



FINEOS Absence for Employers

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

FINEOS provides configurable software, with robust absence management capabilities including the most leave laws, automatic leave plan calculations, disability and absence management, accommodation, payments engine for both disability and paid leaves, portals, and modern reporting visualization tools all included in our core solution. This enables employers to be efficient, compliant and informed.

In an era of talent shortages and expanding benefits packages, employers are looking for ways to deepen relationships with employees without adding to the administrative burden on human resources and leave teams. With FINEOS, employers can focus on their culture of care for the employee and where they are in life and work. High-performing companies recognize the value of their employees and provide an elevated approach to employee care. Employers who provide a smooth leave and accommodation experience for their employees see a more satisfied, productive and loyal workforce.

FINEOS Absence for Employers simplifies the complexity of absence, disability and accommodations management with a comprehensive compliance rules engine across federal, state, company and municipal laws. In addition to eliminating time consuming and repetitive administrative tasks, FINEOS Absence for Employers provides insightful reports that drill into leave reasons, durations, trends and utilization. With FINEOS Absence, employers can dramatically improve workplace outcomes by simplifying complex management processes while ensuring consistency and regulatory compliance. The configurable, cloud-based software enables organizations to brand the employee and employer portal so there is a seamless experience that reflects the caring culture of the workplace.





Efficient

Empower HR
Leave Managers

Elevate Employer/Employee Experience

- Overcome complexity with a single leave management solution that accounts for all disability, claims, accommodation and leave-related absences.
- Reduce your team's repetitive manual tasks with automated workflows, ensure compliance and spend more time engaging with employees.
- Incorporate your company's culture, voice and care style into the employee portal.



Compliant

De-Risk
Compliance
and Increase
Efficiencies

Elevate Employer/Employee Experience

- Ensure accuracy, consistency, and timely compliance with ever-changing federal, state, local and municipal regulation.
- Streamline workflows and automate manual processes to free staff for employee care.
- Reduce duplicate follow-ups and communications across systems.
- Increase accuracy with time entitlement automation, benefits payments and accommodations.



Informed

Access Single
Source Data and
Build Innovative
Strategies

Transform Your Employee Approach

- Make data-driven decisions and real-time dashboards, revealing trends in leave, utilization, and emerging needs.
- Integrate leave, HRIS, payroll systems to minimize duplicate work and risk of inconsistencies.
- Provide managers up to date leave allocation status for their employees via the employer portal.
- Enable employee self-service to submit a leave request, upload medical forms, view leave and absence balances.

Key Features

- Integrated claims and absence management with comprehensive reporting and advanced analytics.
- AI-enhanced workflows intelligently assign tasks, reduce redundant follow-ups, and accelerate resolutions.
- Role-based portals for 24x7 self-service.
- Assign and route claims appropriately with intelligent case management.
- Easily delegate authority, submit, and retrieve documents, and create a unified payment stream.
- Track and benchmark absence, claims, and accommodation reasons.
- Leverage predictive models to score absence requests and forecast return-to-work timelines, enabling proactive planning and early interventions.
- Automated compliance with federal, state, municipal and company regulations.
- Robust search engine with easy access to integrated information.
- Modern APIs for digital ecosystem integration.



FINEOS Absence for Employers – HR Team Outcomes

Increased Satisfaction

- Self-service options save time for both HR Team and employees.
- Information at your fingertips including the types of benefits and leave plans available to an employee.
- Quicker turnaround time to answer questions with all information in a single system.
- Offers a holistic, integrated solution for absence management that helps ensure employee well-being.

Insights for Decision Making

- Auto-approval configurations for intermittent absences.
- Faster identification of frequency and duration trends using AWS QuickSight.
- Faster identification of new opportunities for innovation and cost reduction with easier access to crossfunctional information.
- Proxy approval of the Absence case based on Short-Term Disability approval.

Improved Usability

- Guided flows to assist in the decision-making process remove complexity for case managers.
- Single case for disability, absence, and accommodations eliminate duplicate entry.
- Efficient access to information and documentation for case management and unified payments.
- Strategic insight into absence, leave and use trends from dynamic, real-time reporting.

Reduced Costs and Risks

- Less legal and compliance cost and time spent researching, interpreting and complying with federal, state, and municipal regulation.
- Reduced total cost of ownership using easily updated SaaS and eliminating redundant software, hardware, and data.
- Enhanced security and compliance.
- Configurable so you can bring your company's culture and processes through in the technology and provide a seamless experience.



FINEOS Absence for Employers, powered by FINEOS AdminSuite and built on AWS, delivers a modern, cloud-native solution designed to help large employers seamlessly manage the complexity of paid and unpaid leave. With robust compliance capabilities and automation at its core, the platform ensures accurate tracking of federal, state, and company-specific leave policies, empowering HR teams to reduce administrative burden and mitigate risk. Leveraging the scalability, security, and reliability of AWS, FINEOS Absence integrates effortlessly into existing ecosystems, providing a streamlined experience that improves employee satisfaction while maintaining operational efficiency.

About FINEOS Corporation

FINEOS is a leading provider of core systems for life, accident, and health insurers globally. The FINEOS Platform for Employee Benefits is purpose-built for the group, absence, and supplemental benefits market. More than forty customers in North America use the FINEOS Platform, and FINEOS serves 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, EMEA, and Asia Pacific.

Visit our website: www.FINEOS.com

To learn more about
FINEOS Absence for Employers
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