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Alight Solutions

SAP Integration guide

CHANGE HISTORY

Version	Date	Author	Comments
2.0	2022-01-10	Christina Fanelli	Finalized Integration Guide for Alight on API HUB

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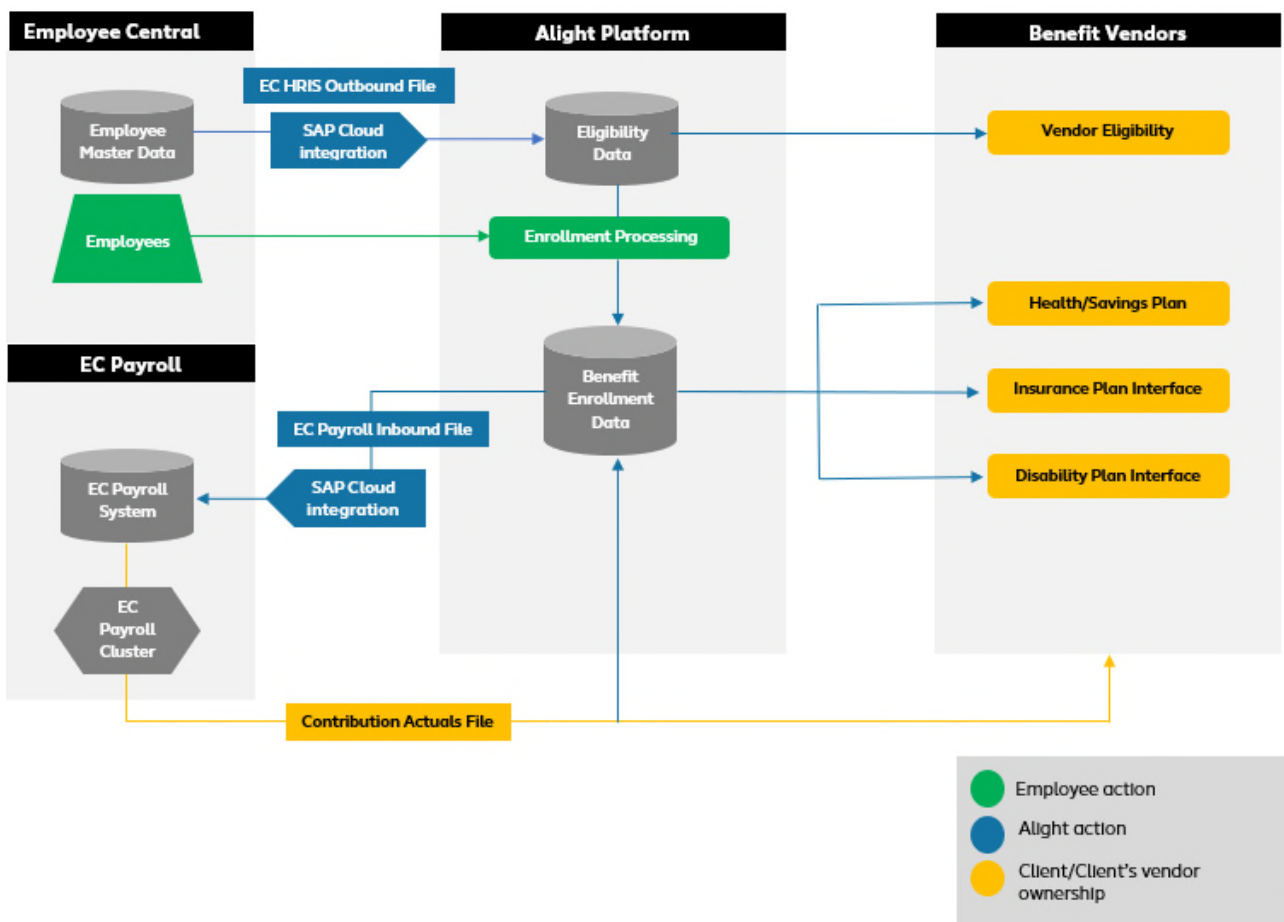
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OVERVIEW OF THE INTEGRATION SOLUTION

By choosing the Alight benefits administration package, you'll receive the following detailed integrations with SAP:

- An HR demographic interface file that utilizes standard SAP APIs to identify HR data changes, extracts from Employee Central (EC), reformats to platform transactions and loads to the Alight platform's application. Our demographic file integration is prebuilt with all common benefit-focused inputs into a format that's ready for processing directly out-of-the-box.
- Likewise, the Payroll integration will extract data from the Alight platform and transition into a format that's easily digested into the SAP Employee Central Payroll (ECP) system via known web services. The most common benefit deductions were considered and coded as part of the interface, allowing the client to focus attention on their individual unique benefit offerings.
- To round out the integration, a Single-Sign-On can be established to connect the employee between the SmartBen platform and the EC HRIS system without reauthentication needed. The Alight SSO utilizes the SAML 2.0 protocol for a safe and secure connection between the two systems.



Business Value Proposition

Building a benefits package has never been easier.

The Alight integrated solutions were designed with the Client in mind: Our standard integration is robust enough to handle typical client variations without significant recoding – as a result, delivering an efficient and quality-driven method to implement key interfaces required for benefits administration.

Not only will you receive the employee-centric and unmatched capabilities of the Alight benefits solution, but our SAP integrations are designed to minimize client effort. We deliver a cost-effective integration; one that's formulated to allow the client to focus on a customized strategy with solutions that can easily cater specifically to their needs and objectives.

Functional Overview

The Alight Solutions integration package provides a secure, consistent and automated method to deliver the census and benefit deduction data required to administer US benefits between the Alight platform and SAP SuccessFactors (Employee Central and Employee Central Payroll).

License Requirements

An approved contract and/or Statement of Work (SOW) between Alight and the Client are required before implementation will begin on the integrations.

Technologies

The Alight integration packages are available in the SAP API Business Hub – a web-based application that helps you access and consume pre-packaged integrations from SAP and select partners for a particular tenant on an on-demand integration infrastructure. In SAP Cloud Integration Spaces you can access integration packages with artifacts such as integration flows, value mapping and files.

Alight's detailed SAP Integration guide will be provided at the start of the integration implementation.

SUPPORT PROCESS

- Pre-partnership inquiries: Contact sales@alight.com for additional information
- Post-partnership inquiries: Please consult your Alight Solutions contact for further support.