

# Oracle Benefits

Oracle Benefits, part of Oracle Fusion Cloud HCM, is a global, rules-based benefits application that empowers organizations to manage and deliver benefits programs that meet their unique requirements and help attract and retain talent.

## DELIVER BENEFITS PROGRAMS THAT FULFILL YOUR UNIQUE REQUIREMENTS

**Unified HCM:** Part of Oracle Cloud HCM, Oracle Benefits uses organizational data to deliver benefits plans that satisfy a business's unique requirements, such as targeting different segments of the workforce with different benefit packages.

**Benefits eligibility:** Eligibility can be defined at many levels for programs, plans, and options so participants can only see and choose benefits they're eligible for. Eligibility can be based on criteria such as compensation level, grade, hours worked in a period, age, person type, benefits group, work location, and assignment set.

**Multiple benefits programs and plans:** Organizations can configure one or more benefits programs, and each program can include multiple plans designed to meet the organization's requirements. Certain plans can be accessed at any time outside of an enrollment period such as increasing voluntary pension contributions.

**Benefits journeys:** Oracle Journeys can be embedded in the enrollment process to provide step-by-step, contextual, personalized information, helping ensure employees have the right information when they need it.

## PROVIDE A PERSONALIZED ENROLLMENT EXPERIENCE

**Employee benefits center:** Participants can access a single place to review a personalized selection of benefits that are determined based on the employee's eligibility for each program, plan, and option.

**Open enrollment process:** Participants can go through the enrollment process as many times as they wish during the open enrollment period.

**Flex credits:** Flex credits can be used to allocate cash or credits that participants can put toward buying—and sometimes selling back—specific benefits. Credits or cash

### Key features

- Consumer-style self-service enrollment
- Automated detection of life events
- Flex credits
- Personalized benefits programs based on the participant's eligibility
- Flexible design of programs, plans, and options
- Benefits Service Center for administration
- Copy and import program definitions to other environments
- Preconfigured Benefits Extract of enrollment data for third-party vendors
- Benefits Extract enrollment data transformation partners—Known2U and SS&C
- Benefits Billing
- Benefits Court Orders
- Benefits communications
- Benefits journeys

### Key benefits

- Adapt model benefits programs to meet your unique business needs
- Deliver a personalized enrollment experience where the participant only sees the benefits they are eligible to choose
- Increase productivity and quality with quick setup tools and guided flows
- Deliver a one-stop shop where participants can enroll in benefits and understand the value and costs of their benefits program

that remain after enrollment can be added to pay, transferred to a rollover plan, or forfeited.

- Automatically detect life event changes to allow employees to update their benefits to meet their new needs

## SUPPORT THE ADMINISTRATION OF BENEFITS

**Benefits Service Center:** The Benefits Service Center provides a single location to perform all the tasks necessary to enroll people, override enrollments, manage action items, and help participants through the enrollment process.

**Benefits Extract:** With the Benefits Extract tool, administrators can easily extract enrollment records for their organization's benefits plans. These extracts can then be transmitted to a carrier via one of our partners (Known2U or SS&C) for transformation and onward delivery.

**HCM Extract:** Administrators can also use HCM Extract to create their own layouts using preconfigured Benefits database items. These can be delivered securely using HCM Extract's built-in security abilities.

**Benefits Billing:** If a participant is receiving benefits and the costs cannot be deducted from payroll, organizations can require the person to make manual payments to keep those benefits. In addition, Benefits Billing supports the calculation of payments due and the recording of payments.

**Benefits Court Orders:** In some jurisdictions, an employer may receive a court order mandating that an employee cover one or more of their dependents under their benefits plan. Benefits Court Orders supports the storage of the court order and enables the benefits administrator to make the required benefits choices detailed in the order on behalf of the employee. The employee is prevented from changing or removing these court-ordered benefits at future enrollments until the court order expires.

**Automatic life event processing:** A life event is any change that can impact a participant's benefits, such as a promotion, a change in marital status, the birth of a child, or even reaching a certain age. Because Oracle Benefits is part of Oracle Cloud HCM, it can immediately detect these life events as they occur and determine if benefits changes may be made. Oracle Benefits can calculate coverage start and end dates and any default values. Automatic life event processing that is based on set rules helps businesses remain compliant with organizational policies.

**Benefits alerts:** Automatically send out personalized communications to participants based on life events that may impact their benefits.

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