



## FINEOS Absence for Employers

More time for the human side of leave management.  
**Efficient. Compliant. Informed.**

### **Support Employers in Strengthening Employee Relationships Through Seamless Benefits Solutions**

In today's competitive market, talent shortages and the growing complexity of benefits packages create challenges for employers who aim to build strong, meaningful relationships with their employees. As your clients broker you play a crucial role in helping employers navigate these complexities to provide their employees with the benefits, they need without overburdening the HR or leave management teams. FINEOS offers a solution that empowers your clients to foster a culture of care, supporting employees through every stage of their life and career.

Forward-thinking brokers understand the value of providing their clients comprehensive benefits packages that go beyond the basics. By offering a smooth, efficient leave and accommodation experience, employers can create a more engaged, satisfied, and loyal workforce. As a broker, understanding the FINEOS offering allows you to deliver your clients an option for an elevated, streamlined approach to employee benefits that meets both regulatory requirements and the unique needs of the workforce.

### **Simplify Absence & Disability Management for Your Clients**

FINEOS Absence for Employers takes the complexity out of absence and disability management, giving brokers a robust solution that provides employers the tools they need to help employers provide top-tier benefits without the administrative hassle. FINEOS robust compliance rules engine covers federal, state, company, and municipal laws, helping employers stay compliant while offering employees the support they need while automating time-consuming tasks, allowing HR teams to focus on higher-priority work and creating a more efficient overall process.

With FINEOS, you can help your clients unlock the power of detailed, data-driven insights. Our solution provides reports that analyze leave reasons, durations, trends, and utilization, giving employers the information they need to optimize their benefits offerings. By simplifying absence management, FINEOS helps you help your clients improve their workplace outcomes while ensuring consistency and compliance with ever-changing regulations.

### **Provide a Seamless, Modern Benefits Experience**

FINEOS offers a fully configurable, cloud-based solution designed to streamline the employee benefits experience. The platform includes advanced absence management features, automated leave plan calculations, disability management, and a payments engine for both disability and paid leave—all within a single core solution. This allows your clients to efficiently manage benefits while ensuring compliance and transparency.

Having the FINEOS solution in your toolkit is differentiating, your clients will benefit from a seamless, branded employee and employer portal, delivering a cohesive experience that reflects their commitment to a caring and supportive workplace culture. By streamlining complex processes, you help your clients create a modern benefits experience that attracts and retains top talent.

With FINEOS, you can help your clients navigate the complexities of employee benefits while driving positive outcomes for their workforce—ensuring they remain competitive in the marketplace.



### Comprehensive Streamline Complex Calculations with Precision and Agility

- Automate complex benefit/payment calculations, reducing manual effort and improving accuracy for HR teams.
- Streamline operations with a reliable solution trusted by leading insurance carriers to handle diverse calculation scenarios.
- Quickly integrate changes in Paid Family and Medical Leave (PFML) laws into workflows, minimizing disruptions to HR processes.
- Equip HR teams with tools to manage statutory and company-paid leave programs with confidence and compliance.
- Handle nearly any type of payment calculation, ensuring seamless support for diverse employee needs.
- Adapt to changing regulations and organizational requirements, helping HR teams stay ahead of compliance challenges.



### Efficient Empower HR Leave Managers and Elevate the Employer/ Employee Experience

- Help your clients overcome complexity by offering a single, unified leave management solution that covers all disability, claims, and leave-related absences.
- Enable their HR teams to reduce repetitive manual tasks through automated workflows, ensuring compliance while freeing up time to engage directly with employees.
- Support your clients in incorporating their company's unique culture, voice, and care style into the employee portal, providing a seamless, branded experience.



### Compliant De-Risk Compliance and Increase Efficiencies

- Ensure your clients stay ahead of evolving regulations by guaranteeing accuracy, consistency, and timely compliance with federal, state, local, and municipal laws.
- Increase accuracy for your clients with automated time entitlement calculations, benefits payments, and accommodations, reducing the risk of human error.
- Streamline workflows and automate manual processes to save your clients time and resources, allowing their HR teams to focus more on employee care.
- Help your clients reduce duplicate follow-ups and communications across systems, improving efficiency and reducing administrative burdens



### Informed Access Real-Time Data and Build Innovative Employee Strategies

- Equip your clients with the ability to make data-driven workforce planning decisions using dynamic, real-time reports powered by AWS Quicksight.
- Support your clients in integrating leave, HRIS, and payroll systems, minimizing duplication of work and reducing the risk of inconsistencies across platforms.
- Provide managers with up-to-date leave allocation statuses for their employees via an intuitive employer portal, enabling informed decision-making.
- Empower your clients' employees with self-service capabilities, allowing them to submit leave requests, upload medical documentation, and view leave and absence balances.

## Key Features

Integrated claims and absence management with comprehensive reporting and advanced analytics

AI-enhanced workflows with reduced follow-ups from multiple systems

AI tools to identify fraud, streamline processing and enhance accuracy.

Easily delegate authority, submit, and retrieve documents, and create a unified payment stream

Robust search engine with easy access to integrated information

Track and benchmark absence, claims, and accommodation reasons

Automated compliance with federal, state, municipal and company regulations

Modern APIs for digital ecosystem integration

Role-based portals for 24x7 self-service

Assign and route claims appropriately with intelligent case management

Score absence requests, completions, and return-to-work predictors

# FINEOS Absence for Employers – HR Team Outcomes

## Increased HR Team Satisfaction

- Help your clients enhance efficiency by offering self-service options that save time for both HR teams and employees, reducing administrative burdens.
- Provide HR teams with instant access to essential employee benefits and leave plan information, streamlining the process of answering employee questions.
- Accelerate response times with a unified system that consolidates all employee leave and benefits data, ensuring faster resolutions.
- Deliver a comprehensive, integrated absence management solution that supports employee well-being, demonstrating your client's commitment to a supportive workplace.

## Insights for Better Decision Making

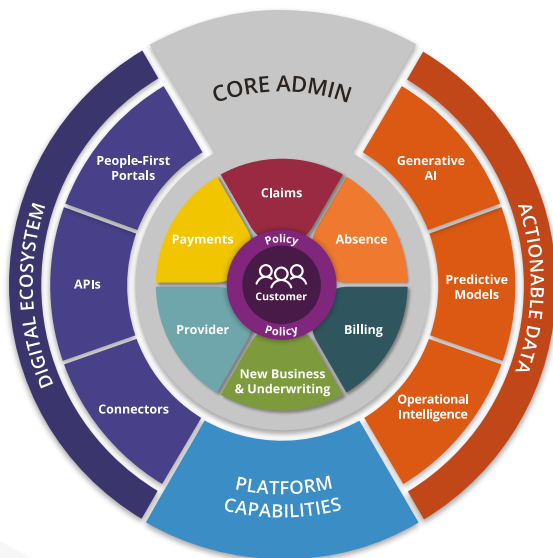
- Empower your clients to configure auto-approval settings for intermittent absences, speeding up the process and improving workflow.
- Leverage AWS QuickSight to quickly identify trends in absence frequency and duration, giving your clients actionable insights to optimize their absence management strategy.
- Help your clients uncover new opportunities for innovation and cost reduction by enabling easier access to cross-functional data, facilitating smarter decision-making.
- Provide the flexibility of proxy approval for absence cases based on Short-Term Disability (STD) approval, streamlining approval processes and saving time.

## Improved Usability for HR Teams

- Simplify the decision-making process for HR teams with guided workflows, making it easier to manage complex cases and reduce errors.
- Eliminate duplicate data entry by offering a single, unified case management solution for disability, absence, and accommodations, improving efficiency and accuracy.
- Enable HR teams to access all necessary information and documentation for case management and payments in one place, increasing workflow efficiency.
- Provide strategic, real-time insights into absence, leave, and usage trends through dynamic reporting, helping your clients make informed, data-driven decisions.

## Reduced Costs and Risks for HR Teams

- Help your clients minimize legal and compliance costs by reducing the time spent researching and ensuring adherence to federal, state, and municipal regulations.
- Decrease the risk of errors and reduce service inquiries by automating calculations, payments, and eliminating manual data entry across systems.
- Lower total cost of ownership by offering an easily updated SaaS platform, eliminating the need for redundant software, hardware, and data management tools.
- Enhance security and compliance with a cloud-based solution that meets the highest industry standards.
- Ensure seamless integration with your clients' company culture and processes by offering customizable solutions, creating a consistent and personalized experience.



## The FINEOS Platform

**FINEOS Absence for Employers** is supported by the **FINEOS Platform** which is purpose-built for the Life, Accident and Health industry and the Employee Benefits market to seamlessly support insurers, employers, and employees on their absence journeys. It is deployed as an end-to-end core solution or as components for incremental transformation on secure, scalable SaaS cloud technology.

## About FINEOS Corporation

FINEOS is a leading provider of core systems for life, accident and health insurers globally with 7 of the 10 largest employee benefits insurers in the U.S. as well as a 70% market share of group insurance in Australia. With employees and offices throughout the world, FINEOS continues to work with innovative, progressive insurers in North America, Europe, and Asia Pacific.

Visit our website: [www.FINEOS.com](http://www.FINEOS.com)

To learn more about **FINEOS Absence for Employers** or to request a demo, email: [info@FINEOS.com](mailto:info@FINEOS.com)