

Benefits

Streamlined benefits administration for you and your employees.

Help your people make the best decisions for their families with our HCM Benefits. Easily plan, set up, and administer your benefit offerings in one place and ensure data is securely and automatically delivered to carriers. And, give your people the freedom to manage their elections anytime, anywhere with an engaging, mobile-friendly experience.

Enrollment

Finish up \$192.21 per pay period

Benefits not selected (2)

Selected benefits (3)

Plan	Coverage level	Cost
Medical HMO	Individual	\$178.75
Dental	Individual	\$13.46
Vision	Individual	\$0.00



Streamlined administration

Take complete control of plan setup, from eligibility and deductions to enrollment dates and more. Simplify administration by automatically assigning plan profiles to new hires, automating notifications and workflows, and gaining real-time visibility into critical data in one place.

Seamless, secure connectivity

Deliver benefits data securely and automatically to carriers across all plan types including health, voluntary, financial, and more. Eliminate manual key-in enrollment with auto-populating forms that reduce errors and save time.

Engaging employee experience

Empower employees with intuitive tools to review and compare plans, make informed benefit elections, and clearly understand their contribution amounts. With anytime, anywhere access from any device, they can manage and update benefits confidently while reducing HR workload.

Benefits

For HR professionals

- Gain instant, anytime access to the tools needed to easily plan, set up, and administer benefits in one place.
- Ensure information is reviewed and approved by the right people at the right time through automated workflows.
- Easily communicate important benefits information to employees.
- Automatically and securely update carriers with changes.
- Eliminate manual key-in enrollments on carrier sites.
- Gain real-time visibility into key metrics and trends with the benefits dashboard.
- Make smarter, data-driven decisions about your people and your business.
- Reduce the risk of noncompliance by tracking COBRA-qualifying events and eligibility.

For employees

- Receive notifications and alerts when it's time to review or enroll in benefits.
- Easily review, select, and manage benefits anywhere and on any device.
- Compare plans to understand coverage as well as contribution amounts to ensure you select the best option for you and your family.
- Review and sign off on your benefits.

Features

- Comprehensive plan rules for eligibility, waiting periods, age, and banding, to ensure your policies are enforced
- Effective dated plans to eliminate manual date-based changes
- Coverage levels based on pricing or units
- Evidence of Insurability settings for open enrollment, new hire, and life change events
- Passive enrollment option for automatic enrollment in the same benefits
- Premium surcharges capabilities
- Automated enforcement of court-ordered dependent coverage
- Customizable electronic forms for the collection of additional plan data
- Automated notifications to easily communicate to targeted employee populations
- Easy-to-use workflows to automate review and approval processes
- Automated connections to 600+ carriers, financial partners, and COBRA administrators
- Proactive, continuous data monitoring for data updates or changes
- Over a dozen real-time, benefits-specific reports that allow you to get a full picture of plan effectiveness at any time
- Benefits dashboard for visual insights and trends
- Employee self-service, including reviewing and enrolling in benefits, comparing benefits, understanding contribution amounts, and updating personal information

ACA Manager

Automate and simplify ACA compliance.

Managing Affordable Care Act compliance requires the collection of important data like employee hours, benefits eligibility, fluctuation in hours, and more. Streamline and automate the data mining process with ACA Manager. Plus, get critical proactive alerts so you can act on potential problems early.

Access IRS forms 1094-C and 1095-C, and auto-populate them based on the trusted information collected throughout the year in either IRS AIR or state-specific formats. This, combined with an easy-to-follow checklist and the ability to submit the forms directly from our HCM solution, makes the year-end process easy.

The screenshot displays the ACA Manager web application. A modal dialog titled "Create new filing package" is open in the center. The dialog asks "How do you want to file?" with two radio button options: "E-file - File directly from Ready" (which is selected) and "Self-file - Download and file yourself". Below this, it asks "Where do you want to file?" with a dropdown menu currently set to "IRS-Federal". There is also a checkbox for "I am filing a correction" which is unchecked. At the bottom of the dialog are "Cancel" and "Continue" buttons. In the background, the main application interface is visible, showing a breadcrumb "ACA > ACA Year End Processing", a title "Default : Year End Process - 2023", and a status "Incomplete" with a 0% progress bar. There is a "File ACA forms" button and a section for "AIR Submission" with instructions to "Submit files using the AIR submission system" and a link to "Navigate to IRS website for AIR submission". The top right of the interface shows a search bar, language settings for "English (US)", and user information for "SA".

Automated policies

Our comprehensive, automated rules engine helps ensure policies are up to date and enforced consistently and fairly across all your employees, minimizing

Engaging employee experience

Reduce paperwork and streamline talent processes by providing a best-in-class employee experience. Empower employees and managers to complete forms, update their information, review requests, and more. All through our modern self-service tools and mobile application.

Comprehensive analytics

As a single solution, our HCM solution offers one employee record. Because all employee information is in one location, you can create comprehensive reports and track key analytics that provide valuable information to your organization for more informed decision making.

Benefits

For HR professionals

- Drive efficiencies by automating the collection of employee hours and calculation of measurement periods
- Improve compliance and mitigate risk with automatic updates to available ACA rules
- Reduce the administrative burden of calculating and tracking benefit premium costs for each employee
- Gain strategic insights through real-time reporting at the click of a button
- Stay ahead with proactive notifications to help you sync with your organization's ACA strategy
- Streamline the year-end process with auto-populated IRS forms 1094-C and 1095-C and AIR or state-specific filing formats
- Manage all state and federal filing processes, and submit all ACA documents from a single place

For managers and employees

- Easily opt in to have the 1095-C form electronically delivered
- Instantly access current and historical 1095-C forms from both desktop and mobile app
- Quickly download and print 1095-C forms

Features

- Auto-populated IRS forms 1094-C and 1095-C
- Robust rules engine
- Mass editing tools
- Automated, proactive notifications
- Year-end processing checklist
- hard copy form delivery
- IRS AIR and state-specific filing formats