

PeopleSoft Benefits Solutions



Managing employee benefits is a challenge that continues to grow in complexity and significance. A strong benefits program will help you attract, motivate, and retain top performers—whereas a weak one can dull your competitive edge. Four benefits applications—Oracle’s PeopleSoft Human Resources Base Benefits, Oracle’s PeopleSoft Benefits Administration, Oracle’s PeopleSoft Flexible Spending Account (FSA) Administration, and Oracle’s PeopleSoft eBenefits self service application—can help you build and manage a comprehensive benefits system precisely tailored to the needs of your organization.

BENEFITS SOLUTIONS

KEY FEATURES

- Build and manage a comprehensive employee benefit solution
- Tailor to your Organizational Requirements
- Automates benefits enrollment and maintenance.

KEY BENEFITS

- Manage employee benefits with ease
- Boost employee loyalty
- Increase employee satisfaction

An Entire Suite of Options

The Base Benefits module of Oracle’s PeopleSoft Human Capital Management application handles basic benefits processing. Benefits Administration and FSA Administration provide more expansive benefits solutions. Oracle’s PeopleSoft eBenefits delivers a comprehensive self-service and integrated supplier content. Our integrated suite of benefits solutions has data-sharing capabilities – enabling you to reduce data entry, minimize errors, and enhance your productivity.

Lay the Benefits Groundwork

To provide your organization with basic benefits functionality – manual enrollment and record keeping – look no further than the benefits capabilities of PeopleSoft Human Capital Management. The basic functions available in our Human Resources component, known as Base Benefits, include benefit plan and program setup tables, retroactive deductions processing, Family Medical Leave Act (FMLA) management, COBRA Administration, and Benefits Billing capabilities. With Base Benefits you can:

- Establish multiple benefit programs.
- Define your benefit plans, providers and rates, including different types of configurable rates.
- Ability to further define your benefits rates to allow special taxation.
- Determine imputed income related to life insurance coverage (via Oracle’s PeopleSoft Payroll or Oracle’s PeopleSoft Payroll Interface).
- Establish calculation and formulas to determine coverage amounts.
- Combine salaries for employees with multiple jobs and calculate their coverage and premiums.

- 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).
- Maintain domestic partner plan benefits, and the corresponding special tax treatment of those plans.
- Profile health and life benefit coverage for nonqualified dependents and their children.
- Process leave accruals for sick, vacation or paid time off plans.
- Record the deferral percentages, flat dollar amounts, rollover options, and investment choices for savings plans – including 401(k) and 403(b) plans.
- Project and monitor all limits associated with 403(b) savings plans.
- Determine employee eligibility and entitlement for FMLA leave requests, and schedule and track FMLA leave.
- Generate certificates for group health plan coverage for terminated employees to satisfy requirements for the Health Insurance Portability and Accountability Act of 1996 (HIPAA).
- Track vacation buy and sell selections.
- U.S. Federal Government customers can also administer enrollee elections for all approved health plans, accurately calculate life insurance coverage and premiums, set up the deferral percentages, manage automatic, system-generated agency contributions, allocate enrollees contributions to investment funds and manage enrollment and contributions to U.S. federal retirement plans.

Advanced U.S. Federal Leave Processing Capabilities

Oracle's PeopleSoft Base Benefits applications can help you manage the Federal leave year. You can also administer leave accruals based on time in service, leave plan provisions for all leave plans and federal grandfathered leave ceiling requirements.

Process Retroactive Benefits and Deductions for Individuals and Groups

If your organization uses Payroll, you can use the Base Benefits retroactive benefit and deduction functionality to automatically process retroactively created benefits and deductions for individual employees and groups. After you define retroactive benefit and deduction programs, you can automatically identify eligible employees through system-created requests, calculate retroactive benefits and deductions and review and update retroactive benefit and deduction totals.

Manage Employee Benefits Billing Procedures

The benefits billing component of the Human Resources Base Benefits solution enables you to bill employees for their benefits coverage. You can use benefits billing to process billing information for your workforce and use its interfaces with Benefits Administration to automatically enroll eligible employees and their dependents into the benefits billing

system. Using the benefits billing component, you'll be able to enter and update global billing parameters into a billing calendar, process billings, payments and adjustments for individuals and groups, and generate billing statements for individual employees. You can also reconcile payments collected from participants and adjust payments, as well as view current and historical benefits billing data online.

Administer COBRA for Employees and Their Dependents

Our COBRA Administration functionality simplifies the management of the Consolidated Omnibus Budget Reconciliation Act (COBRA). It is fully integrated with Human Resources and makes use of all necessary benefits data. It can also use event maintenance processes within Benefits Administration to automatically trigger COBRA for qualified employees and their qualified dependents.

Process Automatic Benefits Enrollment and Event Maintenance

Benefits Administration automates benefits enrollment and event maintenance, saving you time and effort. 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.

U.S. Federal Government customers can also automate "open season" benefits enrollment for the various federal benefit programs, monitor system-determined eligibility rules for TSP participation, check FEHB eligibility, set up special eligibility criteria specific to the employee's home office location and define exclusionary and inclusionary eligibility rules.

Manage Flexible Spending Account Claims

Oracle's PeopleSoft FSA Administration solution enables you to administer healthcare and dependent care FSA claims. Based on employee pledge amounts and your disbursement rules, you can easily record pledges, process claims, distribute reimbursements, print checks and account for funds.

Automate Benefits Processes with Workflow

Oracle's PeopleSoft Workflow enables you to automate, streamline and direct the flow of benefits information in your organization. PeopleSoft delivers sample, predefined workflow processes. You can also easily set up your own processes to fit your organization's specific needs.

Enable Easy Internet Access and Powerful Self-Service Functionality

Empower your employees with eBenefits and provide them with the ability to review and update their benefits information online. Information access is simple and efficient – all they require is a web browser. The benefits-related, self-service web applications enable your employees to quickly look up summaries of their current, past and future benefits elections, add and update personal information for dependents and beneficiaries, review FSA activity for a given year (including detailed historical information) and to enter benefit elections for your open enrollment period.

PRODUCT NAME

PeopleSoft Benefits Solutions

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:

- eBenefits
- Human Resources
- Payroll for North America
- Payroll Interface

Visit [PeopleSoft Information Portal](#) for further updates and announcements on PeopleSoft products

Take Advantage of Comprehensive Reporting and Analysis

You can select from a broad range of benefits reports, covering features from base benefits operations to benefits billing to benefits administration. You can customize these reports or use them as templates for new reports. In addition, the date sensitivity of Oracle's PeopleSoft Human Resources Base Benefits and Oracle's PeopleSoft Benefits Administration turns ordinary reports into indispensable management, planning, and analysis tools. Because our applications retain past, current, and projected information, you can create "what-if" and "point-in-time" scenarios.

**CONTACT US**

For more information about PeopleSoft Benefits Solutions, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative

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Hardware and Software, Engineered to Work Together

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