

Oracle PeopleSoft Benefits Solutions

In today's labor market quality employee benefit packages are crucial to an organization's ability to hire and retain employees. Employee benefits can come in many forms. Some can be legally mandated by law, while others can be completely optional and are often referred to as fringe benefits. The lines of responsibility for benefits often becomes blurred as some are handled in Payroll, Absence Management, or Benefits Solutions.

A Full Suite of Benefits Management is Available

The **Base Benefits** module of Oracle's PeopleSoft Human Capital Management application handles basic benefits processing and employee self-service inquiries.

Benefits Administration provides more expansive benefits solutions, such as mobile employee self-service benefits enrollment with robust configurable Event Rules, automated processing, Benefits Plan Comparison and configurable Benefits Statements. This enables you to reduce back office data entry, minimize errors and enhance your productivity.

Base Benefits Lays the Benefits Groundwork

PeopleSoft Human Capital Management provides basic benefits functionality to help you maintain enrollment and accurate record keeping. The basic functions available in our Core Human Resources component, known as Base Benefits, provides the tools needed to set up and manage a full range of benefits programs and plans for employees and their dependents.

Base Benefits highlights are:

- Define benefit plans, providers, and rates including different types of configurable rates and special taxation.
- Create multiple types of benefit programs for different categories of employees.
- Enroll employees manually with their dependents into benefit programs.
- Track beneficiaries for life insurance and savings plans.
- Process retroactive benefits and deductions.
- Combine salaries for employees with multiple jobs and calculate their coverage and premiums.

Key Features

- Build and manage a comprehensive employee benefit solution
- Event Rules allow you to tailor enrollment to your organizational requirements
- Automate your benefits processes and maintenance with a mobile friendly self-service enrollment system
- ACA Legislative Requirements to generate Form 1095 C
- Savings Plan Enhancements for SECURE 2.0

Key Benefits

- Manage employee benefits with ease
- Empower employees to make benefit decisions
- Increase employee satisfaction

- Administer COBRA (Consolidated Omnibus Budget Reconciliation Act) coverage for qualified participants and their dependents.
- Create and maintain benefits billing capabilities for employees on a leave of absence or COBRA.
- Determine imputed income related to insurance coverage using Oracle PeopleSoft Payroll or Payroll interface.
- Maintain information about dependents and beneficiaries, including those who are guaranteed coverage by Qualified Medical Child Support Orders (QMCSOs) and Qualified Domestic Relations Orders (QDROs).
- Record deferral percentages, flat dollar amounts, rollover options, investment choices and beneficiaries for savings plans – including 401(k), 403(b), 457, and TSP plans.
- Access the Benefits WorkCenter, which provides a Benefits Specialist one stop navigation for Audit Exceptions, Approvals, Links, Queries, and Reports and Processes.

Additional Benefit Capabilities

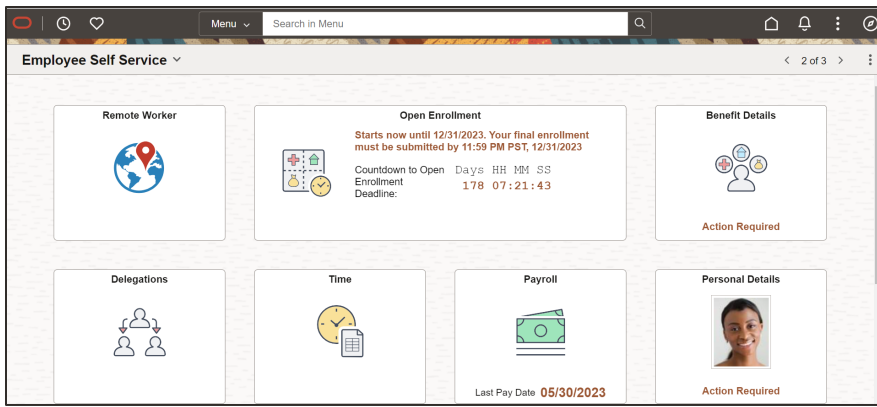
- Manage Employee Benefits Billing Procedures
- Administer COBRA for Employees and Their Dependents
- Manage Flexible Spending Account Claims
- Integration with Digital Assistant

The screenshot shows the Oracle PeopleSoft Benefits WorkCenter interface. The main content area displays a table titled 'Dependents Not Qualified' with 6 rows. The table has columns for Employee ID, Actions, Employee Name, Dependent ID, and Dependent Name. The left sidebar contains navigation options such as 'Audit Exceptions', 'Enrollment Exceptions', 'ACA Exceptions', and 'My Approvals'.

Employee ID	Actions	Employee Name	Dependent ID	Dependent Name
K00000	⊙	Calvin Ruth	01	Chia Ruth
K00020	⊙	Christie Stevenson	01	Russell Stevenson
K00030	⊙	James Fang	02	Candice Fang
K00026	⊙	Derek Volinger	01	Jay K
K00046	⊙	Rosanna Channing	02	Jason Channing
K00054	⊙	Stanley Lowe	02	Sylvia Lowe
K00076	⊙	Mel Lee	01	Thomas Lee
K00172	⊙	Dani Atwood	01	Angela Atwood

Automate Benefits Enrollment and Event Maintenance with Benefits Administration

Build on the PeopleSoft HR Base Benefits by adding PeopleSoft Benefits Administration for US-centric and Canada-centric functionality that automates new hire, annual open enrollment, and life event changes. Event rules provide the flexibility to configure eligibility options. Event maintenance enables you to monitor personnel status changes or events (such as family status changes, new hires and terminations) that may cause your employees to become eligible to change their benefits elections. With Benefits Administration, you can automate benefits enrollment and benefits processing; saving time and effort.



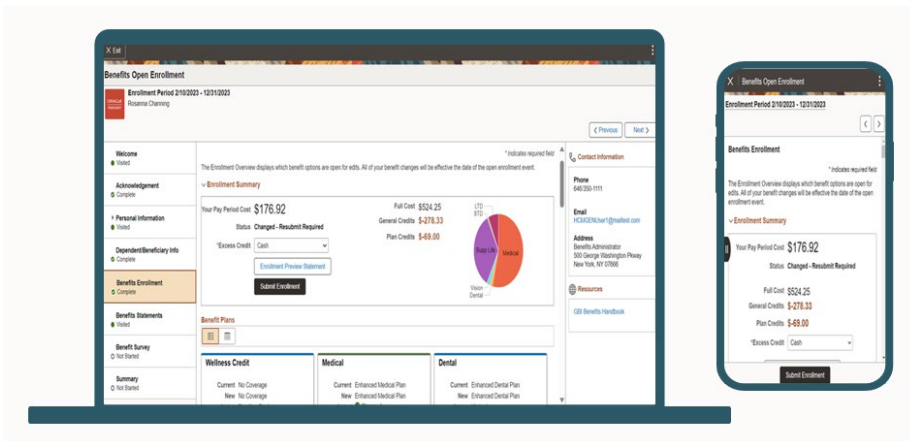
Related Products

PeopleSoft Benefits is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

- Human Resources
- Payroll for North America
- Payroll Interface
- Digital Assistant

Benefits Administration highlights are:

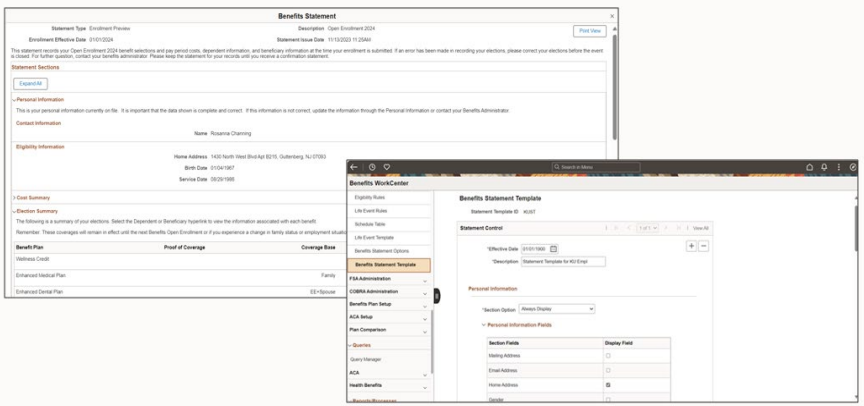
- Automate eligibility checking and respond to Human Resource events that might affect benefits enrollment, based on eligibility and event rules.
- Administer multiple, simultaneous plan years, according to your enrollment rules.
- Calculate benefit costs and coverage amounts independent of PeopleSoft Payroll for North America.
- Define and process a variety of flexible credits, both general and plan-based
- Establish the foundation for employees to complete self-service enrollment on any smart device to increase efficiency and accuracy.



- Create your own step-by-step enrollment that follows your organization's process to walk employees through the procedure for both Open Enrollment and Life Events.
- Create a Benefits Plan Comparison of plan data to enhance the employee experience.

Benefits Plan Comparison															
These plan descriptions are general in nature. Consult the Health Benefits Plans Handbook for governing provisions. The following represents the member's responsibility.															
<div style="display: flex; justify-content: space-between;"> Expand All Collapse All Enhanced Medical Plan ⊖ Basic Out-of-Network Medical ⊖ Medical HMO Plan 2 ⊖ </div>															
<div style="display: flex; justify-content: space-between;"> Currently Selected </div>															
<div style="display: flex; justify-content: space-between;"> > Pay Period Cost </div>															
<div style="display: flex; justify-content: space-between;"> > Coverage Level Cost </div>															
<div style="display: flex; justify-content: space-between;"> < Copays </div> <p>These are flat amounts you pay, if applicable, for services that are not subject to the deductible.</p> <table border="1"> <tr> <td>Office Visit</td> <td>\$25 non-specialist \$40 specialist</td> <td>\$20 non-specialist \$35 specialist</td> <td>no copay</td> </tr> <tr> <td>Emergency Room</td> <td>\$150</td> <td>\$100</td> <td>no copay</td> </tr> <tr> <td>Urgent Care</td> <td>\$35</td> <td>\$25</td> <td>no copay</td> </tr> </table>				Office Visit	\$25 non-specialist \$40 specialist	\$20 non-specialist \$35 specialist	no copay	Emergency Room	\$150	\$100	no copay	Urgent Care	\$35	\$25	no copay
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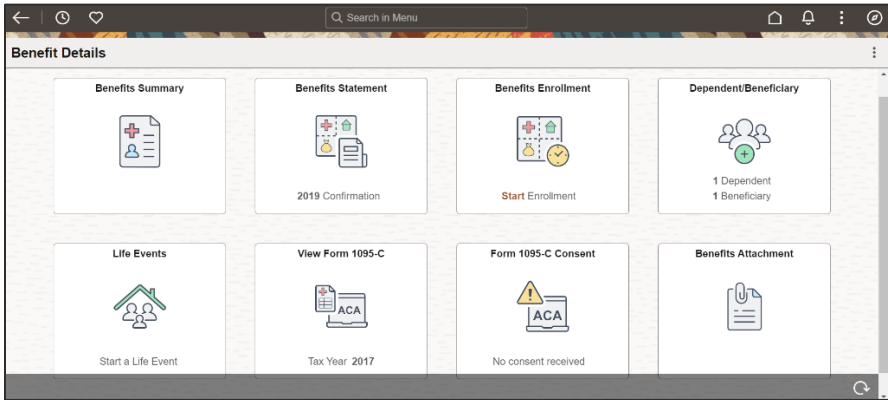
- Provide configurable benefit statements to employees.

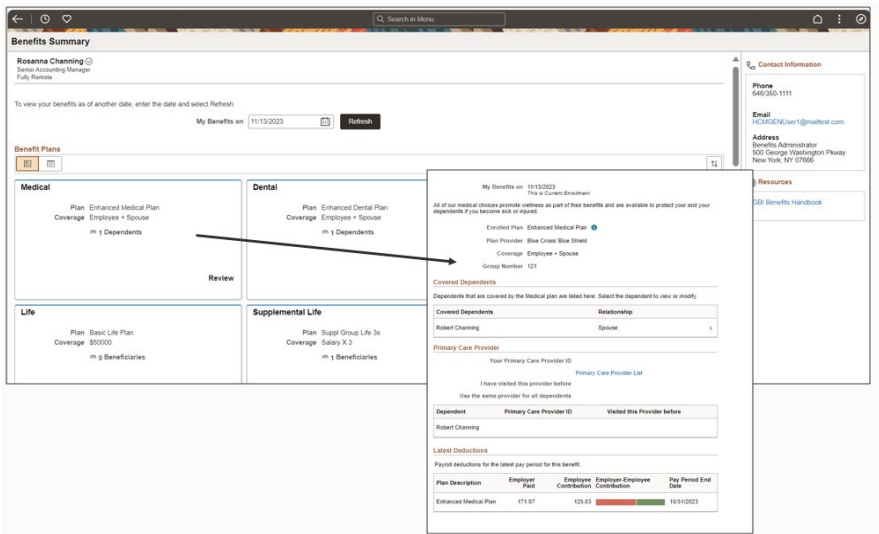


Powerful Self-Service Functionality

Empower your employees with the ability to review their benefits information online. Information access is simple and efficient. The self-service applications enable your employees to quickly look up summaries of their current, past, and future benefits elections.

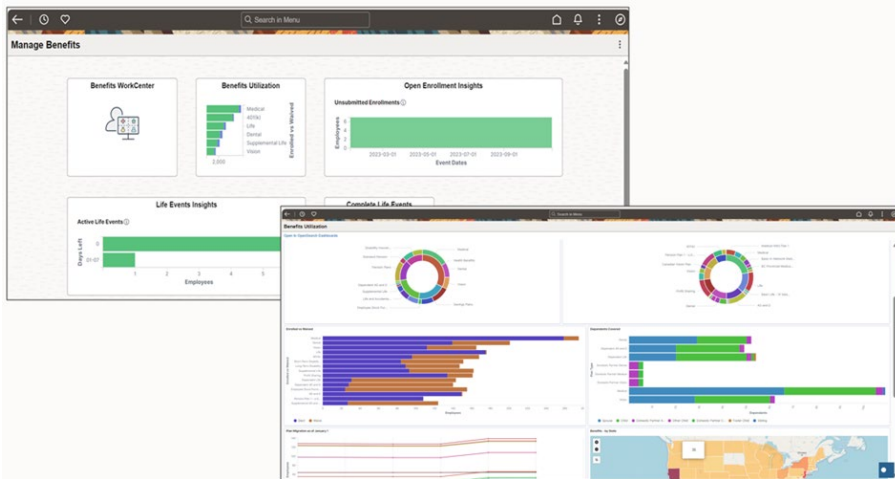
With Benefits Administration your employees can also add and update personal information for dependents and beneficiaries, review Flexible Spending Account (FSA) activity for a given year (including detailed historical information), and enter benefit elections for an open enrollment period or family status changes.





Comprehensive Insight Analytics

With PeopleSoft Insights you can bring unique visualizations to the Benefits Administrators and Benefits Specialists in a whole new way. Not only can they see a census of the elected benefits but they can utilize our Insights for operational views into Life Event, Open Enrollment, and Benefits Administration processing. PeopleSoft Insights is designed for customers to easily build additional visualizations that are unique to their organization.



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