



PeopleSoft Benefits

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Benefits Admin, eBenefits, and Life Events

PeopleSoft Benefits functionality provides comprehensive support for automated eligibility management, benefit coverage cost calculations, payroll deductions, annual employee enrollment, life event management, ACA compliance, employee communication, provider interfaces, and legislative reporting.

Benefits support is provided through integrated modules including Base Benefits, Benefits Administration, and eBenefits. The eBenefits employee self service component supports initial and annual benefit plan re-enrollment, life event and family status changes, printable confirmation statements, and ACA Form 1095-C distribution.

- ▶ Benefits Enrollment
- ▶ Life Events
- ▶ Eligibility Rules
- ▶ ACA Compliance
- ▶ Confirmation Statement
- ▶ Leave Accruals / FMLA
- ▶ HIPAA and COBRA
- ▶ Fluid Interface

Key features of PeopleSoft benefits functionality are:

- ▶ Online enrollment summary
- ▶ Fluid self service
- ▶ Flexible configuration options
- ▶ Programs for employee groups
- ▶ Life Events for marriage, birth, adoption, and divorce
- ▶ Online confirmation statements
- ▶ ACA Compliance
- ▶ Payroll Deductions
- ▶ Retroactive Processing
- ▶ Dependents / Beneficiaries
- ▶ Leave Accruals and FMLA
- ▶ Health, Life / AD&D, and Flexible Spending Accounts
- ▶ COBRA, HIPAA, and Billing
- ▶ Time & Labor Integration

Employee Self Service **Benefits**

Betty Locherty
Finance Director

Benefits Summary

Life Events

Benefits Enrollment

Form 1095-C Consent

Life Events

There are some events that involve you as the Employee or dependent. Review the choices and select the appropriate Event. Then click the Start Life Event button.

- I got married
- I had a baby...(event in progress)
- I adopted or gained legal custody/guardianship of a child
- I got divorced/legally separated

*As Of 11/02/2016

Continue Life Event

I had a baby

- I had a baby
- I adopted or gained legal custody/guardianship of a child
- I got divorced/legally separated

*As Of

Start Life Event

The Life Event must be completed within 31 days of your qualifying event or you will not be eligible to change your Benefit elections.

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Implementation Methodology

Our PeopleSoft Benefits implementation approach includes requirements design (Fit Gap), configuration, data conversion, interface development, acceptance testing, open enrollment preparation, and compliance reporting. The effort and duration of your project is defined by the overall functional scope and complexity of benefit plan rules being administered.

During the Fit Gap analysis, our consultants will build a detailed implementation roadmap using proven configuration templates and analysis tools to ensure data integrity and plan design compliance. Rules for each functional component – e.g. benefit plan eligibility, payroll deductions, leave accruals, life event activities – will be applied, tested, and reviewed with customer subject matter experts.

Our consultants can also assist with the implementation benefits reporting and legislative compliance tools including HIPAA Certification, COBRA Administration, FMLA Tracking, and ACA Form 1095-C distribution.

Formal configuration documentation is provided to confirm the design of benefit programs, plan options and coverages, pricing, statement and self service content, and other related PeopleSoft processes and tables. This is an excellent deliverable for supporting project team knowledge transfer, translation of HR processes to PeopleSoft, and ongoing system maintenance.

- ▶ Project Planning
- ▶ Product Demos
- ▶ Fit Gap
- ▶ Functional Design
- ▶ Configuration
- ▶ Integration
- ▶ User Acceptance
- ▶ Production Readiness

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.

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