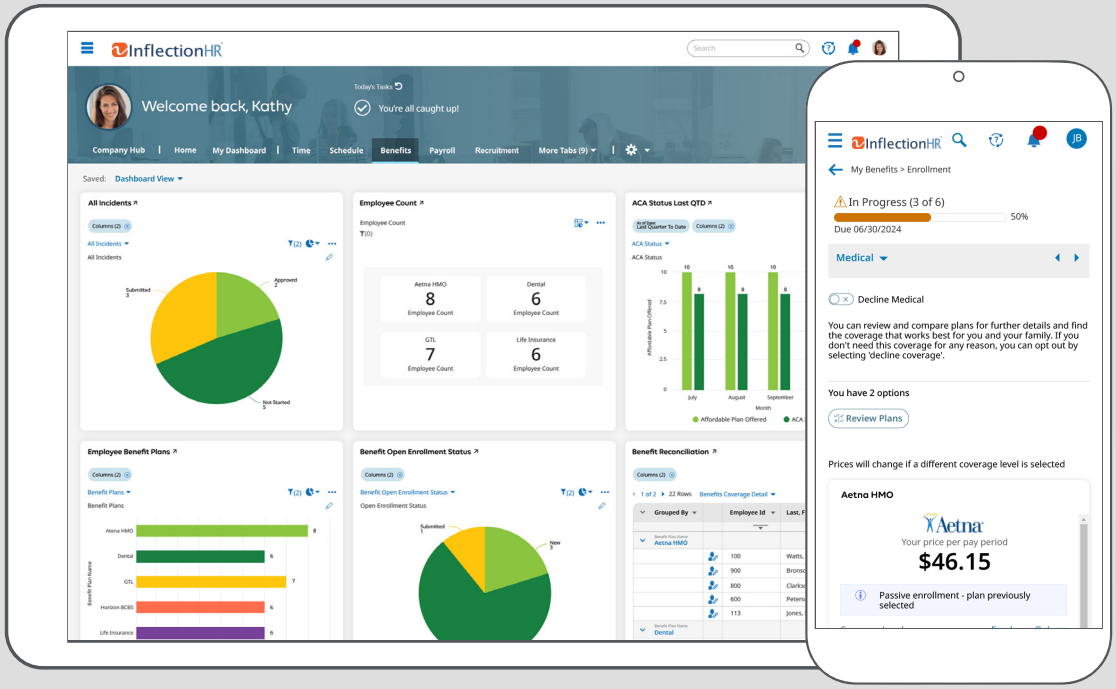
InflectionHR®

Benefits

Streamlined benefits administration for you and your employees

Our Benefits solution enables you to better manage all the challenges associated with benefits administration by providing a streamlined benefits administration solution that is designed for you and your people. You'll be able to easily plan, set up, and administer your benefit offerings in one place while ensuring that enrollment and benefits data is securely and automatically delivered to carriers for open enrollments as well as life events. And you'll be able to provide an engaging, mobile-friendly enrollment experience, enabling employees to manage their own elections from anywhere and make the best selection for their families.



Streamlined Administration

Take full control of your plan setup including eligibility, deduction amounts, enrollment dates, and more to bring your benefits strategy to life. Then allow the Benefits solution to streamline the administration process by auto assigning plan profiles to employees upon hire, automating notifications and workflows, and providing you real-time visibility into critical data all in one place.

Seamless, Secure Connectivity

Automatically and securely deliver benefits data directly to carriers of all benefit types including health, voluntary, financial, and more. Plus, with Smart Forms™ you don't have to worry about carriers not accepting EDI files; the system will auto-populate the appropriate digitized form and send it to carriers, eliminating manual key-in enrollments on carrier sites.

Engaging Employee Experience

Our Benefits solution helps you make enrollment easy by empowering employees to manage their own benefit elections from anywhere on their preferred device, easily compare plans, and understand contribution amounts allowing them to make the best selection for themselves and their families.

Key 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.

Key Features of Benefits

- 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
- Smart Forms, used when EDI files are not accepted
- 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