Our NEW isolved release goes live:

January 17, 2025

Release v11.0 has some exciting new additions! We are working hard to provide the best tools for you and your team.

In this release:

- **Payroll:** Minimum Wage Alert on Exceptions Report, Secure 2.0 Section 601 & 109 Accommodations
- **Human Resources:** New "Relationship" Values for Contacts, Addition of Employer-sponsored ICHRA Coverage Override
- **Tax:** Tax Form Updates

Payroll

Minimum Wage Alert on Exceptions Report

With this release, we've added a new section to the Exceptions Report to alert Partners when an employee is paid under minimum wage!

HOURLY EMPLOYEES WITH BASE RATE MINIMUM WAGE EXCEPTIONS

Employee #	Employee Name	Job Title	Pay Type	Work Location	Work Location Minimum Wage	Employee Hourly Rate
583	Below Min Wage		Hourly	CHARLOTTE, NC	7.2500	4.2500
584	Below Min Wage Tipped	Tipped Job*	Hourly	CHARLOTTE, NC	2.1300	1.2000

Note: An * after Job Title indicates Tipped Employee. Worked Location Minimum Wage displayed will be Tipped Minimum Wage.

Secure 2.0 Section 601 & 109 Accommodations

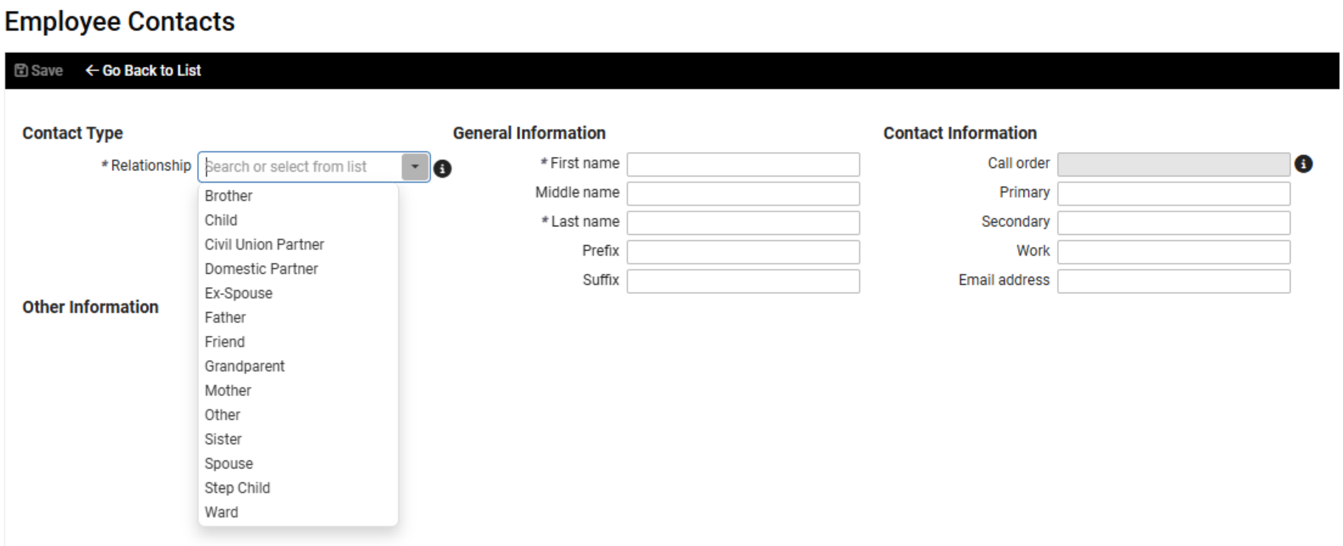
Section 601 of the SECURE 2.0 Act allows employees who participate in a SIMPLE IRA plan to designate a Roth IRA as the IRA to which contributions are made. Section 109 of the SECURE 2.0 Act allows a higher catch-up limit to employees who are 60-63 years of age. We've added some options to accommodate these situations. If these apply to you, please contact Support for more information.

Keep an eye out for additional releases in 2025 in relation to Secure 2.0 Act!

Human Resources

New “Relationship” Values for Contacts

We’ve added two new contact relationship types, 'Ward' and 'Civil Union Partner’, to the 'Relationship' drop down for all applicable screens including Onboarding, Beneficiaries, etc.
For those who are curious about what those two terms mean: a ward is a minor the court appoints to the guardian, and a civil union partner is a person who is in a legally recognized partnership, like a marriage.
This is in preparation for some Life Event updates coming soon!

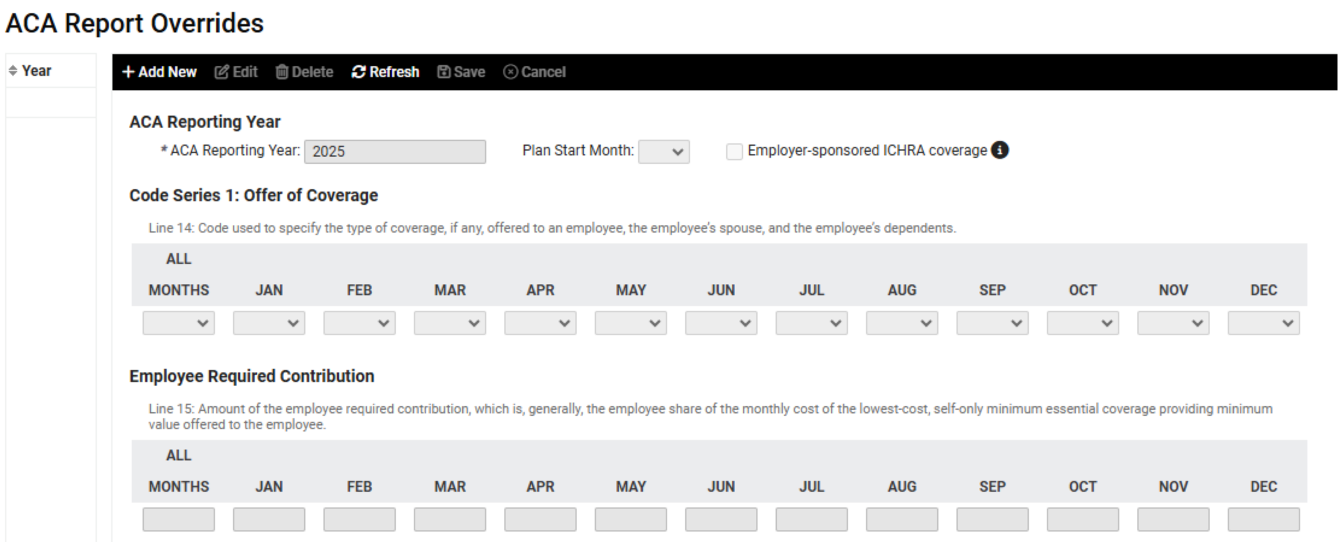


Addition of Employer-sponsored ICHRA Coverage Override

As more clients are starting to offer employer-sponsored Individual Coverage Health Reimbursement Arrangement (ICHRA)plans, we’ve received requests to update the ACA reporting metrics to support that. And, we heard you!

For this upcoming release, multiple development updates have been made for reporting purposes:

- The correct "G" code for Box 8 of the 1095B form, a check box field was added to the ACA Report Overrides screen
- The correct code for Box 8 of the 1095B form, a T/F field was added to the ACA Report Overrides import
- The correct code for Box 8 of the 1095B form, a new flag was added to the ACA Report Overrides UI. When the flag is selected for the reporting year being generated, the 1095B PDF form will display code 'G' rather than "B" in Box 8
- The correct code for Box 8 of the 1095B form, a new flag was added to the ACA Report Overrides UI. When the flag is selected for the reporting year being generated, the 1095B xml will display code 'G' rather than "B" in Box 8



Tax

Tax Form Updates

With this release, we've made updates to Federal withholding forms, State withholding forms, employee withholding forms that are used in onboarding, and those using the **Tax Updates** functionality in self-service.

U.S. Form Updates
Federal: Form W-4 updated, Helper text added to line 4c of the federal W-4 **Arizona:** Form A-4 year updated, Form A-4C year updated, Form A-4V year updated, Form WEC year updated **Colorado:** Form DR 0004 updated **Iowa:** Form IA 44-016 updated **Minnesota:** Form MWR updated, Form W-4MN updated **Missouri:** Form MO W-4 updated **New York:** Form IT-2104 updated, Form IT-2104-E updated **Rhode Island:** Form RI W-4 updated

Please refer to the full Symmetry Release document for more details.

Sneak Peek

Time Card V2 Launch

We are refreshing the Time Card UI for all screen sizes within the Adaptive Employee Experience to be more modern and scalable while resolving past usability concerns. Look out for more information coming out this month!