



# Cloud Benefits™

Comprehensive benefits administration for SAP SuccessFactors

## AspireHR Cloud Benefits™

AspireHR Cloud Benefits™ is for SAP SuccessFactors customers who prefer to manage their own US and Canadian employee benefits. These companies need a modern, mobile benefits management solution that helps administrators control benefits costs, delivers effective and attractive benefits programs, and provides employees with an intuitive enrollment experience.

AspireHR Cloud Benefits is different from other employee benefits technology options as it is seamless to SAP SuccessFactors from user experience, employee data, process and security perspectives. It eliminates employee data privacy and security concerns because you retain control of your employee data. This also makes it significantly less expensive than non-SAP SuccessFactors alternatives.

Cloud Benefits offers a unified SAP Fiori mobile, tablet, and PC user experience

The screenshot shows the SAP SuccessFactors Cloud Benefits interface. The top navigation bar includes the SAP SuccessFactors logo, a search bar, and the user's name 'Robert Mancini (mancini)'. The main content area is titled 'COMPLETE OPEN ENROLLMENT' and 'MEDICAL'. It displays enrollment instructions, personal data, dependents, and beneficiaries. The 'HEALTH' section shows the selected 'Medical' plan with a cost of \$59.60 USD. A 'Mobile experience' callout points to a tablet displaying the same information in a mobile-optimized view.

### Key Functionality

- US and Canadian regulatory compliance
- Mobile, tablet, and PC enrollment
- Email and SMS text notifications
- Pre-built and configurable reporting options
- Real-time integration to payroll processing
- Open enrollment and ERISA-compliant qualifying events
- Employee-specific communications content
- Administrator "Take Action" dashboards
- Flexible business rules for employee grouping
- 20+ pre-built benefit carrier interfaces, including HIPAA ANSI 834 file format





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## Solution Overview

### Anywhere, Anytime Enrollment

- Enables benefits enrollment at the home and office
- Employees can enroll on PC, tablet, and mobile
- Shopping cart enrollment experience



### Personalized Benefits Content

- Personalized plan and life event enrollment instructions
- Configurable customer text, images, links, and videos
- Multi-language



### Employee Initiated Life Events

- Upload supporting documentation, even from a phone
- Approval and notification
- Dependent verification



### Employee Notifications

- Time-based and event-based notifications
- Corporate email, personal email, and SMS texts
- Employee opt-out at global and notification level



### Take Action Dashboards

- Configurable business rules to select groups of employees
- Graphical and data table reporting
- Take Action! update employee infotypes, send emails, etc.



### Benefits Admin UX

- Proxy as employee to see what the employee sees
- Create life events and update enrollments
- View an employee's entire enrollment history on one page



### Employee Engagement

- Configurable business rules to select groups of employees
- Schedule automatic time-based and event-based notifications
- Notify personal email, SMS, manager, and administrator



## Key Benefits

Cloud Benefits with SAP SuccessFactors offers a flexible framework for creating and managing tailor-made benefits packages for your employees. Its versatile configuration options allow you to offer a diverse range of benefits programs and to accommodate even the most complex plan definitions.

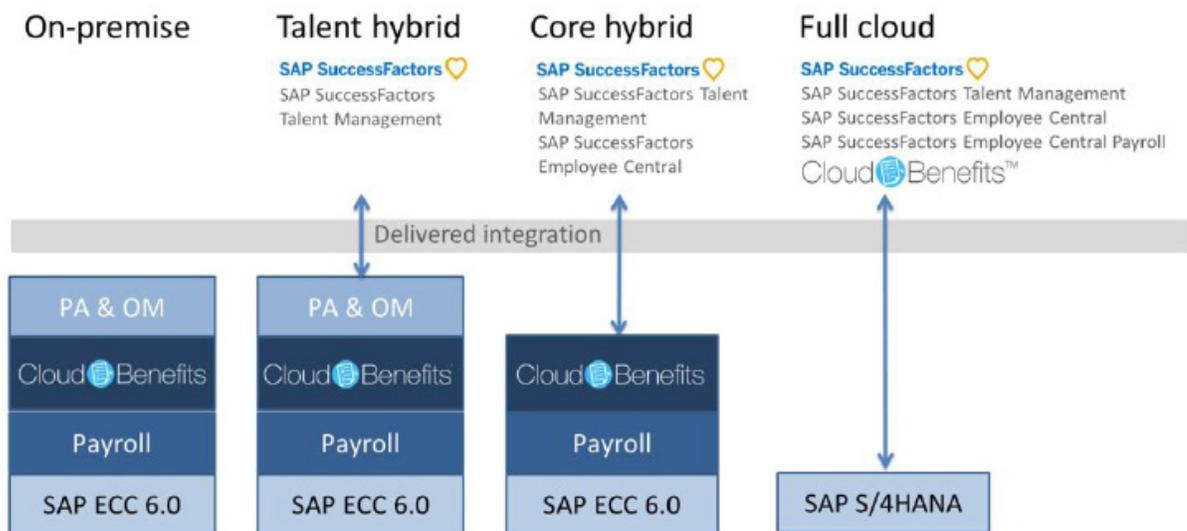
- **Superior enrollment experience**
  - The employee enrollment experience is built with the latest SAP UI5 technology that integrates with SAP SuccessFactors and supports mobile, tablet, and PC users.
- **Comprehensive US and Canadian benefits program coverage**
  - Supports complex US and Canadian benefits programs and plans as part of SAP SuccessFactors experience including open enrollment, any time and qualifying events plus multi-currency and multi-language support.
- **Enhanced employee communication**
  - Enables comprehensive and effective benefit program communications to employees with configurable text, images, links, videos and customer branding.
- **Eliminates separate userids and passwords**
  - Prebuilt SAP SuccessFactors SSO minimizes the user identity maintenance effort.
- **Eliminates duplicate employee data**
  - Your SAP SuccessFactors system is the system of record, eliminating the need to duplicate employee data to an external enrollment system with interface files.
- **Rapid deployment**
  - Deploys in 8 to 16 weeks with our Rapid Deployment options.
- **Anywhere, anytime access**
  - Enables mobile benefits enrollment from the employee's choice of devices.
- **Reduces benefits administration transaction costs**
  - Improves communication channel and user experience. Reduces employee inquiries and enrollment errors.
- **Accurate payroll**
  - Tight integration with SAP SuccessFactors Employee Central Payroll simplifies retroactive changes, arrears, claims, taxability, leave of absence processing. This prevents overpayment to vendors or under-collection of employee benefit deductions.
- **Accelerates and simplifies vendor integration**
  - Simplifies enrollment, contribution, and deduction file integrations to third party benefits providers using a single source, saving time and effort.

## Minimum Requirements for AspireHR Cloud Benefits

The minimum requirement for AspireHR Cloud Benefits is SAP ECC 6.0 Human Resources or SAP SuccessFactors Employee Central Payroll. We recommend SAP Cloud Platform to simplify the deployment.

## SAP SuccessFactors Customers Supported

AspireHR Cloud Benefits can be utilized by a wide range of SAP SuccessFactors customers who are at different points in their journey from SAP ECC HR on-premise to the SAP SuccessFactors cloud. These customer landscapes include:



## About Us

AspireHR is an SAP partner focused exclusively on the unique needs of the HR marketplace. AspireHR provides experienced and knowledgeable consultants delivering services for solutions from SAP SuccessFactors and world-class packaged software solutions tailored for clients' specific needs.

AspireHR services for SAP SuccessFactors include Employee Central, Employee Central Payroll, Recruiting, Onboarding, Learning, Compensation, SAP Jam™, Succession & Development, and support and integration with SAP ECC HCM.

AspireHR's services for SAP solutions include implementations, upgrades and support of the SAP ECC HCM solution including payroll, benefits, time management, HR renewal, development, and data conversions.

For more information, please visit <http://www.AspireHR.com> or call +1-214-880-0099.

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