

# Oracle Advanced Benefits



## KEY FEATURES

- Sophisticated and Configurable Life Event Management
- Flexible and Extendable Rates and Premium Calculations
- Scheduled life event processing
- Self Service Enrollment
- Plan design wizard
- User friendly Workbench conversion tool

## KEY BENEFITS

- Hierarchical structure of benefit offerings in the form of programs, plan types, plans and options
- Enrollment requirements for benefit plans at program, plan type and plan levels
- Employees can update and review their own benefit data
- Direct integration with Core HR and Payroll streamlines processes

Oracle Advanced Benefits is a full-featured, rules-based benefits and compensation administration system that enables organizations to manage and deliver benefits programs which meet their mission and objectives. Oracle Advanced Benefits is part of the Oracle E-Business Suite, an integrated set of applications that are engineered to work together seamlessly.

## Provide Greatest Value to Each Employee through Flexibility in Benefits Choice

Oracle Advanced Benefit addresses the diverse and complex requirements that have resulted from evolving benefits practices and government regulations. Whether it is an individual plan or a complex flexible benefits plan, Oracle Advanced Benefit's robust functionality meets your organization's needs.

Recognizing that an organization's business objectives, industry type, location, employee demographics, and many other factors shape a benefits plan, Oracle Advanced Benefits is flexible and extensible to meet your specific benefits program requirements.

Eligibility policies and rate calculation criteria can be configured without modifying the application's code. These rules and criteria can be shared across plans and are maintained from upgrade to upgrade. In addition, user-defined attributes may be selected and added to eligibility and/or rate requirements.

Oracle Advanced Benefits can improve benefits support while reducing overall costs. When helping an employee, a benefits counselor can view all relevant benefits information of that employee to facilitate the call.

Oracle Advanced Benefits also offers a self-service web based interface to enable employees to update and review their own benefits data.

Oracle Advanced Benefits, as part of the Oracle Human Resource Management System (HRMS), unifies HR, Benefits and Payroll to provide complete information, streamline processing and deliver the value of total compensation best practices to your employees.

**ORACLE ADVANCED BENEFITS****RELATED PRODUCTS**

For more information on related HCM Applications, please see product announcements and data sheets on the following:

- Oracle Payroll
- Oracle Self-Service Human Resources
- Oracle Compensation Workbench
- Oracle Time and Labor
- Oracle Performance Management
- Oracle Learning Management
- Oracle Succession Planning
- Oracle IRecruitment
- Oracle HRMS Workbench

**RELATED SERVICES**

The following services support Oracle Main Product:

- Update Subscription Services
- Product Support Services
- Professional Services

## Design Benefit Programs Suited to your Business Strategy and Organizational Culture

Oracle Advanced Benefits is designed hierarchically, fully leveraging similarities across plans. You can create benefit and compensation programs that integrate different plans to meet your organization's benefits needs.

You can group plans that share similar enrollment, eligibility and communications rules and procedures.

## Implement your Benefits Policy using FastFormula

You can use FastFormula, an Oracle-provided web-based rules authoring facility, to define rules for eligibility and benefits choices, and to determine rates and premiums. Oracle Advanced Benefits delivers over 100 such configuration points, enabling you to expand the product beyond the delivered practices. Any item within the system, including those defined by you, can be used within a FastFormula and reused across plans. Customer extensions, through FastFormula are preserved throughout future upgrades.

## Re-useable Sets of Eligibility Criteria

An eligibility profile is a re-useable set of eligibility criteria that may apply to any number of programs/plans. Criteria can be based on compensation level, percent of full-time employments, hours worked in a period, age and length of service. In addition, eligibility criteria may be used to determine COBRA eligibility based on an individual's related coverage in another benefit. Other eligibility criteria include person type, benefits group, work locations, postal codes, assignment set, service area and many more.

Organizations can achieve dramatic savings by employing dependent eligibility profiles, which can be used to restrict coverage to only eligible dependents. The dependent eligibility profiles work the same as the participant profiles with re-usable criteria delivered.

## Complete, Configurable Life Event Management

A life event is any change to a person which makes an impact on his or her eligibility or rate calculations for benefits including: employment events such as new hires, termination and transfers; personal life events such as marital status and address changes; and time-based events such as age and length-of-service changes.

Oracle Advanced Benefits controls key benefits processes triggered by a life event, such as the elections that can be made, coverage start dates and end dates, appropriate defaults, and required communications to be sent. Life event definitions may vary by customer and may be dependent upon multiple conditions.

You configure the necessary conditions that define a life event, and the system automatically analyzes and determines the impact of the event on the person's benefits – all without any intervention. Through customer configuration, Oracle Advanced Benefits automatically manages conflicting employee changes as well as the impact of life events that occur before current elections are in place, such as getting married or transferred to a new job during open enrollment.

## Schedule Enrollment Processing

Oracle Advanced Benefits allows administrators to schedule annual or other periodic enrollments for the appropriate population based on a pre-determined enrollment date. If need be, administrative enrollments can also be scheduled when new benefit plan offerings or costs change off-cycle.

## Sophisticated Rates and Premium Calculation

With Oracle Advanced Benefits, you can associate benefit activity rates, including premiums, contributions, and distributions with employee profiles. This is based on employment, person and derived factors.

## Flexible Credits Management

Through flex program enrollment, you can calculate flex credits an eligible participant may spend, distribute credits at all levels based on customer-defined criteria, keep track of spent flex credits following elections, forfeit or allocate unspent flex credits, and distribute credits through payroll.

## Complete Benefits Enrollment Processing

Oracle Advanced Benefits supports all types of enrollment processing: on demand, automatic, life event based and scheduled/open enrollment. Rules can be defined to extend current enrollment, to terminate current enrollment and to apply default enrollment under specified circumstances.

For example, you can specific default enrollment rules for eligible participant who fail to make elections, and also define automatic or interim benefit packages for eligible new-hires. User configuration provides increased automation and easier administration. You may also use mass enrollment to record changes to enrollment information such as contribution rates for a plan or discontinuation of a plan.

## Efficient Service Center Support

Oracle Advanced Benefits delivers a user interface optimized to improve telephone or walk-up benefits support for employees. A launch pad form is available to provide a snapshot of the participant's relevant benefits information. The service center representative can easily call up the most commonly used forms for counseling and capturing enrollments. Messages can be created within the application to give the representative additional information while assisting a caller.

## Communicate Total Compensation

Use Total Compensation Statement to communicate benefits as well as other information (such as cash compensation) to employees. Employees can view their total compensation through an easy-to-use self-service interface or receive their statement securely via email. Total Compensation Statements can be configured to include both the employee and employer contributions toward health care and other plan premium costs from Oracle Advanced Benefits. Mass print capabilities for paper-based statements ensure every employee can realize the true value of his or her benefits either on or offline.

## Plan Design Wizard, Plan Copy and Quick Setup Copy Reduce Implementation Time

Plan Design Wizard is a web-based guided configuration tool that enables users to quickly define a new benefit program or update an existing benefit program that meets the functional requirements of their enterprise. Process flows based on commonly used plan types and best practices make it easy to setup a benefits program and reduce the chance of setup errors.

The Plan Design Copy tool can be used to copy or move existing plan designs within a single database instance or from one instance to another, saving time and improving quality.

Individual Compensation Distribution plans can be created with Quick Setup. Plans, options, plan types, enrollment requirements and standard rates are all created automatically and associated with a selected element with a click of a button.

HRMS Configuration Workbench provides a step-by-step guided process that enables users to quickly create participant enrollments from legacy, IVR, or other third party sources. Users can quickly create or update enrollment or load history using a spreadsheet and data pump technology.

## Oracle E-Business Suite – The Complete Solution

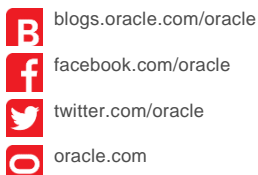
Oracle E-Business Suite enables organizations to efficiently manage benefits and more – all from applications that are built on unified information architecture. This information architecture provides a single definition of your employees, suppliers, and products – all aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.



### CONTACT US

For more information about Oracle Advanced Benefits, visit [oracle.com](http://oracle.com) or call +1.800.ORACLE1 to speak to an Oracle representative.

### CONNECT WITH US



### Hardware and Software, Engineered to Work Together

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