



Health compliance simplified

Integrated with
SAP



Quick facts

 Name	BENTELER Automotive (North America)
 Industry	Manufacturing
 Employees	2,500
 Headquarters	Auburn Hills, Michigan
 Product	ADP SmartCompliance® Health Compliance module, ADP Health & Welfare Service

Started in 1932, BENTELER Automotive, a division of BENTELER International, provides worldwide development, production and services in the field of automotive technology — from individual components to entire system solutions, from press parts to global platforms.

Pam Glowacz is the manager, compensation and benefits, for BENTELER Automotive in North America. In that role, Pam is solely responsible for compensation and benefits, including plan design, administration and eligibility, for the 2,000 North American employees of BENTELER Automotive and 500 employees of BENTELER Automotive Steel & Tube. She also administers all of the compensation, bonuses, salary increases, and approvals of all job offers to any salaried employee.

Shortly after the Affordable Care Act (ACA) was implemented, BENTELER brought in the ADP SmartCompliance® Health Compliance module to assist with compliance and reporting. We recently caught up with Pam to discuss her experience with it. Here's what she had to say:

Why ADP for Health Compliance

Initially we had another system which could produce Forms 1095-C and Form 1094-C to file with the IRS. However, I did not find it very robust in terms of any type of affordability or eligibility reports that I recall, and it wasn't going to help us if we got any notices from the IRS.

Integrating ADP Health Compliance with SAP created some much-needed structure

In the process of integrating SAP and ADP, we didn't initially have many processes in place, which was probably the biggest roadblock that we faced when we were trying to set up the systems. We had to define what we were going to do and what needed to happen in order to put structure into processes that had been very fluid up until that time.

Learn more about BENTELER at
benteler.com





There are a lot of other players that have ACA offerings, but why would we look outside ADP if they had the right ACA compliance solution? For us, it wasn't a huge decision. It was more like, yes, they have this, and we had a demo. I said, 'Wow, this is pretty phenomenal!' ADP had me at hello!

Pam Glowacz
Manager, Compensation
and Benefits

We needed to put rules in place that everyone had to follow, even with our ADP health and welfare system and determining eligibility. A number of our plants would enroll people on their own, many of whom shouldn't have been enrolled. Now only two people in my office have access to the ADP health and welfare system, so they can't enroll anybody until they are eligible.

As a result of bringing in the ADP Health Compliance solution, we now have more structure and our HR managers and reps love the fact that they're hands-off now. ADP is driving the benefits eligibility, and employees are notified when they have to enroll. We have far fewer problems now.

Benefits that ADP Health Compliance delivers

I have a lot fewer headaches because of ADP. We now have roles and responsibilities in terms of who can and who cannot touch data, whereas previously, everybody was doing everything. From my perspective that was an internal compliance nightmare. I feel that we're much more compliant internally with things that we should be doing.

All of the processes we've created since implementing the Health Compliance module are keeping us on track with what we need to be doing; the data is more accurate because we don't have as many hands in the pot as we did before. Benefits are being treated in the same way across all of BENTELER North America, so they're not being handled differently in any location. From that perspective, ADP makes it really easy.

Delivering exceptional service, too

With ACA, my account rep, Kimberly, and I meet usually once a month, sometimes more often if there are things going on. Everything runs really smoothly and, this year, all I had to do was push the button on the Forms 1095-C and we were good to go. Prior to ADP, when we were using the other system and it was a real nightmare. Because I meet with Kimberly every single month, we have an opportunity to catch up on what's going on with eligibility and solve any issues. We'll make some tweaks and the system gets cleaner and cleaner as we go. She's definitely a partner from that perspective and it works out very well.

What I'm working for

I'm working for the 2.0 BENTELER. Now that we have the systems and the structure in place, we're more stable. I now have the time finally to take a breath and to figure out what I can do that's more strategic for BENTELER. Even though getting all of the systems working together was strategic, it feels like now I can focus on things outside of these systems because we have structure in place for the first time.