Accurate and easy health compliance

ADP SmartCompliance® Health Compliance

Quick facts

Company: Samtec, Inc.

Headquarters: New Albany, Indiana

Industry: Manufacturing

Employees: 1,800 U.S., 6,000 global

Payroll (ERP) Platform: ADP Vantage HCM®

Learn more about Samtec at samtec.com

Samtec, founded in 1976, is the largest producer and supplier of a variety of board-to-board connectors in the industry, with 25,000 customers across a variety of industries, from global well-known tech giants to small startups. Samtec has the distinct honor of having been featured by Forbes as one of the "15 Best Workplaces in Manufacturing and Production." The company has 40 U.S. locations.

Michelle Hurst is the benefits and payroll coordinator at Samtec, and in that role she is responsible for processing payroll, and for benefits, Family and Medical Leave Act (FMLA) and Affordable Care Act (ACA) administration.

Samtec has had the ADP SmartCompliance® Health Compliance module since the ACA went into effect. Recently, we spoke to Michelle about her experience with it. Here's what she had to say:

On choosing ADP Health Compliance from the beginning

We began using the ADP Vantage HCM® system in 2015 because we were working towards an international solution for all of our workforce. Vantage was the only product that we knew about that offered international support at that time. We had known that ACA reporting was also coming in 2015, so we did do our homework and decided that it would be better just to go with ADP for ACA compliance support as well. The Health Compliance module just naturally went with Vantage and it really makes my job so much easier because it's part of the whole ADP package.

On saving time, money and manhours

Having the Health Compliance module saves so much time, money and manpower. I just returned from ADP Meeting of the Minds 2019 conference, and when I listened to some of my peers who were also there, I realized that we would probably need at least two and a half people to do what I do now in half the time. Hearing about the challenges that employers without the Health Compliance module had with ACA compliance, I feel very fortunate we have ADP to help us.

On the features and benefits that provide accurate reporting

Since we use ADP for everything, I find that it's much easier to do my job. I can start employee information in one area of the system, and it flows all the way through. I don't have to worry about pulling it from reporting and importing it, hoping that it's

I appreciate the accuracy, and I love feeling okay with what I'm submitting. I'm not worried about meeting my deadlines with the ACA. So time and stress, having the Health Compliance module relieves both of those.

Michelle Hurst
Benefits and Payroll Coordinator

all accurate or that I didn't miss a column, or that formatting caused an issue when I imported information from one system to another. Using ADP, my confidence level in the information flow and the accuracy of what is in there is high, as long as what is going in is good, and knowing that everything will flow all the way through to the Health Compliance module.

I have found that by the time the information flows through to Health Compliance, it's easier for me to see if there is any issue. I appreciate the fact that the system keeps everything nice and neat. And if there is any issue with how information flowed through, it's easier for me to identify and correct it.

On accuracy due to system integration

With the ADP Health Compliance module, I can see my new hires and the Notice of Coverage, as well as terminations. I look at Health Compliance as actually being the end product for all processes within my ADP system. And I feel confident because I know that if the other processes weren't complete, or if they were hard to manage, or if the accuracy wasn't there, then my ACA reporting wouldn't be accurate either. But this is something I don't have to worry about at all with a complete ADP system.

On having a dedicated client service rep

I have a great account rep and we work together well. She's the best! I've been doing this since 2015 and when I first started, it was very overwhelming to me and exciting too! I thought I'm never going to get this. But my rep is definitely top notch and it's a lot easier with her. She has gotten to know my account and she knows what my challenges are. We have international employees that we need to identify and remove from ACA and she can identify those just as fast as I can, which says a lot. I like that because we have so many exceptions at Samtec, and so many things that are outside of the norm. It's nice to have a rep that knows them and who stays with me so that I'm not explaining to someone new every year or every six months. That has definitely made the ACA portion of my position so much easier.

I'm also very fond of the fact that when I have a question, she doesn't just solve it for me and send me an email telling me what she did and that it's done. I'm always a little disappointed if I don't get to learn how to do things for myself. And she is great at that. She always helps me learn where I need to go, why I need to go there, what needs to be done and why. She has definitely taught me so much since I have had her as my account rep.

On what I am working for

I work for my family. My family is very important. We're all here to make money; we're all here working. But we're hoping that we find our niche when we come to work every day and that we're not doing something that we dread doing. I always try to make my decisions around my family and what is best for them.

About ADP SmartCompliance

ADP SmartCompliance is a cloud-based platform of outsourced services that integrates with many leading payroll, HR and financial systems to help you maintain HCM-related compliance, mitigate risk associated with noncompliance, improve efficiencies and drive operational growth. Its unified capabilities can help handle your health care, employment tax, tax credits, wage payments, employment verification, unemployment claims, W-2 management and wage garnishments needs. Your information is organized in one place to be concise and actionable.

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