



Case Study:

VIAVI ACA Compliance

OVERVIEW

Industry:

Hi-Tech Manufacturing

Employees:

~2,000

VIAVI

How VIAVI Efficiently Met ACA Requirements—Despite Organizational Changes and a Complex Workforce

VIAVI faced the impact of mergers and acquisitions—plus an employee population that was difficult to track. But VIAVI overcame these obstacles to achieve accurate ACA reporting. Read how they efficiently meet their yearly March filing deadline with Tango Health.



VIAVI faced ACA reporting challenges:

- **An in-patriate as well as expatriate population**
- **No central location for employee eligibility information**
- **Acquisitions with different health plans and eligibility tracking**

THE CHALLENGE:

Accurate ACA Reporting in Challenging Circumstances

With the advent of the Affordable Care Act in 2010, big changes hit US businesses...changes other than simply providing health insurance coverage. Employers also faced the administrative burden of additional IRS reporting requirements. And, by the time 2015 rolled around, every organization with more than 50 employees would need to translate legislative action into organizational compliance.

VIAVI Solutions—a hi-tech manufacturing company—was also affected by the ACA. **And their situation was more than a little complicated.**

The organization's nearly 2,000 employees included an in-patriate as well as expatriate population. This meant tracking employee eligibility for U.S. benefits had to be clearly documented as employees moved in and out of the U.S.

What's more, there was no central location for employee eligibility information. Instead, important data was in different systems. But that wasn't their only hurdle.

VIAVI was also in the midst of organizational change—resulting from a spinoff on the heels of a 2014 acquisition. Combining the two organizations meant VIAVI would need to navigate differences in health plans and health insurance eligibility tracking.

For VIAVI's HR department, using a do-it-yourself software wasn't the best option. The new ACA reporting requirements were simply too demanding.

“There's so much going on with a merger and acquisition, [and] ACA is not top of mind. We really needed a vendor that could help us think through the different implications and keep up with it.”

—Debbie Haynes,
Senior Manager of Global Benefits, VIAVI

Tango Health supported
VIAVI by helping to:



**CREATE
ACCURATE
REPORTS
FOR THE IRS**



**ASSIST IN THE
REPORTING
PROCESS AND
POTENTIAL
AUDITS**

THE SOLUTION: Comprehensive ACA Reporting Support

The answer to VIAVI's challenges came when the company discovered Tango Health.

From payroll documentation to COBRA data, Tango Health was able to create accurate reports from disparate information. And they could also assume a hands-on role during the reporting process. Tango's ACA expertise was capable of withstanding IRS scrutiny or a nerve-wracking audit.

Helping VIAVI achieve ACA compliance would require more than a single expert. So, from data engineers to an implementation manager, Tango brought in the human resources needed to support VIAVI's HR department. In Debbie's words...

“Tango is more like a partner than a vendor. They helped us set up our ACA reporting process and extended our HR team with their expertise.”





With Tango Health's help, VIAVI's HR department can spend more time bringing value to their employees.

THE RESULTS:

On-Time, Efficient ACA Compliance

Before long, Tango Health was empowering VIAVI with the 2015 reporting needed to account for the lookback period and file for the 2016 deadline. In turn, this helped VIAVI's HR department focus on their core competencies, such as benefits planning and communication.

When the 1095-C mailing and IRS deadlines arrived...

VIAVI was ready to meet the ACA's reporting demands with accurate information—despite its organizational shifts and complex workforce.

Over the years, Tango Health and VIAVI have continued to work together for mutual success.

Having Tango Health on their team means VIAVI's HR department can spend less time keeping up with ACA developments or reporting requirements—and more time bringing value to their employees.

Tango Health's CEO, Scott Van Horn, commented on the ongoing partnership, ***"VIAVI really understands the importance of ACA and that you can't just use your payroll system for accurate ACA compliance. We're excited to go into our fifth year with them as our client."***

ABOUT TANGO HEALTH

Established in 2008, Tango Health is a leader in helping organizations mitigate the risks associated with the ACA by providing a higher standard of accuracy. Our full-service Tango ACA Compliance & Reporting solution is a perfect fit for complex organizations that want experts to help them achieve compliance and on-time ACA reporting.

Learn more about the Tango ACA Compliance & Reporting solution and how we can support you at each step in the process. Visit us online at www.tangohealth.com or call us at (855) 468-2646.