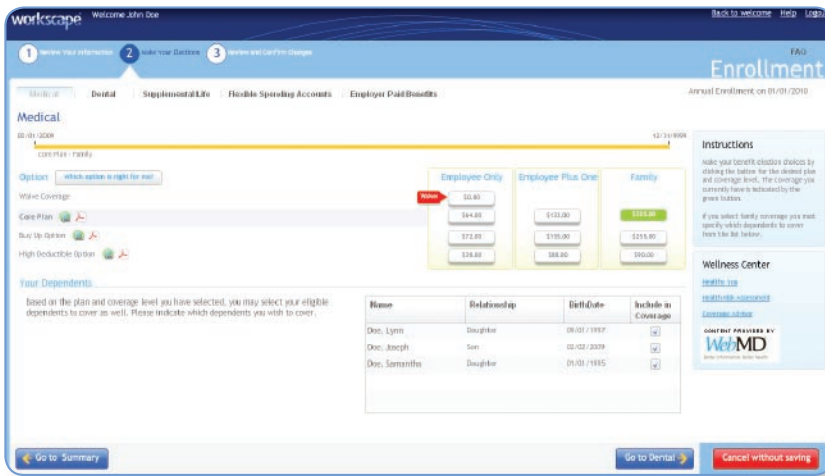




Benefits Enrollment and Eligibility with Workscope

Intuitive, self-service Web-based applications that guide employees step-by-step through the benefits enrollment process, providing easy access to dynamic decision support tools for making smart, cost-effective choices.



A highly intuitive graphical user interface prompts and guides employees through each step of the enrollment process, and easy access to dynamic decision support tools helps employees make informed enrollment choices that best fit their individual health and financial circumstances. The results: reduced overall costs, increased plan participation, and increased employee engagement.

The Advantages

Makes Enrollment Easy for Everyone

The foundation for all of Workscope's outsourced benefits administration solutions and services, the self-service Enrollment and Eligibility applications were designed from the ground up to be accessible and easy to use for all employees — even those who may not be accustomed to using browser-based applications. Featuring a highly intuitive and interactive interface, our Web-based applications simplify the benefit enrollment process by presenting employees with only those benefit choices for which they are eligible. An intuitive, interactive presentation prompts and guides the user through each enrollment step — and the available options — based on your organization's unique business rules.

Engages Employees in Reducing HR Costs

By providing direct access to dynamic online decision support tools, Workscope's Enrollment and Eligibility solutions help them make the most cost-effective benefit choices based on their individual health, behaviors, and finances. These tools provide valuable insight into plan options or supplemental benefit programs that may lower employee contributions or deductibles — without compromising well-being. And when employees make more cost-effective enrollment choices rather than select coverage they don't really need, the company can save money, too.

Increases Plan Participation

Many employees don't participate in pre-tax benefit programs, like flexible spending accounts, because they don't understand or appreciate their potential financial advantages. Workscope provides fully integrated decision support tools within the enrollment process and has taken steps to actively promote the tools and drive participation. Pop-ups displayed during the enrollment process can suggest that employees investigate specific programs, directing them to tools for assessing pros and cons of each based on personal circumstances. As a result,

The Challenge

Administering complex benefits programs across a diverse or geographically dispersed employee base can be a complex and time-consuming task. Faced with tight budgets, skyrocketing healthcare costs, and ever-increasing strategic responsibilities, HR organizations like yours need a way to streamline the enrollment process and reduce benefit costs — without compromising employee engagement or compliance with corporate and regulatory policies. What if you could empower employees to complete the enrollment process more independently by providing easy access to all the tools and information they need to make smart, cost-effective enrollment decisions that best suit their personal and financial needs?

The Solution

At Workscope, we understand that achieving your corporate enrollment and plan participation goals depends largely on your employees' experience during the benefit selection process. That's why our Outsourced Benefits Administration (OBA) solution takes an employee-centric approach to benefits enrollment. At the center of Workscope's OBA solution are self-service Web-based Enrollment and Eligibility applications that transform benefits administration from a routine transaction to a strategic and highly interactive process that produces positive outcomes — both for the employee's personal welfare and the company's bottom line.

you can dramatically boost participation in benefit plans that reduce both personal and corporate-level healthcare costs.

Empowers HR to Focus on Strategic Initiatives

Thanks to Workscope's intuitive, step-by-step online enrollment process, employees from any part of your organization can leverage all the tools and resources with confidence and independence to make informed health and benefit plan decisions. The combination of context-sensitive help and 24x7 phone support from Workscope's on-shore HR Service Center make employees remarkably self-sufficient. And for those employees who may be uncomfortable with enrolling online or lack access to a PC, our HR Service Center can even help them complete enrollment over the phone. As a result, HR can redirect its focus to driving corporate priorities.

Meets Stringent IT Requirements of F100 Businesses

Like all components in Workscope's OBA solution, the Enrollment and Eligibility solution delivers high availability, full redundancy, robust security, and real-time monitoring. Users can rely on 24x7 access to all application tools and resources with confidence that valuable employee data is protected. Workscope has achieved SAS70 Level II certification and is regularly evaluated by third-party security firms which test and validate our ability to adhere to various privacy and security standards, including HIPAA and ISO 27002. What's more, Workscope hosting sites and procedures have passed the rigorous audits of F100 companies.

Product Highlights

Adobe® Flex®-based User Interface

Workscope's Web-based Enrollment and Eligibility solution features an intuitive Adobe® Flex®-based interface. This creates an interactive and dynamic

Web-based experience that engages employees for high user adoption rates, greater self-sufficiency, and greater clarity of plan options and enrollment processes.

Built-in Support for Company-Specific Policies

The Enrollment and Eligibility application is easily configured to reflect your organization's specific HR and benefit plan policies. As a result, it presents employees with only those plan options for which they are eligible — streamlining the benefits enrollment process and reducing the need for HR intervention.

Robust Benefits Administration Functionality

Workscope's Enrollment and Eligibility application features comprehensive employee benefits functionality to accommodate virtually any enrollment need — no matter how complex. It can handle multiple plan options offered to specific employee segments, complicated eligibility rules, and other unique plan features, while enabling you to maximize the value of your company's employee benefits program.

Event Coverage Viewer™

This dynamic timeline visualization helps employees to immediately identify coverage period start dates, life events, and other milestone activities that may affect their enrollment status. This at-a-glance view allows users to stay up to date on their benefits coverage and keeps the enrollment process on track.

Easy Access to Decision Support Tools

At specific points in the process, the Enrollment and Eligibility application can direct users to any of Workscope's fully integrated decision support tools, like benefit plan comparisons, health risk assessments, or flexible spending account contribution and medical cost calculators. These intuitive and highly interactive tools guide employees in making more informed, data-driven benefit-related decisions. Pop-ups can be strategically displayed at any point in the enrollment process to make users aware of other benefit programs, like personal health accounts, that may influence their plan choice or offer opportunities for additional cost savings.

Scalable, Secure Technology

All components in Workscope's modular OBA solution feature an open, scalable architecture to meet the growth and integration needs of both large and mid-sized enterprises. Our solutions are delivered via a hosted/SaaS model that is both certified and secure. As a result, clients can enjoy peace of mind that their confidential employee data is always safe.

