



**Rick Wagner, JD**

Rick has over 20 years of experience custom designing human resource solutions. He has deep technical expertise in areas such as employee stock ownership plans, equity-based long-term incentive plans, deferred compensation structuring, retirement and welfare plans, and compensation benchmarking/ reasonable compensation analyses in both the for-profit and not-for-profit sectors. These skills enable Rick to help his clients pursue their strategic objectives by aligning owner and employee interests, while navigating the myriad of tax, accounting, and regulatory challenges.

[rick@customizedHRsolutions.com](mailto:rick@customizedHRsolutions.com)

**Phone: 303-489-0141**



**Brook Erker, CPA**

Brook has nearly 20 years of experience in accounting, consulting, and large corporate human resource departments, primarily focused on employee benefits. Brook provides insightful consulting on all aspects of employee benefit plans, including on-site internal human resource department support, with the goal of assisting companies in ensuring their plans are both technically compliant, and are operating efficiently and effectively in support of the company's strategic objectives.

[brook@customizedHRsolutions.com](mailto:brook@customizedHRsolutions.com)

**Phone: 303-517-6801**

Not Just Right, Right for You.

## ACA Compliance Support

The Affordable Care Act ("ACA") is in full swing and companies are struggling to comply; we can help.

Our team of benefits experts at Customized HR Solutions, LLC ("CHRS") can provide a variety of customizable services to help companies address the extremely complex ACA rules. We can:

- Review and assess compliance of existing plans
- Help companies understand the cost implications of both compliance and noncompliance, based on their existing facts
- Develop strategies to navigate, comply with, and mitigate the costs associated with, the current and pending rules
- Help companies evaluate their internal processes and controls impacting ACA compliance, including identifying and mitigating risk areas
- Help companies manage and communicate with their workforce about this complex subject

In addition, CHRS has partnered with ACA Assured™ and RiskRT© to provide an automated software solution that can make ongoing ACA compliance both effective and efficient.

As with all of our compensation and benefits related services, we start with deep subject matter expertise and work with our clients to find the technically sound, customized solution for their unique facts.