PAYROLL PARTNERS »
Elevating Your HR & Payroll Experience

EVERYTHINGBENEFITS

BUILD EFFICIENT BENEFITS ADMINISTRATION INTO YOUR UNIFIED HCM SOLUTION

Our human capital management (HCM) solution is already helping customers manage employee benefits more efficiently through the benefit plan type setup, configuration, and modification features included in the HR module. To further enhance this functionality, the EverythingBenefits Carrier Connection, COBRA Administration, and 401(k)/Retirement Plan Integrations have been included in our HCM solution's Marketplace. This integration will allow customers to streamline benefits processes, reduce risk of noncompliance, and lower benefits administration costs through several flexible options in a single Marketplace solution — making it easier than ever for your organization to get your employees the benefits they need in a timely fashion.

Did you know that about one-third of an employer's cost for employee compensation is spent on benefits?[1] With an automated benefits solution, you can reduce the benefit administration cost per employee and increase employee satisfaction through easy-to-use solutions that shorten enrollment, change, and termination timelines.

CARRIER CONNECTION/FEEDS

EverythingBenefits Carrier Connection enables our customers to quickly and accurately deliver employee benefit and enrollment data from our HCM solution to insurance carriers — for health, dental, life, vision, disability, and much more — using digitized enrollment forms or electronic data interchange (EDI). This means eliminating manual processes with automatic communication of employee benefits and enrollment data to insurance carriers for open enrollment, life change events, new enrollments, and terminations, allowing your organization to focus on meeting goals instead of benefits administration.

KEY BENEFITS

» **LOWER ADMINISTRATION COSTS** by spending less time managing benefits

» **STREAMLINE BENEFITS PROCESSES** and get rid of time-consuming manual activities

» **MINIMIZE PREMIUM LEAKAGE** by ensuring carriers terminate benefits coverage when you do

» **INCREASE EMPLOYEE SATISFACTION** with smart solutions that accurately track benefits data

» **REDUCE RISK OF NONCOMPLIANCE** with COBRA and ERISA by automating benefits processes

» **FOCUS ON OTHER INITIATIVES** that have a greater impact on revenue

COBRA ADMINISTRATION

Download, export, and deliver EDI files with the EverythingBenefits Carrier Connection. With detailed reports, you can track each individual EDI export file, so you'll never miss a beat.

[1] Bureau of Labor Statistics, *Employer Costs for Employee Compensation News Release* (June 9, 2016), found at https://www.bls.gov/news.release/archives/ecec_06092016.htm.

EverythingBenefits COBRA Administration is an end-to-end COBRA administration service. It handles virtually all aspects of managing COBRA, from monitoring for qualifying events to maintaining communications with qualified beneficiaries to collecting and remitting insurance premium payments, all while reducing the risk of noncompliance. COBRA fines can be up to $500,000 or 10 percent of a company's insurance premiums. Avoid this risk with audited actions and reporting that make proving compliance easy.
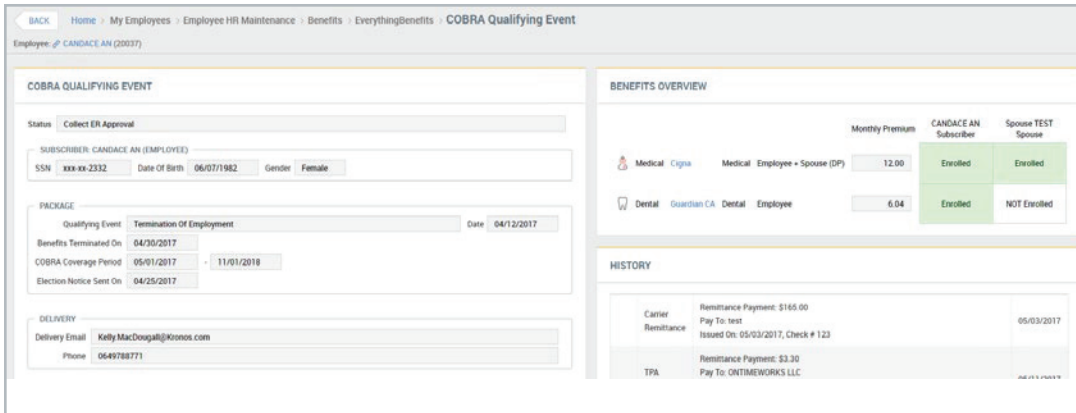
Within our HCM solution, by diving into a COBRA beneficiary, you can view all the audited actions that took place, from the delivery of an election notice to an enrollment to payments received and remitted, allowing you to easily prove compliance.

401K RETIREMENT PLAN INTEGRATIONS

With EverythingBenefits 180° and 360° 401(k) and other financial integrations, our customers will be able to streamline reporting to retirement plan vendors. With 180° integrations, employee contributions / deductions and any necessary demographic or salary-related information originating from our HCM solution can now be automatically reformatted and securely delivered to financial institutions, eliminating the manual processes administrators go through every pay period. With 360° integrations, changes such as contribution updates, new loan data, and other information originating from the retirement plan vendor will flow right back into our solution to be processed, set up, and approved as new payroll deductions.
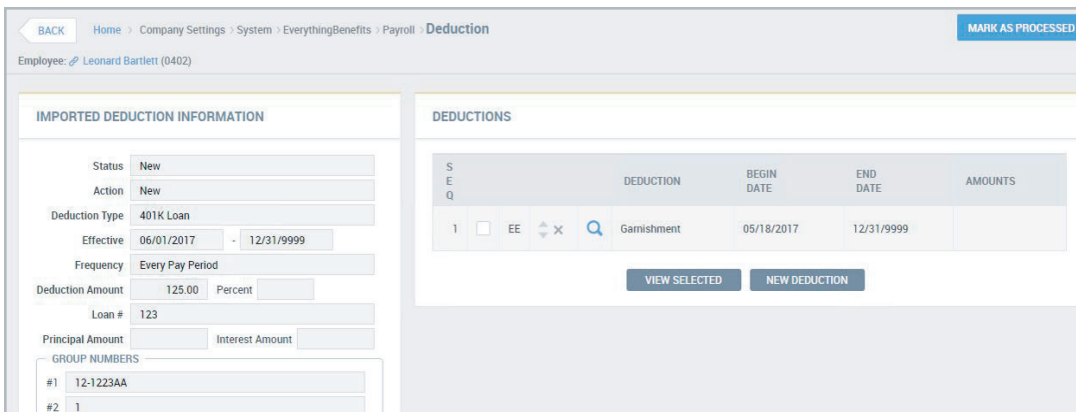
EverythingBenefits 360° 401(k) integrations allow you to process and configure newly imported deductions within a day of employees making changes to your retirement plan vendor's solution.