

Introduction to Employee Navigator





A Proven Track Record

- 2+ million employees on platform
 - \$6+ billion in active insurance premium
 - 15,000+ employers
 - Average employer size of 25-500
 - Range in size from 2-40,000 across all industries in all 50 states
-

Centralized Technology & Local Support



- We've partnered with Employee Navigator to combine best in class benefits & HR technology with superior local support provided by ABC Business Consulting Group.
 - Other vendors (ADP, Paychex, Zenefits, etc.) centralize support forcing HR to deal with 800 numbers and call centers
 - Centralized HR support looks like this
 - ADP: <http://www.consumeraffairs.com/business/adp.html>
 - Zenefits: <http://www.buzzfeed.com/williamalden/zenefits-hr-rocket-ship-but-some-customers-left-behind>
 - Paychex: <http://paychex.pissedconsumer.com/>
-

Benefits Administration



- Easy to use online enrollment for open enrollment and new hires
- Life event engine for qualifying events
- Optional integrations with COBRA and FSA partners
- Employees can access all info 24/7 365

The screenshot shows the Dunder Mifflin employee benefits enrollment portal. The header includes the company logo and navigation links for PROFILE, BENEFITS, REQUIRED TASKS, RESOURCES, and TIME OFF. The main content area is titled 'Medical' and features a text box explaining the importance of health insurance. Below this, there are sections for 'Who am I enrolling?' (listing Myself, Thrive 501k (new), Term 501k (new), and Aflac 501k (new)), 'Help me choose a plan' (with buttons for 'Things to Consider' and 'Additional Support'), and 'MY SELECTIONS' (showing Current, My Care HSA PPO 2016, and \$177.00 per pay). There is also a 'HELPFUL RESOURCES' section with links for Anthem My Care SDC/Notice and MyCare 10. At the bottom, a plan card for 'ANTHEM BLUE CROSS HMO 2016' is displayed, showing a cost of \$155.00 (Cost per pay period), an effective date of 01/01/2016, and a plan type of Employee + 1 child. The card includes 'enroll plan' and 'details' buttons.

New Hire Onboarding



- Custom new hire workflows to automate onboarding
- Collect addresses, EEOC, emergency contacts, I-9s, W-4s and more
- Track employees progress and send reminders
- Self-service portal makes onboarding a breeze for new hires

The screenshot shows the SHIPPER HUFFMAN onboarding portal. The top navigation bar includes links for HOME, EMPLOYEES, REPORTS, MAIL, ACA, PEO, TASKS (highlighted in orange), BENEFITS, DOCUMENTS, SETTINGS, and GUIDE. The user is identified as Bob Jackson. The main content area is titled 'Getting Started' and contains a table of tasks to be completed. The table has columns for task name, status, and an assign button.

Task	Status	Assign
Welcome	customize	assign
Electronic Signature and Consent	customize	assign
Address	customize	assign
Form I-9, Employment Eligibility Verification	customize	assign
Form W-4, Employee's Withholding	customize	assign
New Withholding Form	customize	assign
Emergency Contacts	customize	assign
Self Identification (PPO)	customize	assign
Company Holidays	customize	assign
Sign Workplace Safety Agreement	customize	assign

Time-off Tracking



- Administer your time-off packages and policies without spreadsheets
- Employees request time off in a few clicks
- HR or managers approve requests from their email
- View company holiday calendars and much more

Date	Leave Type	Hours	Reason
11/16/2015	Vacation	8	Family Vacation
11/05/2015	Personal	8	Time off
01/11/2016	Vacation	8	Vacation

Balance Adjustments
There are no adjustments to display

HRIS Database



- Modernize how your team stores, organizes and updates employee info
- Allow employees to make updates on their own (ex emergency contacts)
- Enjoy accurate employee data and a powerful HR reporting engine
- Keep private notes on employees

The screenshot shows a web interface for 'DUNDER MIFFLIN'. The user is logged in as 'Michael Scott'. The main navigation includes 'PROFILE', 'BENEFITS', 'ASSIGNED TASKS', 'RESOURCES', and 'TIME OFF'. The 'PERSONNEL FILE' sidebar lists various categories like Personal Information, Dependents, Emergency Contacts, etc. The main content area is titled 'Profile Overview' and contains several sections:

- PERSONAL INFORMATION**: Name: Michael Day Scott, Gender: Male, Date of Birth: 11/01/1969.
- DEPENDENTS**: A table listing Emma Scott (Spouse), Sam Scott (Child), and Kevin Scott (Child).
- EMERGENCY CONTACTS**: A table listing Emma Scott (Wife) and Jeff Scott (Son).
- ADDRESSES**: A table listing a home address at 888 Quince Orchard Road, Bethesda, Maryland, 20814.

ACA Tracking & Reporting



- Ongoing eligibility tracking
- ALE calculations
- 9.5% penalty testing
- Full 1094-C and 1095-C reporting capabilities
- Over 800,000 1095c forms completed successfully in 2015

The screenshot displays the 'ACA Console' interface for Fidelity Affinity. The main content area is titled 'Measurement Periods' and includes a 'New Hire Periods' section with a table for configuring new hire periods. Below that is a 'Stability Periods' section with a table for configuring stability periods. The interface also includes a left-hand navigation menu and a top navigation bar.

Period begins	Measurement period	Administrative period
1st of Month after hire date	12 months (recommended)	1 month (recommended)

Beginning month	Stability & Measurement period	Administrative period
January	12 months (recommended)	2 months (recommended)

Stability periods have been created following this example:

Measurement Period	Admin Period	Stability Period
11/01/2014 - 10/31/2015	11/01/2015 - 12/31/2015	01/01/2016 - 12/31/2016

Company periods have been created. Use the links on the left menu to manage the variable hour tracking process.

Safe & Secure



- 256-bit-SSL encryption. The same technology banks use to keep your account information safe
 - Ongoing penetration testing
 - SOC 2 Type 1 Audit completed
 - HIPAA compliant
 - System stores backups in multiple secure locations throughout the day, every day
 - Servers are hosted at a Tier III, SSAE-16 and ISO 27001:2005 compliant facilities. Facilities include 24-hour manned security, biometric access control, video surveillance and physical locks
-