

Employee Benefits
Package

Get the Most from Your Benefits and Open Enrollment

June Lunch and Learn Webinar

AHOLA
HR SOLUTIONS | PAYROLL

Today's Presenter



Alec Brown

Learning and Development Specialist

Ahola Payroll & HR Solutions



Family-Owned Payroll & HR Services provider headquartered in Brecksville, Ohio with over 55 years of payroll, tax, and HR experience



Processes over 60,000 payrolls annually, transmitting over \$4 billion in ACH funds for thousands of clients across the United States



Full range of Payroll and HR services and software as a Certified Partner of the isolved Network, an award-winning HCM software platform that serves 6 million employees nationwide

Agenda



How to Improve your Open Enrollment Process within the isolated Platform



Available Integrations including COBRA & ACA Filing



Connections to Benefits Carriers

Open enrollment refers to the designated period typically occurring annually when people can enroll in or make changes to their health insurance plans and other benefits. It's a crucial time for individuals to assess their needs and pick the coverage that best suits them.



“A study by Voya Financial indicates that over a third of employees don't fully grasp the benefits offered, with millennials having an even lower comprehension rate, jumping to 54%...”

- Enrich Financial Wellness

Open Enrollment Challenges



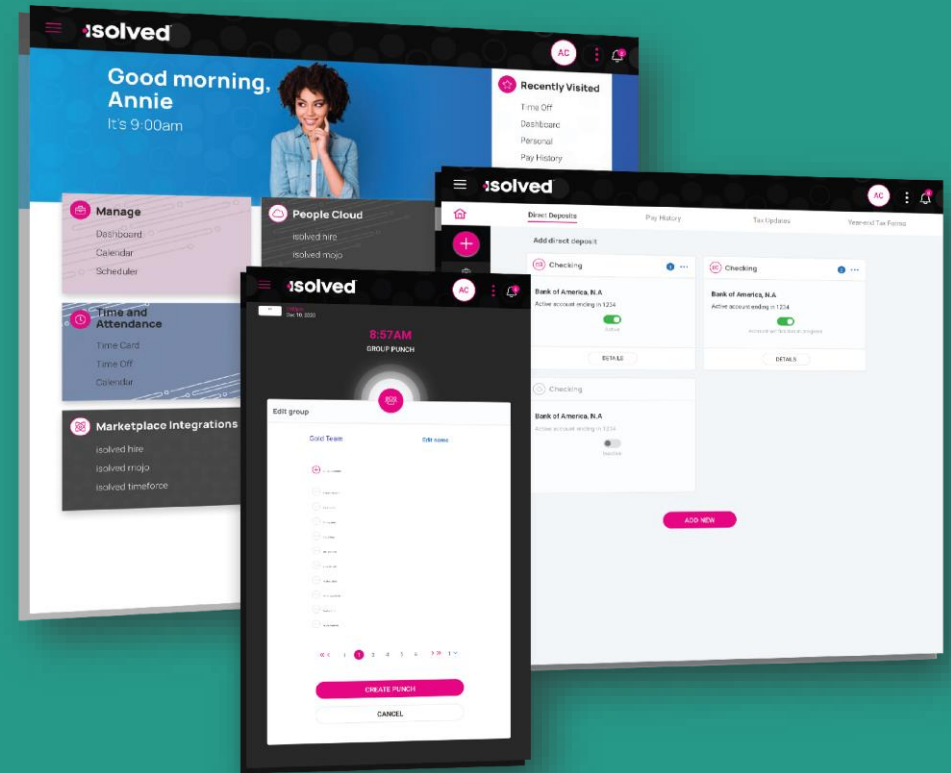
- × **Manual data entry:** Relying on manual data entry throughout the enrollment process is a recipe for errors. Typos, missed selections, or misinterpretations can lead to incorrect benefit selections and coverage issues for employees.
- × **Lost or misplaced forms:** Paper forms can be easily misplaced or lost, causing delays and potentially leading to missed enrollment deadlines for employees
- × **Time-consuming process:** Distributing, collecting, and manually processing paper forms takes a significant amount of time for HR teams. This can delay the overall enrollment process and divert resources from other HR tasks
- × **Limited information access:** Employees may not have easy access to paper forms outside of work hours, potentially hindering their ability to review options and make informed decisions.
- × **Costly errors:** Errors in enrollment can lead to significant financial repercussions for both the employer and employees. This can include situations like overpaying for benefits or employees lacking coverage when needed.
- × **Missed cost savings opportunities:** Manual processes make it difficult to track trends and identify cost-saving opportunities with benefit plans.

Improve your Open Enrollment Process

within the isolved Platform

Single Sign-On

Utilizing Ahola's benefits administration software allows you to have a single sign on to all platforms. Open enrollment, new hire enrollment, qualifying life event enrollment, COBRA management, carrier feed connections and ACA filing are all accessed within the same platform.



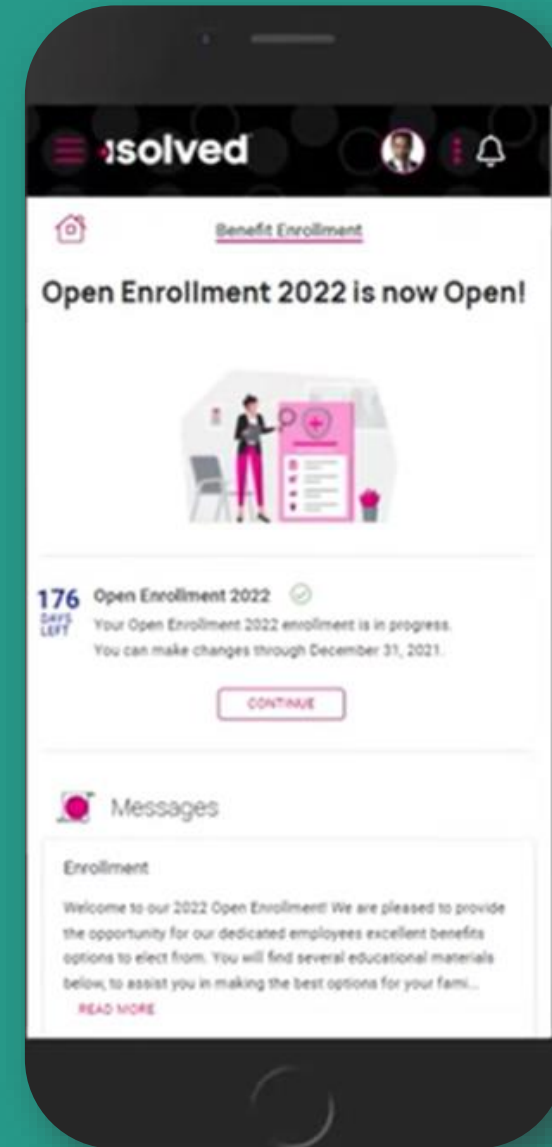
Improve your Open Enrollment Process

within the *isolved* Platform

Employee Portal: Open Enrollment

The employee open enrollment portal eliminates paper enrollment forms and the manual entry of benefits information. The employee will get notified when it is time to elect benefits during the enrollment period, review and compare plan offerings, and make their elections.

Plan administrators also receive notifications when a new hire is eligible for coverage or when an employee qualifying life event occurs.



Improve your Open Enrollment Process

within the isolved Platform

Reporting

isolved provides clients with a variety of reports including reports that can be provided to brokers for enrollment purposes.

- Full Census Reports
- Enrollment Change Report
- Audit Reports



Improve your Open Enrollment Process

within the isolved Platform

COBRA Integration

The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time under certain circumstances.

- ✓ Fully integrated with isolved Benefits
- ✓ 30 Day timeline once paperwork is submitted
- ✓ COBRA portal login to view documents

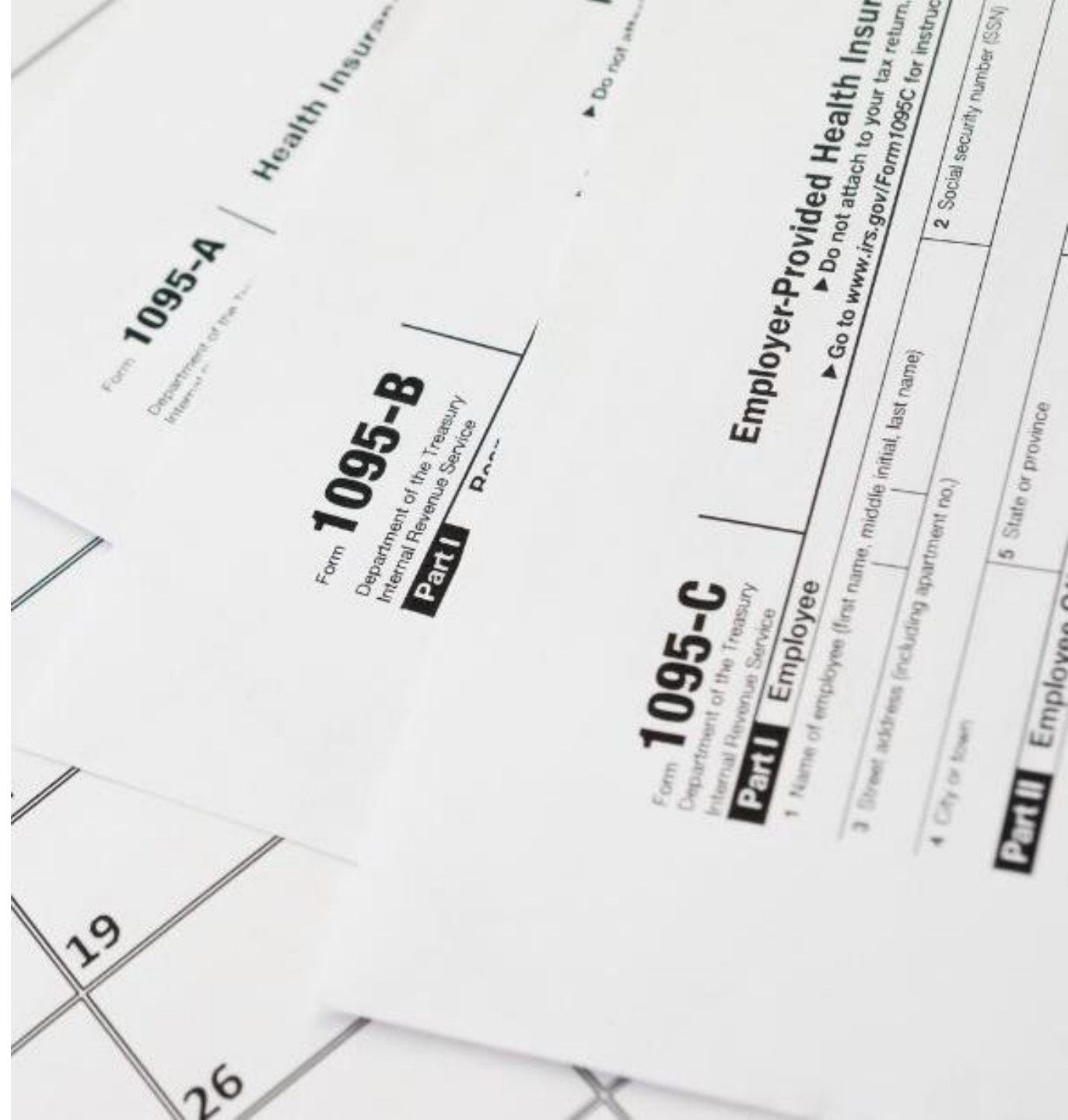


Improve your Open Enrollment Process

within the isolved Platform

ACA Reporting

With the isolved platform, benefit plan information populates into the relevant ACA forms, which are then filed electronically for those applicable employers who are required to report. There is little to no manual entry required in most circumstances making the process much more efficient and helps to reduce the opportunity for human error.



Improve your Open Enrollment Process

within the isolved Platform

Carrier Feed Integrations

isolved can integrate with your Benefits Carrier Feeds electronically, sending benefit enrollment data each pay period to carriers. Once live, the feeds will flow over to the carrier weekly or monthly.

- ✓ Carrier Feed Integrations are typically available only for employers with 100+ lives on a plan.
- ✓ Be sure to check with your carrier on their requirements as each carrier is different.
- ✓ Setup process typically takes 8-14 weeks due to carrier testing timelines.



Improve your Open Enrollment Process

within the isolved Platform

Digital Carrier Forms

Digital Forms are an alternative carrier integration option for those employers with less than 100 lives on a plan. Digital forms are setup with each carrier, and enrollment information then flows through the forms to each carrier.

- ✓ Requires client approvals in the system
- ✓ Setup process typically takes 2-3 weeks
- ✓ More efficient than manually providing enrollment changes to carriers



Wrap Up



How to Improve your Open Enrollment Process within the isolated Platform



Available Integrations including COBRA & ACA Filing



Connections to Benefits Carriers

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and register today.

Visit www.ahola.com to register and
watch past recordings.



WEBINARS

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Payroll Today! with Ahola: ACA Filing for Small Businesses - A Comprehensive Overview

Wednesday, February 21, 2024

In this webinar, learn about key provisions, reporting requirements, and how to ensure compliance without the headache.

We'll guide you through the step-by-step process of ACA filing for small businesses, breaking down complex concepts into practical, actionable steps. From data collection to submission, leave with a clear roadmap for successful filing.



[Download Slides](#)

Lunch and Learn Webinar: Common New Client Questions and Answers

Thursday, February 15, 2024

In this webinar, we addressed common questions frequently posed by our new clients, provided comprehensive answers, and shared valuable insights to enhance your Ahola experience.

Whether you're just starting your Ahola partnership or exploring its possibilities, we believe this recording will provide you with the knowledge and insights needed to make the most of your Ahola partnership.



[Download Slides](#)

Thank You!



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