

PeopleSoft eBenefits



Your organization's benefits package is a strategic tool for attracting, retaining, and motivating key employees. Many organizations already provide self-service tools that enable their employees to make benefits elections in a paperless environment. Oracle's PeopleSoft applications for HCM take the self-service concept one step further — they give employees the information they need to make well-informed decisions that maximize the value of their benefits program.

EBENEFITS KEY FEATURES

- Provides the employee with visibility to key benefit information
- Single, easy-to-use point of entry
- Complete benefits integration.

KEY BENEFITS

- Reduce benefit administration cost.
- Increase employee satisfaction.

An Integrated Benefits Solution

You and your employees will have a single, easy-to-use point of entry into a fully integrated suite of self-service benefits applications and information. Oracle's PeopleSoft eBenefits meets all your benefits needs — automating many of the administrative tasks related to benefits and decreasing the need to create and maintain customized carrier interfaces and integrations.

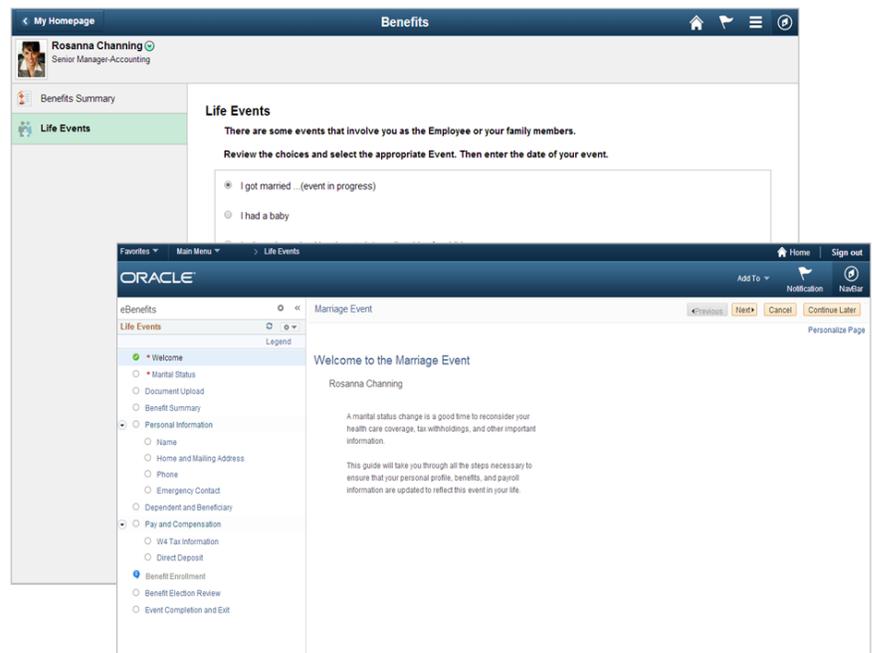
eBenefits Self-Service Highlights

- **Homepage.** Employees access their benefit programs to review their current benefits and make allowable changes. This page displays the benefits summary and available enrollment events for an employee.
- **Enrollment pages.** Employees communicate their benefit choices to their organization during open enrollment or after a life event. This includes benefit elections, validations, confirmation statements, and other related content. (Requires Oracle's PeopleSoft Benefits Administration.)
- **Health pages.** Users view their health benefits on summary-level pages and then navigate to more detailed information by clicking the appropriate plan links. They can view information about health plan elections for themselves and their dependents.
- **Savings pages.** Users review savings plan elections for themselves and their beneficiaries and make changes to contribution rates and investment and beneficiary allocations. They can navigate to more detailed information by clicking the appropriate plan links.
- **Insurance pages.** Life, accidental death and dismemberment (AD&D), and disability insurance elections display on summary-level pages. Users can navigate to more detailed information by clicking the appropriate plan links.

- **Dependents/beneficiaries pages.** Users can view benefit elections for dependents and beneficiaries, make changes to these elections, and update dependent and beneficiary personal data. Optional validations ensure accuracy.
- **Flexible spending accounts (FSA) pages.** FSA benefit elections and claims history display on summary-level pages and enable users to navigate to more detailed information about FSA plan elections, claim history details, and claim reimbursement activity. (Requires Oracle's PeopleSoft Flexible Spending Accounts Administration.)
- **Benefits Summary.** Employees can view their benefits plan summary online, including plan description and coverage.
- **Life event pages.** Roadmaps guide users through required and optional steps to process life events—such as birth and marriage—according to the procedures of your organization.
- **Estimate pension pages.** Users can calculate and view their pension benefit estimates based on user-defined retirement dates. (Requires Oracle's PeopleSoft Pension Administration.)

Empower Users to Manage Work and Life Events

PeopleSoft's self service application includes the robust functionality of Activity Guides, providing customer-defined events to support complete end-to-end business processes. PeopleSoft delivers four activity guide templates that are ready for you to use. They are "Marriage", "Divorce", "Had a Baby", and "Adopted a Child".



Life Events allow employees to update key information related to a life event, such as adding a dependent, providing proof that event has occurred, update benefit elections, etc

PRODUCT NAME

PeopleSoft eBenefits

RELATED PRODUCTS

PeopleSoft eBenefits 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:

- PeopleSoft Base Benefits
- PeopleSoft Benefits Administration

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

You can use our templates as defined or you can clone our template and tailor the actions/steps to take based on your specific business process. Those steps can be existing PeopleSoft Employee Self Service pages, a PeopleSoft page you have created, or you can also pull in external content such as a link to an external website. The intuitive navigation will guide the employee through the necessary steps to complete their life event.

You can configure each step within an event as optional or required, structure each in priority order, allow document uploads as well as launch workflow and approval routing.

**CONTACT US**

For more information about PeopleSoft eBenefits, visit [oracle.com](#) or call +1.800.ORACLE1 to speak to an Oracle representative.

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