

EverythingBenefits

Build efficient benefits administration into your unified HCM solution

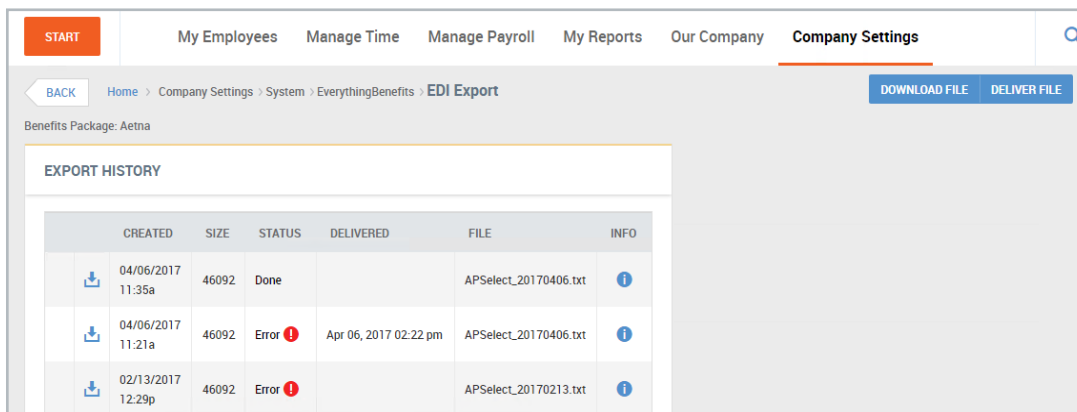
Our human capital management (HCM) solution is already helping customers manage employee benefits more efficiently through the benefit plan type setup, configuration, and modification features included in the HR module. To further enhance this functionality, the EverythingBenefits Carrier Connection, 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.

COBRA Administration



The screenshot shows a web application interface with a navigation bar at the top containing 'START', 'My Employees', 'Manage Time', 'Manage Payroll', 'My Reports', 'Our Company', and 'Company Settings'. Below the navigation bar is a breadcrumb trail: 'Home > Company Settings > System > EverythingBenefits > EDI Export'. There are 'DOWNLOAD FILE' and 'DELIVER FILE' buttons. The main content area is titled 'Benefits Package: Aetna' and contains an 'EXPORT HISTORY' table.

	CREATED	SIZE	STATUS	DELIVERED	FILE	INFO
	04/06/2017 11:35a	46092	Done		APSelect_20170406.txt	
	04/06/2017 11:21a	46092	Error	Apr 06, 2017 02:22 pm	APSelect_20170406.txt	
	02/13/2017 12:29p	46092	Error		APSelect_20170213.txt	

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.



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

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.

Employee: Candace AN (20037)

COBRA QUALIFYING EVENT

Status: Collect ER Approval

SUBSCRIBER: CANDACE AN (EMPLOYEE)

SSN: xxx-xx-2332 Date Of Birth: 06/07/1982 Gender: Female

PACKAGE: Qualifying Event: Termination Of Employment Date: 04/12/2017

Benefits Terminated On: 04/30/2017

COBRA Coverage Period: 05/01/2017 - 11/01/2018

Election Notice Sent On: 04/25/2017

DELIVERY: Delivery Email: Kelly.MacDougall@kronos.com Phone: 0649788771

BENEFITS OVERVIEW

	Monthly Premium	CANDACE AN Subscriber	Spouse TEST Spouse
Medical Cigna Medical Employee + Spouse (DP)	12.00	Enrolled	Enrolled
Dental Guardian CA Dental Employee	6.04	Enrolled	NOT Enrolled

HISTORY

Carrier Remittance	Remittance Payment: \$165.00 Pay To: test Issued On: 05/03/2017, Check # 123	05/03/2017
TPA	Remittance Payment: \$3.30 Pay To: ONTIMEWORKS LLC	05/11/2017

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.

401(k) / 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.

Employee: Leonard Bartlett (0402)

IMPORTED DEDUCTION INFORMATION

Status: New

Action: New

Deduction Type: 401K Loan

Effective: 06/01/2017 - 12/31/9999

Frequency: Every Pay Period

Deduction Amount: 125.00 Percent

Loan #: 123

Principal Amount: Interest Amount:

GROUP NUMBERS

#1: 12-1223AA

#2: 1

DEDUCTIONS

SEQ	DEDUCTION	BEGIN DATE	END DATE	AMOUNTS
1	Garnishment	05/18/2017	12/31/9999	

VIEW SELECTED NEW DEDUCTION

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.