



eRewards+ for PeopleSoft

work:strategy

Total Rewards Management


WorkStrategy eRewards+ is an integrated software tool for managing employee total compensation statements for compensation, benefits, leave, and other related rewards plans. Designed on the PeopleSoft HCM and PeopleTools platform, eRewards+ provides configurable rules for calculating and highlighting the value of employer contributions to the employee's compensation package.

Employees have secure 24 / 7 access to their current or historical total rewards statements. Both employer and employee contributions are presented by pay period or as annualized amounts. Data can be extracted from both PeopleSoft HCM or external 3rd party software systems. Intuitive analytics are provided to summarize reward data by plan or compensation type such as benefits or cash.

eRewards+ is also integrated with WorkStrategy's eComp+ compensation management tool, providing access to the results of your annual merit and variable compensation cycles. The employee self-service pages and statements are all configurable with a menu-driven approach for supporting branding, layout, and organization-specific content.

- ▶ 24/7 Employee Access
- ▶ Personalized Statements
- ▶ Configurable Plan Rules
- ▶ Comp and Benefit Plans
- ▶ Global Rewards Support
- ▶ Total Comp Analytics
- ▶ eComp+ Integration
- ▶ Import & Export Tools

ORACLE

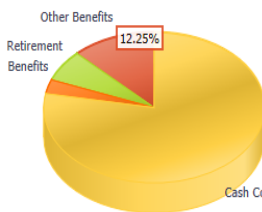


As of 01/05/2017 10:49:41AM
 Empl ID WSS_3000003
 Current Date 01/16/2017
 Currency USD

Dear Emma Winters,

As a valued employee of WorkStrategy, we are pleased to present you with your personalized Total Rewards statement. In addition to your base salary, a significant portion of your total compensation is comprised of health insurance, retirement contributions, paid leave, Social Security/Medicare, and other benefits.

eRewards+ Summary



Reward Plan	Effective Date	Coverage Amount	Coverage Level	My Annual Cost	Employer Annual Cost
Cash Compensation					
Base Pay	12/31/2013				460,715.89
Annual Incentive Bonus	12/31/2013				97,500.00
Stock	12/31/2013	21.55 per Share			11,750.00
Subtotal					569,965.89
Benefits					
Medical	12/31/2013		Family	8,190.00	13,650.00
Dental	12/31/2013		EE + Child	3,900.00	6,500.00
Vision	12/31/2013		EE Only	1,170.00	1,950.00
Subtotal				13,260.00	22,100.00

410.715.1020 workstrategy.com

Implementation Methodology

Our PeopleSoft eRewards+ implementation methodology is designed to assist customers with both functional and technical planning for total compensation statement deployment. Our specialists will assist your project team with eRewards+ application fit/gap, employee communication objectives, self-service page, report design, and source data integration.

The fit-gap assessment includes a thorough analysis of benefits, compensation, retirement, and any third-party service provider documentation. Our methodology includes the definition of source data – both within PeopleSoft and external systems – and mapping of data into eRewards+ tables.

- ▶ Project Planning
- ▶ Fit Gap
- ▶ Data Mapping
- ▶ 3rd Party Integration
- ▶ Statement Design
- ▶ Configuration
- ▶ User Acceptance
- ▶ Production Readiness

ORACLE

Header Body Footer Section Details

Statement ID ERW_DEMO eRewards+ Demo Statement

Section Detail 1-27 of 27

Display	*Row ID	Seq Num	Plan Type	Description	Text ID	Text Value	Plan Descriptor Title	Plan Descriptor Content	Configure
<input checked="" type="checkbox"/>	Header	100	HDR	Header	WS_ERW_CASH_COMP	Cash Compensation			Configure
<input checked="" type="checkbox"/>	Detail	101	BASE	Base Pay	WS_ERW_BASE	Base Pay	WS_ERW_BASE_T	WS_ERW_BASE_B	Configure
<input checked="" type="checkbox"/>	Detail	102	BNS	Incentive	WS_ERW_BONUS	Annual Incentive Bonus	WS_ERW_BONUS_T	WS_ERW_BONUS_B	Configure
<input checked="" type="checkbox"/>	Detail	103	STK	Stock	WS_ERW_STOCK	Stock	WS_ERW_STOCK_T	WS_ERW_STOCK_B	Configure
<input checked="" type="checkbox"/>	Sub-Total	199	SBT	Subtotal	WS_ERW_SUBTOTAL	Subtotal			Configure
<input checked="" type="checkbox"/>	Header	200	HDR	Header	WS_ERW_BENEFITS	Benefits			Configure
<input checked="" type="checkbox"/>	Detail	201	10	Medical	WS_ERW_MEDICAL	Medical	WS_ERW_MEDICAL_T	WS_ERW_MEDICAL_B	Configure
<input checked="" type="checkbox"/>	Detail	202	11	Dental	WS_ERW_DENTAL	Dental	WS_ERW_DENTAL_T	WS_ERW_DENTAL_B	Configure
<input checked="" type="checkbox"/>	Detail	203	14	Vision	WS_ERW_EYE	Vision	WS_ERW_EYE_T	WS_ERW_EYE_B	Configure
<input checked="" type="checkbox"/>	Detail	204	21	Supplemental Life Insurance	WS_ERW_SLIFE	Supplemental Life Insurance	WS_ERW_SLIFE_T	WS_ERW_SLIFE_B	Configure
<input checked="" type="checkbox"/>	Detail	205	23	Life and AD and D	WS_ERW_LIF_ADD	Life & AD&D	WS_ERW_LIF_ADD_T	WS_ERW_LIF_ADD_B	Configure
<input checked="" type="checkbox"/>	Detail	206	30	Short-Term Disability	WS_ERW_STD	Short Term Disability	WS_ERW_STD_T	WS_ERW_STD_B	Configure
<input checked="" type="checkbox"/>	Detail	207	31	Long-Term Disability	WS_ERW_LT_DIS	Long Term Disability	WS_ERW_LT_DIS_T	WS_ERW_LT_DIS_B	Configure
<input checked="" type="checkbox"/>	Sub-Total	299	SBT	Subtotal	WS_ERW_SUBTOTAL	Subtotal			Configure
<input checked="" type="checkbox"/>	Header	300	HDR	Header	WS_ERW_RETIRE	Retirement			Configure
<input checked="" type="checkbox"/>	Detail	301	FICA	FICA	WS_ERW_FICA	FICA	WS_ERW_FICA_T	WS_ERW_FICA_B	Configure
<input checked="" type="checkbox"/>	Detail	302	MED	Medicare	WS_ERW_MEDICARE	Medicare	WS_ERW_MEDICARE_T	WS_ERW_MEDICARE_B	Configure
<input checked="" type="checkbox"/>	Detail	303	40	401(k)	WS_ERW_401K	401(k) Plan	WS_ERW_401K_T	WS_ERW_401K_B	Configure

About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.

410.715.1020 workstrategy.com