












# Bringing in fresh expertise on ACA compliance

## Quick facts

-  **Name:** Yoke's Foods, Inc.
-  **Payroll system:** XXX
-  **Industry:** Retail Grocer
-  **Established:** 1946
-  **Associates:** 1,850
-  **Locations:** 19 locations throughout Washington, Idaho and Montana
-  **Headquarters:** Spokane, Washington
-  **Product:** XXX Health Compliance
-  **Website:** [yokesfreshmarkets.com](https://yokesfreshmarkets.com)

*Yoke's Foods is a 100% associate-owned neighborhood grocer that sources fresh local products from area farms. Yoke's focuses on the environment, finding innovative ways to offer a greener shopping experience, and helping customers live their lives eating the freshest foods. Kailey Jones, Benefits Administrator, has been with Yoke's Foods for four years as part of the four-member HR team. She is responsible for benefits, leaves of absence, open enrollment and ACA compliance for Yoke's 1,850 associates.*

## Business challenges

- Not knowing what was needed to comply with ACA employer-shared responsibility provisions
- Keeping track of associates' healthcare eligibility
- Inaccurate 1095-C forms that listed all associates as full-time even when they weren't

## The HR team didn't know what they didn't know

When Kailey first started at Yoke's Foods, she and the other HR team members used the XXX platform and spreadsheets to determine who was full-time and eligible for healthcare benefits. This made her extremely nervous because she was concerned about the penalties they might incur for non-compliance with the ACA mandates.

"Before we had the XXX Health Compliance solution, we didn't know that we needed to change associates from full-time to part-time for ACA purposes when their status changed. Simply put, with a variable-hour workforce, tracking their full-time or part-time status as it related to the ACA was extremely difficult. As a result, we were concerned about how accurate our reporting was flowing through to our 1095-C forms."

1095-C forms listed associates as full-time; however, they may not necessarily have received healthcare benefits offers because they were difficult to track.

"Now I feel that all our forms are correct. Our associates' actual working hours can vary from week to week. Most of our associates are full-time, but it depends on the needs of the job and what types of hours they want to work. We have 60 salaried associates and 1,200 hourly associates who are benefit-eligible right now — but it can vary from year to year."

Tracking all that was a nightmare for Kailey before Yoke's implemented the XXX Health Compliance module. Now, Kailey feels confident that all her data is clean. She uses the technology's dashboard to see potential penalties and quickly resolves what's causing them, so she has no worries about potentially getting a penalty.

### **Saving time and reducing dependence on spreadsheets**

Before implementing the XXX solution, Kailey could easily spend days each month trying to determine associate eligibility for benefits. Now, she logs into the dashboard to pull a list of eligible associates.

"The labor savings alone are worth the cost of the product. The dashboard provides instant results about who's newly eligible, and I no longer need to spend days working on spreadsheets to figure it all out."

Each month, Kailey only needs to spend 15 minutes on the phone with her service representative, discussing forms that might need to be edited and any potential penalties that she should be aware of.

"I love that we have monthly calls rather than waiting until year-end. This way, I'm assured that we will stay on track and there won't be any surprises at the end of the year. I have confidence that we won't receive any penalties, and even if we did, XXX would help us resolve it."

### **Trust now that their data is clean**

Approximately 170 data points need to be considered to ensure ACA compliance. Kailey feels confident that the company's data is correct. She knows she doesn't have to worry every week because of the seamless integration. Knowing that XXX helps Yoke's handle compliance with the ACA employer-shared responsibility mandate produces far fewer headaches for her.

### **Advising peers about the benefits of XXX**

"If ACA compliance is on your mind and you have to remind yourself to deal with it in your calendar every month and at the end of every year, understand that I don't have to do that. It's no longer on my plate. XXX helps me with it, and my service representative walks me through the process step-by-step. It's a weight off my shoulders not to worry about ACA compliance."

Kailey repeatedly said that XXX gives her confidence in her ability to remain ACA compliant. She doesn't worry about penalties, and that's a major relief for her.

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—Kailey Jones,  
Benefits Administrator