

Compliance — Deadlines That Drive Themselves

ACA, employment-tax, new-hire, OSHA, WARN, and garnishment obligations on a live calendar.

Compliance on Stratum is not a checklist bolted on the side — it is deadline-driven automation wired into the services that create the obligation. A compliance calendar and scheduled scan surface what's due; the underlying filings, notices, and reports are produced by payroll, benefits, and onboarding as events happen, so the deadline and the artifact live in the same system.

1 What the platform tracks — and produces

Area	Detail
ACA (ALE / 1095-C / 1094-C)	Applicable-large-employer determination with controlled-group aggregation, IRS look-back measurement, and 1095-C / 1094-C generation from real hours and coverage.
Employment-tax filings	941, 940 (with Schedule R), and W-2 built on real per-employee wage bases, routed through a provider-agnostic filing rail; a filing register with sweeps tracks acceptance.
New-hire reporting	PRWORA state new-hire reporting on statutory deadlines — a W-4-format file per state, or one combined federal multistate file — with a deadline sweep.
OSHA & WARN	OSHA 300A annual-summary deadlines and a WARN-Act mass-layoff subsystem.
Garnishments	CCPA withholding limits and PRWORA remittance deadlines tracked to the day; a short or late remittance is surfaced as employer liability, and child-support remits electronically to the SDU.
Calendar & scan	One calendar of upcoming deadlines across all of the above, with an internal scan loop and a per-deadline status a specialist can work.

E-Verify is built to the USCIS spec and goes live automatically once your DHS Designated-Agent registration is complete.