

January 2015



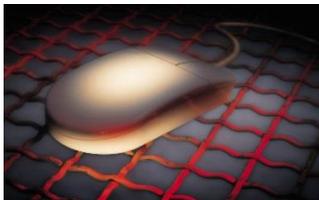
## Affordable Care Act: Are You Optimally Prepared?

- How Third Party Staffing Helps-

SUBMIT A JOB ORDER

### Featured Professionals

#### Information Technology Professionals



- **Global Chief Technology Officer:**  
20+ years experience
- **Senior Project Manager:**

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**A**s the source of highly confrontational debates surrounded by a cloud of opinion disguised as fact, the introduction of the **Affordable Care Act (ACA)** represents a tremendous impact on the way America does business.

The recently enacted Employer Mandate component of the ACA began taking effect on **January 1, 2015**, requiring employers with 100 or more full-time employees to offer sufficient medical care to their full-time employees and their children.

Now more than ever, our business leaders are looking to third party staffing services like us at **Scientific Search** to aid them in complying with the ACA while maximizing productivity and minimizing cost.

25+ years experience

- **Information Security Manager:**  
20 years experience
- **Senior Systems Administrator:**  
15+ years experience
- **Process Lead:**  
15+ years experience
- **Web Developer:**  
10+ years experience

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### Engineering Professionals



- **Global Chief Technology Officer:**  
20+ years experience
- **Business Development Manager:**  
20 years experience
- **Mechanical Designer:**  
14 years experience
- **Controller:**  
20 years experience
- **Gear Production Team Lead:**  
20 years experience
- **Project Engineer:**  
3 years experience

As experts in providing staffing services and business solutions to those in need for over 30 years, we are confident we have the tools to help our clients and candidates not only survive the latest industry evolution, but thrive in it.

**With so many questions surrounding the ACA's recent implementation, let us begin by clarifying what you need to know and how we can help.**

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## How can Scientific Search's staffing services help you?

Thanks to our coordination with insurance & benefit solutions firm, **Katz/Pierz**, we facilitate individualized benefit programs to meet our candidates' needs.

- By providing this opportunity, we simultaneously accommodate both candidates and clients by **streamlining the benefit process and easing the burden of meeting ACA standards.**

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## Can utilizing third party staffing protect you from ACA liability?

- Outsourcing payroll services and contract hires absolves employers from ACA Liability by transferring responsibility to the staffing firm.

We share our integrity-driven values with many other professional firms and have access to key industry vendors through our membership in the **Mid Atlantic Staffing Association (MASA)** and the **National Association of Personnel Services (NAPS)**.

- Many of our peers, including us, utilize powerful software tracking tools such as **Bullhorn Reach** to keep our clients and candidates protected. By maintaining records and access to such tools, we optimize administration and ensure accordance with legal requirements.

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**Is in-house ACA**

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## Pharmaceutical Professionals



- **Director, Multi-Channel Strategy:**  
15+ years experience
- **Director, Analytical Research & Discovery:**  
30+ years experience
- **Global Clinical Research Director:**  
20+ years experience
- **Senior Engineer, Research & Development:**  
15 years experience
- **Senior Director, Quality Assurance:**  
15+ years experience
- **Vice President, Research and Discovery:**  
25+ years experience

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## Market Research Professionals

## related administration really that costly and difficult?

Currently America's business leaders are pioneers in the newly enforced ACA requirements.

- With a variety of **intricate stipulations across its 3,000 pages of legislation**, the ACA can quickly accumulate to overwhelm anyone in the employment process.

Navigating the ACA involves a number of considerations and potential influences that define the overall cost.

### Some of these concerns include:

- Eligibility requirements
- Safe harbor requirements
- Structure of overall compensation packages
  - Employee retention rates
- Liabilities, and audit requirements.

### [Click Here to View Infographic on ACA Penalties](#)

*Designed by: The Henry J. Kaiser Family Foundation*

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## Do You Have Options?

The ACA presents employers with two choices, to "Play or Pay."

Opting to "Play" essentially represents employer compliance with the ACA requirements.

### These requirements include:

- Every employer with 100 or more full time employees (30 hours or more) must offer Minimum Essential Coverage to 70% of their full-time employees and their dependents.
- Failure to comply can result in tax penalties equaling up to \$3,000 annually per employee.

Opting to "Pay" conveys that the employer rather pay penalties than offer sufficient coverage.

### These penalties include:

- All penalties are not tax-deductible



- **Business Development Executive:**  
20+ years experience
- **Director, Multi-Channel Strategy**  
15+ years experience
- **Director, Market Research Analysis:**  
15+ years experience
- **Senior Project Director:**  
15+ years experience
- **Senior Manager, Quality Analytics:**  
15+ years experience
- **Strategic Research Consultant:**  
20 years experience

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### Food Industry Professionals



- **Quality Assurance Manager:**  
25 years experience
- **Logistics Supply Chain Manager:**  
15 years experience
- **Senior Food Scientist:**

- The monthly tax for each full-time employee is \$167.
- That means employers with a minimum of 100 full-time employees are looking at \$200,000 in penalties per year.

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## How has the ACA affected the staffing industry?

Since the government began highlighting healthcare reform in 2008, the staffing industry has prospered from tremendous growth

- These circumstances prompted employers to adapt by restructuring business practices to meet the demands of an unpredictable future while maintaining optimal productivity.
- **Staffing Industry Analysts (SIA) reported human resource outsourcing has doubled over the past 5 years.**
- **The U.S. Bureau of Labor Statistics declared the staffing industry reached a record-breaking 2.07% employment penetration rate of the entire U.S. workforce in July 2014; just 2 months after the ACA act began.**

This figure represents the staffing industry's impressive contribution to the total population of those employed within the United States.

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## Why would contract employment help you?

**Scientific Search's** contract and temporary staffing facilitate highly focused relationships between clients and candidates that prompt both parties with distinct advantages in flexibility, cost efficiency, benefits, and a surge of productivity.

- A particular study conducted by **Joe Broschak**, an Assistant Professor of Organizational Behavior at the University of Illinois found that **on average, temporary workers displayed better performance in achieving goals when compared to their full-time**

10+ years experience

- **Senior Systems Administrator:**  
15+ years experience

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### **Sampling of Our December Placements**

#### **Direct Placements**

- Senior Clinical Research Associate
- Validation Manager
- Logistics Representative
- Director of Operations
- Regional Account Manager (Biology/Oncology)
- Product Engineer/Coatings
- Director, Analytical Services
- Senior Clinical Data Manager
- Integration Developer
- Director, Clinical Affairs

#### **Contract Placements**

- Lab Technician/Associate Investigator

#### ***counterparts.***

- The limitless flexibility and talent present in temporary and contract employment has proved so profitable across various industries that the...

**American Staffing Association (ASA) report that U.S. staffing firms hired 11.5 million temporary and contract employees during 2012.**

### **What does the future of ACA look like?**

Expect the ACA stipulations to get tighter in coming years as it continues to acclimate additional terms. While 2015 recently introduced the Employer Mandate component,

#### **Current plans for further implementation include:**

##### **2018 - High-Value Plan Excise Tax Begins**

- This will impose a 40% tax on high-cost health plans, most likely increasing the difficulty to acquire decent health plans.

##### **2020 - Medicare Part D Closing Coverage Gap**

- Intended to regulate the gap in medical coverage quality, this component will increase costs for premium plans and apply drug discounts to low-income plans.

### **How can you prepare?**

With steadily rising employment rates, ACA stipulations and market demands, the workforce will continue to adapt flexibly and efficiently.

Many foresee the Staffing Industry continuing their rapid growth by providing expert council and talented contract placements to meet the mounting difficulties in administration.

- **Staffing Industry Analysts conducted a survey, asserting expectations of a 9% increase in online staffing services over the next 10 years.**

We recommend business leaders establish strong

- Quality Specialist
- Facilities Engineer - Aseptic Maintenance
- Regulatory Documentation Consultant
- CNC Lathe Machinist

genuine connections with professionals in staffing.

**When searching for your professional staffing team, search for more than just a vendor, seek a business partner to help you achieve and overcome the industry evolution together.**

## Have questions or concerns? Reach out to us!

Contact:  
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Click Here to Learn More  
About Joe



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