

SAP AND ALIGHT SOLUTIONS BENEFITS
ADMINISTRATION PACKAGES

Creating a unified payroll and benefits strategy fit for your needs

No two customers are the same, and neither are their benefits strategies. That's why at Alight we offer robust benefits administration capabilities that can be formulated and combined based on an organization's needs, to ensure they're getting their best suite of services.

From self-service to full outsourcing, clients have the ability to choose what technology package is right for their team. Alight can then provide a variety of additional enhancements to add on and build a customized strategy with solutions that cater specifically to their needs and objectives. **Building a benefits package has never been easier.**

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The power of integration

Integration leads the forefront of our capabilities and ease of creating a benefits strategy with SAP and Alight. By having fully integrated software, organizations experience a seamless implementation and process when bringing their benefits strategy to life.

Alight's benefit administration packages are built with a robust integration with SAP, including:

- An Alight application designed to retrieve HR and payroll information in a consistent manor directly from SAP
- The HR interface will utilize standard SAP APIs to identify HR data changes, extract, reformat to platform transactions and load to the platform's application
- Likewise, the Payroll integration will extract from Alight's platform and format to SAP's Employee Central Payroll requirements
- To round out the integration, a SSO between Alight's platform and the organization's SAP Employee Central is established to connect employees seamlessly at their point of need

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CORE PACKAGE

Simplifying benefits administration

With our core package, clients get a robust self-service technology with a support service model to fit their benefit strategy needs. The core administration bundle provides solutions to enroll, educate and engage employees while assisting HR in managing their benefits portal. Clients can further add onto their benefits administration solution with optional enhancements to better support HR tasks and employee communications.



Core services

- Benefits administration
- Enrollment decision support
- Standard electronic communications
- Web portal & mobile app
- Artificial intelligence virtual assistant
- Employer portal & analytics

Optional enhancements

- Employee call center
- HR support package (administration support + dependent verification)
- Carrier premium payments
- ACA employer reporting

COMPREHENSIVE PACKAGE

A comprehensive, connected experience

Our comprehensive package provides clients with end-to-end benefits administration with a full-service outsourcing model. This comprehensive package solves for a client's full benefits strategy needs with the highest level of employee and HR support. This includes what the core package offers, but adds in more comprehensive services for a robust outsourcing and support model. Clients then have the opportunity to choose from additional enhancements that can further alleviate their HR team from mundane benefits management tasks.



Comprehensive services

- Benefits administration
- Enrollment decision support
- Standard electronic communications
- Web portal & mobile app
- Artificial intelligence virtual assistant
- Employer portal & analytics
- Communication statement mailings
- Enhanced service package (SLAs, project management, high touch model)

Optional enhancements

- Employee call center
- Carrier premium payments
- ACA employer reporting
- Ongoing dependent verification
- Integrated COBRA administration
- Inactive direct billing
- Closed loop payroll reconciliation



Learn more

Ready to find out which solutions best suit your needs?
Please contact us at: sales@alight.com.