peoplestrategy®

HCM
Employee Benefits
Managed Services

Provide a superior employee experience.

PeopleStrategy® offers employers a single source provider for key elements that can differentiate your employee experience from your competitors: Technology, Managed Services and Employee Benefits.

Comprehensive, affordable Human Capital Management (HCM) solutions designed for today's always-on, always-connected mobile workforce.

Technology

PeopleStrategy provides enterprise-class human capital management (HCM) solutions to help employers more effectively manage their Talent Acquisition, Human Resources, Payroll, Benefits, Workforce Management and Performance Management processes. Our Cloud-based eHCM® Suite empowers the entire organization through intuitive self-service and mobile access for convenient, anytime, anywhere access to tools that help them manage their professional life as easily as they do their personal life.

Managed Services

While technology can help you streamline your administrative tasks, your responsibilities as an HR or Finance professional extend beyond processing payroll and managing open enrollment. Our comprehensive Managed Services provide access to experienced, knowledgeable professionals to support your internal team in areas such as compliance, HR support and more.

Employee Benefits & Consulting

Unpredictable and ever-changing healthcare requirements, rising benefit costs and strained resources have made offering a competitive benefits package increasingly challenging. PeopleStrategy tackles these challenges head-on, offering clients a dedicated team of unrivaled employee benefits experts who will work closely with you to optimize your employee benefit program's financial performance while improving employee satisfaction.

The synergy of PeopleStrategy's technology and services enables clients to streamline employee lifecycle management (ELM) so they can focus on their people and their strategy.

Employee and Manager Self-Service eliminates piles of paperwork by moving it into a central online location. Your employees and managers have 24/7 access to their personal, benefits and employment data, saving considerable time and expense. PeopleStrategy eHCM provides the tools for a self-sufficient, empowered and engaged workforce.

PeopleStrategy eHCM: a single HR technology platform

The eHCM Suite provides a better – and easier – way to improve the efficiency and productivity of a workforce that has come to expect access to information anywhere, anytime. Designed with the end user in mind, our on-demand, self-service solution provides a tightly woven set of capabilities to manage essential employer functions in less time and with less stress.

Offer a better candidate experience

Competing for the best talent in a competitive and crowded labor market is tough. If you don't make a good first impression, you risk losing the candidate you want. Our **Talent Acquisition** module can help you overcome this challenge with integrated applicant tracking, recruiting and hiring.

Key Features
- Configurable, easy-to-use branded career center
- Ability to create job requisitions and post to thousands of job boards
- Integrated background screening and assessments
- Electronic onboarding including I9 management & E-Verify

Streamline employee management with a strong core

HR has an opportunity to elevate its position as companies increasingly seek insight into the workforce that will help drive a company's success. To get there, you have to spend less time on the administrative "stuff." At the heart of the eHCM Suite lies the **Core HR** module, designed with rich features and functionality to empower employees, managers and HR professionals to take care of HR-related tasks quickly and easily.

Key Features
- Single system of record
- Employee & Manager Self-Service
- Configurable workflows with automated notifications and approvals
- Effective-date driven system with position control and dynamic security

Ensure everyone is paid correctly and on time

Paying people is one of the most basic employer functions. It is also one of the most important – just ask the head of any company that made a payroll error. eHCM includes a powerful, multi-tenant **Payroll** platform that combines payroll functionality and tax management capabilities to handle even the most complex payrolls with complete accuracy.

Key Features
- A "wizard" guides users through creating, reviewing & finalizing payroll
- Payroll dashboard contains payroll status, associated statistics, and access to standard reports for each payroll
- Interactive Pay Grid displays key employee-level detail related to the calculated gross pay and makes editing/adding payroll transactions faster and easier

ENSURE COMPLIANCE

PeopleStrategy eHCM helps ensure compliance with federal regulations by capturing the voluntary and required data for EEO, FLSA, FMLA, ACA & ADA reporting and creating a single, effective-dated system of record. With 24/7 access to the data you need and an integrated reporting module, you can produce compliant documents for filing purposes, reducing the risk of non-compliance and significant fines.

Reduce benefits complexity for everyone

Benefits administration is one of the most complex and time-consuming functions HR departments must perform thanks to ever-changing regulations and requirements. Our **Benefits Administration** module improves the level of service you provide employees while simplifying benefits administration with a single, web-based system that connects to carriers and other third-party providers.

Key Features
- Easy-to-use plan set-up for rates, coverage, deductions and eligibility rules
- Real-time processing of open enrollment and life event changes
- Automated notice and routing for life event changes requiring proof
- Post educational materials and links to plan information to help employees select the right plan to meet their specific need

Automate time, attendance and scheduling

Labor is often the largest component of a company's expenses, but it is also one of the most controllable - with the right technology. Our Workforce Management module provides the tools you need to capture time and attendance data for compliance and internal tracking, manage time-off requests and avoid scheduling issues.

Key Features
- Supports multiple time entry methods including online, physical time clocks, timesheets and biometric devices
- "Who's Out" calendar provides the ability to view department staffing in a calendar view, facilitating approval of time-off requests
- Real-time reporting to identify workforce behaviors and trends

Make it easier to evaluate performance

Evaluating performance is a necessary evil in the workplace. To make it more collaborative and enjoyable, a key step is to replace manual, paper-based performance review processes with a simple and effective online process. Your entire organization will appreciate how easy it is to complete a review through the eHCM **Performance Management** module.

Key Features
- Configurable performance reviews
- Simple, online process for employees and managers
- Side-by-side comparison of manager and employee ratings

eHCM offers extensive functionality that is easy to use and configurable to your organization's business requirements ensuring a smoother transition whether you are automating for the first time or changing systems. eHCM also makes it easier to stay compliant with increasingly complex regulations by establishing a single system of record and providing easy access to the data you need.

Managed Services: support every HR department needs

Achieving success takes more than great products and services – you need a knowledgeable, productive workforce to make it all happen. Effectively managing your workforce gets more challenging every day. Whether focusing on quality-of-hire in a competitive market or keeping current with the ever-changing employment laws, it's easy to get overwhelmed. Even the strongest HR departments can need help.

Through our **Managed Services**, PeopleStrategy provides the resources, knowledge and expertise to help minimize your risk of non-compliance and allow you to focus on your business. From recruiting and retention to operations and training methodologies, we work closely with you to solidify its basic structure and lay the foundation for growth. Our experienced team of professionals strive to always stay a step ahead of the workplace trends to implement a forward-minded approach to HR and technology for your workplace.

Our full range of support and consulting services includes:

Compliance Services & Administration Support
- Legislative updates
- Benefits compliance
- I-9 audit
- FLSA job audit
- ACA services
- Employee Handbook development or review

HR & Professional Services
- Payroll processing support
- Telephonic & field HR support
- Process design (onboarding, performance management)
- Audits (compliance, personnel file, policies/handbook)
- Compensation & job structure analysis
- FMLA tracking; EEO reporting

Administrative Services
- COBRA Administration
- Automated Eligibility-Add/ Term and Deletions with carriers
- FSA/HSA/HRA
- Unemployment claims management
- New Hire reporting

Don't see what you are looking for in this list? Give us a call and let us know what you need. Chances are, we can help!

GOOD, BETTER, BEST: WHERE DOES YOUR BROKER FALL?

Good Brokers are insurance-focused and offer limited services for your HR department or employees.

Better Brokers understand the more advanced, interconnected needs of your HR department. They can point you in the right direction for new programs or systems, but don't have enough resources to actively assist you in your search.

The Best Brokers consultatively partner with your organization to offer the best health insurance, technology, support, and beyond. They are invested in your company and in your employees, and want all parties to be successful.

Employee Benefits & Consulting: a dedicated and committed partner

The employee benefits landscape has changed dramatically over the past decade. Gone are the days of predictable cost increases, stable benefit offerings and clear regulatory requirements. The introduction of healthcare reform, FSAs/HSAs/HRAs and new compliance requirements have made it extremely challenging to offer a competitive benefits package while controlling costs.

PeopleStrategy offers clients a dedicated team of benefits experts to help you design your optimal employee benefit strategy. Our strategic consulting moves far beyond spreadsheet plan comparisons to achieve sustainable savings across multiple plan years.

Our comprehensive Employee Benefits & Consulting program includes:

- Employee benefit program assessments
- Competitive analysis
- Benefit plan design & cost containment strategy
- Benchmarking & contribution planning
- Carrier negotiation & proactive underwriting
- Health care cost mitigation & wellness programs
- Dedicated account manager
- Benefits call center for participants
- Documented 12-month strategic account plan

We actively engage with you throughout the year to deliver on your strategic plan. We provide financial analysis and cost projections to support your benefits strategy, vendor selection and funding decisions. We analyze your data to understand your plan's underlying cost drivers and provide the basis for our cost mitigation solutions.

By executing optimal plan designs, negotiating benefit costs and streamlining processes, we save clients up to 30% of their HR and benefits budget, year after year.

Learn More

Call us at

855.488.4100

or visit us at

peoplestrategy.com.

PeopleStrategy provides a single source for today's employers to build an effective, competitive HCM program through a strategic combination of HR technology, employee benefits and managed services.

WHAT MAKES US DIFFERENT?

We appreciate that you have a multitude of choices when selecting an HR technology partner. In this space, it is often challenging to recognize the differences between the various solutions. The key differentiator of the eHCM product suite is our proprietary framework which allows us to tap into a predefined set of objects and relationships from our Temporal Object Model to create new application extensions much quicker and easier than building a product using traditional programming tools. Our application resides entirely in-memory and thus is dynamically rendered in real-time as opposed to requiring compiled static web pages. eHCM applies all business logic at the database level resulting in more scalable, reliable, and evenly distributed infrastructure load.

- Single system offering one point of entry
- Position-based, effective-date driven application
- Highly adaptable and configurable architecture
- Consistent user experience across all devices including smartphones & tablets
- Intuitive interface designed with employees and managers in mind
- Service Excellence delivered through dedicated account teams
- Modular, scalable solution to accommodate your changing needs

PeopleStrategy helps companies of all shapes and sizes -- from manufacturers and restaurants to non-profits and professional services -- maximize their HR technology and services investment. Let us do the same for you.

peoplestrategy®

Delivering innovation based on need and always committed to doing the right thing