

# Benefits Enrollment

## Driving Costs Out of the Benefits Life Cycle

**Workstream Benefits Enrollment** is a fully automated solution for benefits enrollment and enrollment administration that streamlines HR processes and drives costs out of the benefits life cycle. Using Benefits Enrollment, employers and third-party administrators are able to achieve significant reductions in the time, cost and effort to deliver world-class benefits and HR self-service programs.

### A flexible solution

Benefits Enrollment delivers web-based and IVR enrollment capabilities. Best-practices templates are provided for enrollment processes, user interfaces and transaction rules, and can be easily configured to your exact requirements. Power tools for administrators streamline enrollment for organizations with large and diverse benefits programs, including major corporations, TPAs and health plans. These tools automate benefits functions that span employee populations, and provide the reporting and analytics needed to optimize and tune benefits processes.

### Tangible, measurable results

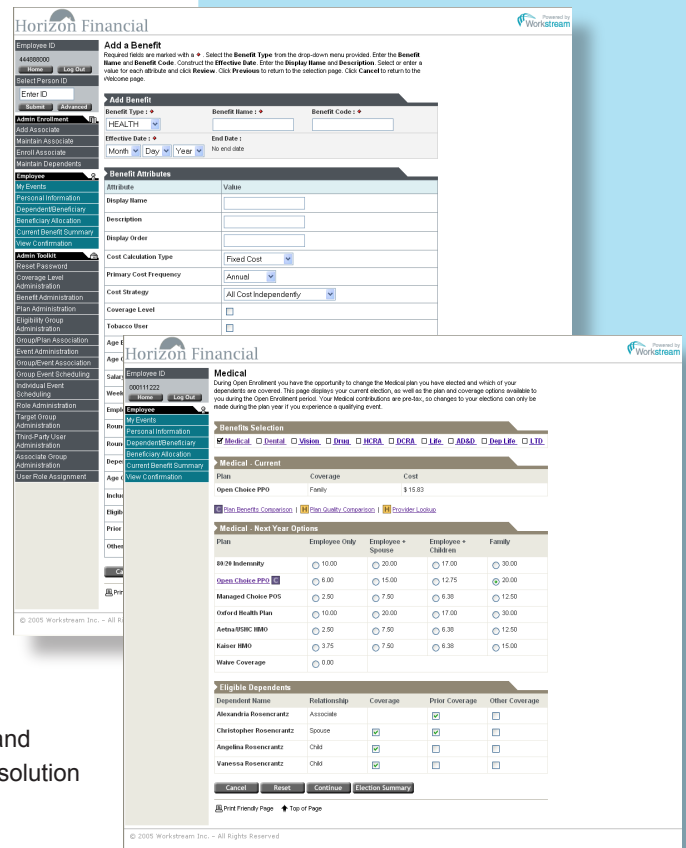
Workstream Benefits Enrollment brings a fresh approach to a process that is frequently inefficient, time consuming and error prone. It is easy to deploy and use, and enables you to adapt to change with a flexibility no other enrollment and administration software can match. And when combined with Workstream HR and Benefits Communicator and Workstream Health Pages, Benefits Enrollment delivers a total benefits solution with unparalleled capability.

### Enables web-based and IVR self-service

Workstream Benefits Enrollment provides an efficient, engaging self-service enrollment process that is easy to understand and use. Open enrollment and new hire enrollment can be fully automated through both web-based and IVR capabilities that are driven by the same business rules. Updates to back office HR systems are generated automatically. Self-service transactions can also be implemented to update dependent and beneficiary information, update personal information, and support other HR functions.

### Eligibility calculator assures accurate decisions

A powerful eligibility calculator combines user-defined information such as eligibility groups, benefit types, plan options, and plan costs with employee profiles to determine eligibility. Plan information and eligibility groups can be entered directly or imported from existing systems. Employee and employer costs are calculated for each plan option and coverage level, enabling full communication of benefits choices. If available, this data can also be imported from your back office HR system to avoid duplicate effort.



### **Reduced implementation costs**

Benefits Enrollment comes with parameter-driven rules that dramatically reduce the effort required to implement complete and highly configurable enrollment solutions. You can easily modify these rules to assure employee conformance with EOI (evidence of insurability), dependent coverage rules, PCP (primary care physician) designation, and other requirements unique to your organization. In addition to defining your own rules, you can define approval processes that notify your HR/Benefits administrators whenever changes require additional documentation.

### **Powerful administration tools**

Optional administration tools enable power users to manage large benefits programs across diverse organizational landscapes. You can easily maintain employee and subscriber information for different organizations and manage enrollment processes that span organizational boundaries. Capabilities include support for user-defined administrator roles with user-defined access to functions and people, and “quick entry” forms to speed processing of employee data.

### **Easily integrates with other HR and benefits applications**

You can implement Benefits Enrollment as a best-practice solution for self-service enrollment or combine it with other Workstream applications for even greater effectiveness. When used with Workstream HR and Benefits Communicator and Workstream Health Pages, it provides a combined information delivery and enrollment solution with extraordinary power. You can also integrate Benefits Enrollment within any employee portal and with existing ERP and HR management systems.

### **Workstream Benefits Enrollment brings powerful self-service automation to benefits enrollment and benefits administration.**

The business advantages you gain include:

- Streamlined benefits processes
- Reduced enrollment costs
- Simplified administration
- Increased productivity
- Faster response to change
- Greater return on your benefits investment

### **About Workstream Inc.**

Workstream provides enterprise workforce management solutions and services that help companies manage the entire employee lifecycle – from recruitment to retirement. Workstream’s TalentCenter provides a unified view of all Workstream products and services including Recruitment, Benefits, Performance, Compensation, Rewards and Transition. Access to TalentCenter is offered on a monthly subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With 9 offices across North America, Workstream services customers including Chevron, Eli Lilly Canada, The Gap, Home Depot, Kaiser Permanente, Motorola, Nordstrom, Samsung, Sony Music Canada, VISA and Wells Fargo. For more information visit [www.workstreaminc.com](http://www.workstreaminc.com) or call toll free 1-866-470-WORK.



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