc. is a global air, ocean and ground freight-forwarding company, which primarily serves Fortune 500 clients.

As benefits manager, Kim Henderson is responsible for all U.S. employee benefits, including everything from medical, dental and vision to life insurance, disability insurance and Workers' Compensation, for approximately 1,000 employees.

Because she is responsible for all things benefits, Kim also handles all Affordable Care Act (ACA) responsibilities, including the annual filings that ADP assists her with. Recently we spoke with Kim to discuss her experience with the ADP SmartCompliance® Health Compliance module and how it helps her with her ACA duties. Here's what she had to say:

Integrated health compliance acquisitions

I started working for Agility a year and a half ago, and the company was already using the ADP SmartCompliance Health Compliance module. Several years ago, Agility acquired many smaller companies and each company, prior to the acquisition, was doing something different. Once Agility acquired those companies, the company moved all of them to a single global system — ADP.

Transitioning from an ACA compliance competitor

In my prior job, I worked with a competitor of ADP for ACA compliance, so I was already very familiar with the third-party administration aspect of it. I understood what I could expect from ADP and the services that I should receive, so overall, it was a very smooth transition for me.

A user-friendly ACA experience

What I like the most about the ADP platform is that it is very user-friendly, not only for myself but for my employees as well. I get a lot of employees who will say, "I have not received this communication," or, "I didn't get that."



Always Designing
for People™



ACA compliance can be an extremely scary and intimidating process. ADP has taken what many consider to be a problematic and complicated process and made it seamless.

Kimberly Henderson
Benefits Manager



I like the experience of being able go into the system to see what communications were sent to the employee via email. I can pull the particular communication that the employee needs and forward it on.

Amazing service experience

Working with ADP, specifically with my ADP Health Care Reform Account Manager, Olivia, has been an amazing experience. She is extremely professional. She knows her stuff and is a huge joy to work with. She is a valuable asset to the ACA compliance team.

ACA compliance can be an extremely scary and intimidating process. ADP has taken what many consider to be a problematic and complicated process and made it seamless. Not only does Olivia help to ensure that my company is adhering to all of the ACA compliance requirements, but she keeps me informed about my responsibilities for managing our account.

In addition, ADP's Health Compliance website is very user friendly and easy to navigate. Working with ADP to help us administer our ACA compliance has been one of the best decisions we have made because it's an added relief to know that our ACA compliance is in GREAT hands.

Keeping staff to a minimum

As the only person who handles benefits for over 1,000 employees, there's no way I would have the time to do all the administrative work that is part of handling our ACA compliance. I don't have the knowledge to create a system. I don't have the knowledge to create files and ensure that those files get where they are supposed to go. There would be no way I could do everything. I think the cost of having a staff to handle of this would blow us out of the water versus what it costs us to have ADP do it for us.

What I'm working for

I'm working for job satisfaction. It's my job to make sure that everything benefits-related runs smoothly for our employees. I want to make sure they are satisfied with the products that we present to them, which is everything from ADP all the way down to the coverage options that we present to them. I'm looking for more job satisfaction.

Recommending ADP to peers

I would definitely say it's very well worth the investment to look into ADP to help administrator ACA compliance. My role is to focus on my business, focus on my employees, focus on making sure their benefits are where they need them to be. That's my role in a nutshell. Trying to do the administrative aspect of this on a day-to-day basis? I just couldn't do it. ADP has allowed me to focus on my role as a benefits manager, while ADP focuses on the administrative aspect of ACA compliance.

