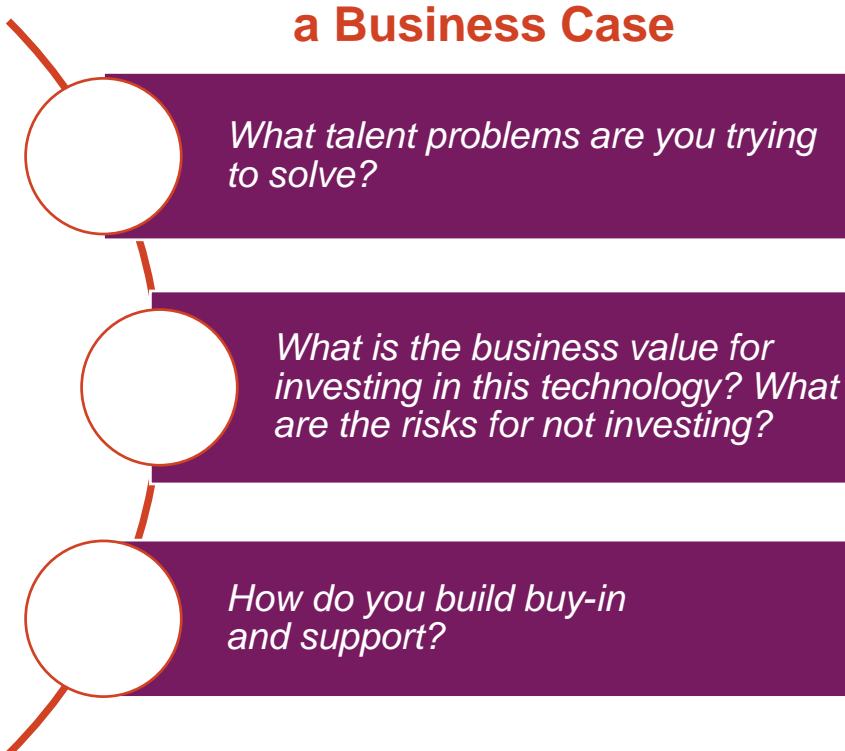


Building the Business Case for an Integrated Benefits Platform

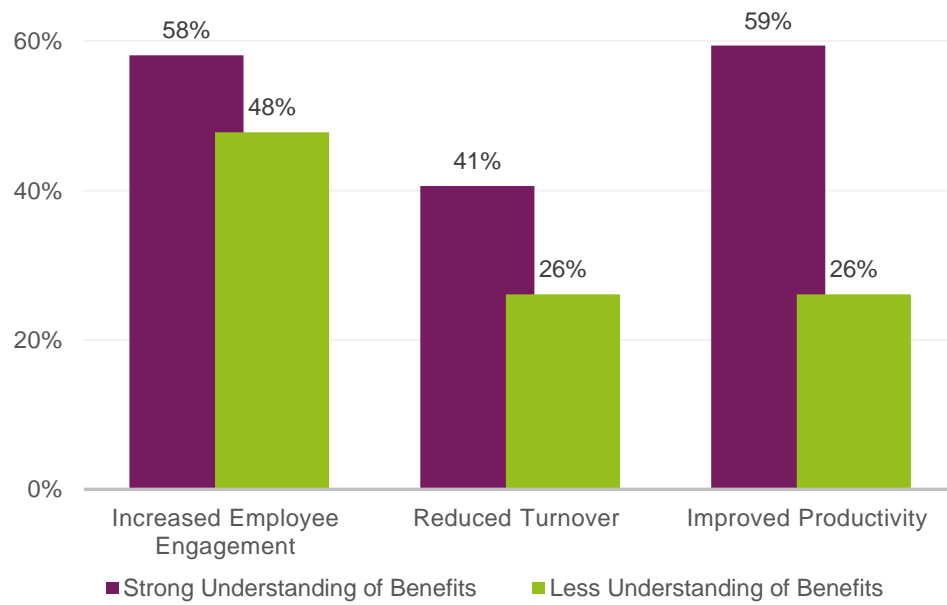
There is a seeming paradox in today's labor market. The war for talent is tougher than ever, and employers are differentiating themselves in the job market any way they can, including more comprehensive benefit offerings. At the same time they must manage cost and administrative burden. Using technology to bring benefits administration, reporting, and compliance together is one way organizations are managing this pressure.

Key Questions to Building a Business Case



What talent problems are you trying to solve?

ATTRACTION • RETENTION • ABSENTEEISM • PRODUCTIVITY



By bringing benefits together in a unified platform, organizations can more clearly articulate their value and increase adoption. The more people understand the value of their benefits, the greater impact that understanding has on key talent metrics.

effectiveness

What is the business value for investing in this technology? What are the risks for not investing?

HCM Tech Drivers

- New hire productivity
- Hiring speed
- Compliance & reporting

Noncompliance penalties cost money, time, and resources and could damage your reputation with customers and employees should a violation become public.

The most urgent compliance concerns:

- Federal health care regulations
- FMLA and regulated leave
- Multijurisdictional compliance rules
- Wage and hour regulations

Aptitude Research's 2018 HR Impact Survey found that organizations that both automate and integrate benefits administration, absence and leave, and compliance reporting achieve better results.

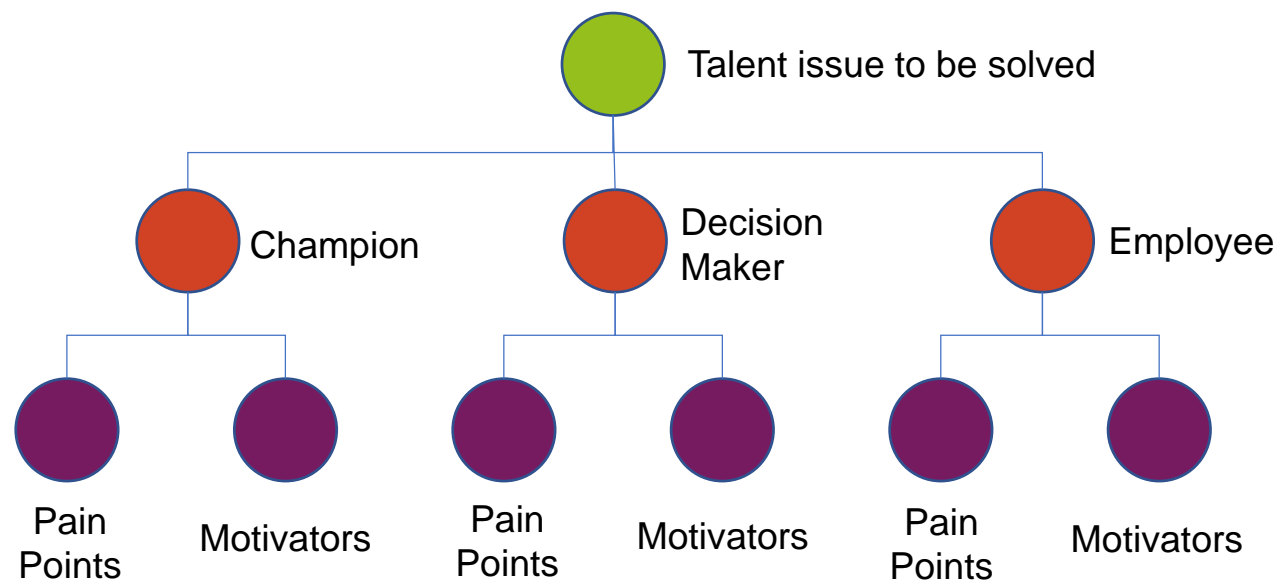
These organizations are:

- 7% less likely to have payroll errors.
- 36% more likely to report improved employee productivity.

efficiency

How do you build buy-in and support?

Success with technology always begins with people. And the best way to get support from all your stakeholders, whether they are decision makers, champions, or employees, is to help them see the connection between their needs and motivations and the changes that will be required.



engagement