



FINEOS Absence for Employers

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

FINEOS provides configurable software, with robust absence management capabilities including the most leave laws, automatic leave plan calculations, disability management, 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.



Efficient
Empower HR leave managers



Compliant
De-risk compliance, increase efficiencies



Informed
Access single source data, build innovative strategies

Elevate Employer/Employee Experience

- Overcome complexity with a single leave management solution that accounts for all disability, claims, 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.

Elevate Employer/Employee Experience

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

Transform Your Employee Approach

- Make strategic workforce planning decisions based on dynamic, real-time reports using AWS Quicksight.
- 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 with reduced follow-ups from multiple systems
- 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
- Score absence requests, completions, and return-to-work predictors
- Automated compliance with federal, state, municipal and company regulations
- Robust search engine with easy access to integrated information
- Modern APIs for digital ecosystem integration
- AI tools to identify fraud, streamline processing and enhance accuracy.

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.

Improved Usability

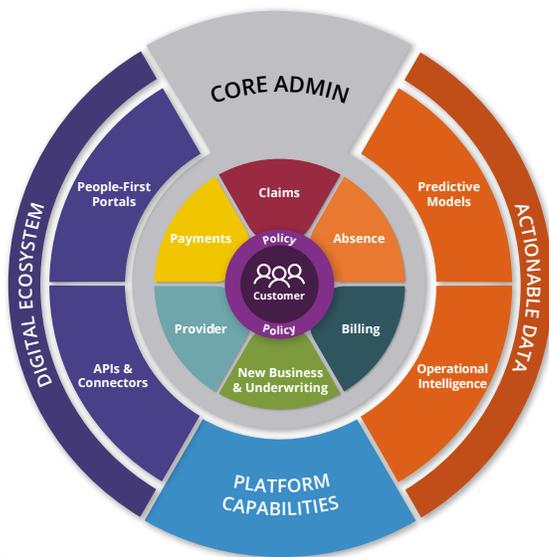
- Guided flows to assist in the decision-making process remove complexity for case managers
- Single case for disability, absence, and accommodations eliminate duplicate entry
- Efficient access to information and documentation for case management and unified payments
- Strategic insight into absence,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

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 cross-functional information
- Proxy approval of the Absence case based on Short-Term Disability approval.

Reduced Costs and Risks

- Less legal and compliance cost and time spent researching, interpreting and complying with federal, state, and municipal regulation
- Fewer errors and service inquiries from manual calculations, payments, and duplicate data across systems
- 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.



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

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