

BenefficiencySM

Professional Benefits Management Tools

Enterprise-class Technology for Benefits Professionals

Benefits professionals face the challenges of rapidly changing benefits.

Your benefits management system must allow you to react quickly to carrier changes, new regulations, employee life events, and also support long-range planning and corporate strategic goals.

Benefficiency provides the tools to meet those challenges.

CHALLENGE		BENEFFICIENCY FEATURES
Daily Benefits Administration	Eligibility Management Census Management Change Control	Dynamic and configurable participation and eligibility rules Detailed employee census data, User-defined custom fields, Real-time historical audit trail Prospective and retrospective reporting
Annual Renewal	Plan Evaluation & Selection Mass Enrollment Management	Real-time, full census and enrollment reporting Enrollment Dashboard and Workbench Tools for communications, setup, and status
Insurance Carrier and Payroll System Integration	Communication with Carriers Payroll & Billing Reconciliation	Automated data exchange with carriers, proprietary format, ANSI 834, spreadsheets, and pre-populated forms Carrier reconciliation reporting
Employee Experience	Benefit Awareness Respond to Questions Employee Enrollment	Comparative views, values, costs, benefit statements Information available 24/7 Online, complete, tracked and streamlined
Benefit Strategy and Analysis	Benchmark Data Evaluate Trends	Real-time and historic data can be pulled from the system with standard and customizable reports Use real-time and historic census and enrollment reporting to make strategic decisions

Benefficiency supports industry-recognized best practices for benefits management

Monitor Enrollment

Benefficiency includes enrollment Workbench Tools, so you can track enrollment progress and communicate benefits information quickly and easily.

Manage basic to complex plans

Benefficiency accommodates benefits plans of all sizes; supports multiple-locations, multiple-participant types, multiple-groups, and varying supplemental benefits.

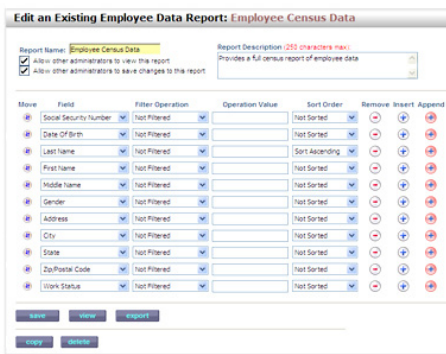
Control costs

Benefficiency reduces administrative burden; uncovers premium leakage and billing errors; lowers travel, printing, and mailing costs.

Supply real-time data

Benefficiency retrieves real-time information on enrollment status and plan selection; use data to make projections regarding benefits usage.

REPORT



Automate tasks

Benefficiency helps you to be proactive instead of reactive when managing enrollment, life events, compliance issues, and benefits requiring evidence of insurability.

Support strategic planning

Benefficiency allows you to access current and historical data; use customized reporting for trend recognition.

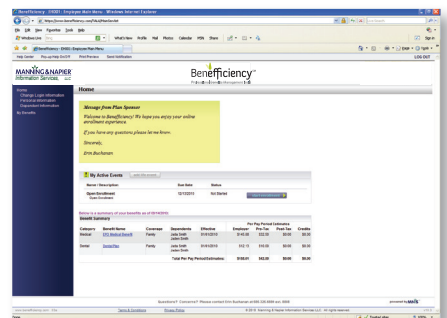
Maintain carrier independence

Benefficiency provides company control of participant data and integrates with most EDI systems; ensures objective carrier evaluation and selection.

Keep data secure

Benefficiency uses high-level standards for all aspects of security with the most advanced encryption and authentication protocols available for user access and data transmission.

CUSTOMIZE



Beneficiency delivers the functionality professionals demand

Benefits Administration

Benefits management is more than once-a-year open enrollment. The day-to-day tasks can be some of the most challenging and time-consuming. Without the tools to help you control both cost and process, tactical chores can impede your benefits strategy. With Beneficiency, routine administrative functions require less time and attention.

- Manage employee eligibility and identify age outs to avoid overpayment.
- Configure plan participation rules and change them as needed—without IT support.
- Simplify monthly premium and billing reconciliation.
- Access complete census information for all participants and dependents in real time.

Annual Renewal

Every benefits professional has experienced the intense time and attention required to manage mass enrollment. The massive mailings, travel to multiple locations, hand-written paperwork, and manual input of data are inefficient, but they were once the only option. Using Beneficiency streamlines the open enrollment process, reduces errors, and cuts costs.

- Effectively disseminate information and communicate with employees.
- Educate employees on their benefits options with plan comparisons and comprehensive cost calculators.
- Monitor progress and status to keep the enrollment process on track.
- Generate pre-populated, signature-ready forms to save time and reduce errors.

Insurance Carrier and Payroll System Integration

Benefits professionals need to make objective decisions about suppliers and should not be constrained by a carrier's EDI (electronic data interchange) system. As an independent, carrier-neutral application, Beneficiency is able to exchange data with most insurance and payroll systems.

- Plan participant data is controlled by the employer, not an insurance carrier.
- Changes and updates are automatically transmitted and integrated into the carrier's electronic data system.
- Resolve claims, pay premiums, and reconcile billing more quickly.

Employee Communication

Beneficiency connects employees directly to their benefits, so HR professionals no longer act as gatekeepers. Empowering employees with self-service options reduces frustration and increases satisfaction for everyone involved.

- Employees and their dependents can access the system at any time from any computer with an internet connection.
- Employees only see information that applies to them, which avoids errors, confusion, and miscommunication.
- Employees enroll online by following Beneficiency's simple step-by-step process.
- Employees are educated on benefits options and understand the value of their benefits package.

Benefits Strategy and Analysis

Manage the daily transactional details with ease while using the data gathered to make informed decisions about the future. Beneficiency provides tools that allow HR professionals to align their benefits strategies with corporate goals.

- Plan evaluation and selection
- Control costs
- Improve offerings
- Evaluate trends
- Benchmark benefits data against industry to develop a competitive benefits package

Be up and running in **45 days** without involving your IT department.

Gather Employer Information <ul style="list-style-type: none"> • Employee and dependent census • Benefit Plan Design and Eligibility Rules • Premiums, contributions and allocations • Review client business needs 	5 days
Configure Beneficiency <ul style="list-style-type: none"> • MNIS Implementation team configures provided employer data in Beneficiency 	10 days
EDI Implementation <ul style="list-style-type: none"> • Work with carriers to develop electronic enrollment file 	25 days
First Look Meeting <ul style="list-style-type: none"> • Walk through employee view of application 	
Employer Validation <ul style="list-style-type: none"> • Employer reviews and validates the site 	3 days
Employer Administrator Training <ul style="list-style-type: none"> • Walk through application • Receive training workbook 	2 days
On-Going Benefits Management with Beneficiency	

If you are an employer group with 150 to 10,000 employees, let us show you how Beneficiency can be your benefits management solution. Contact Marylane Bianchi at 585.598.7171 ext. 8541 or marylane.bianchi@mnis.com to schedule a demonstration.