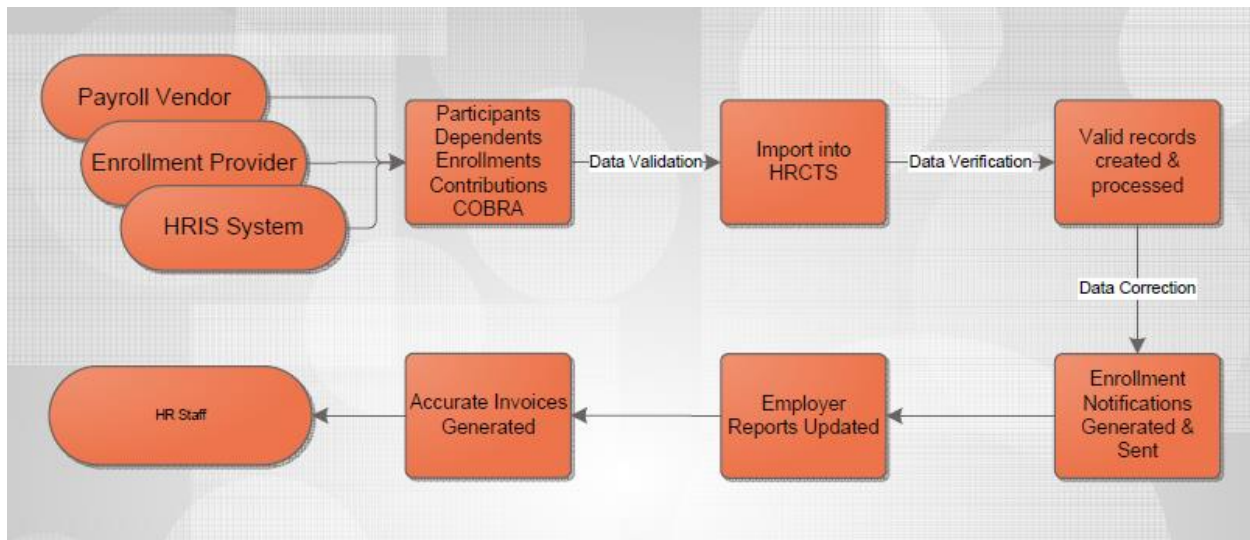


HRC Total Solutions: Electronic File Feed Options

Eliminate the need for duplicate data entry, enrollment forms, or reporting by making use of HRC Total Solutions file feed integration capabilities. We can work directly with your HR department, IT resources, enrollment provider, or payroll vendor to help streamline your enrollments, terminations, dependents and demographic updates. HRCTS can work with your payroll provider, online enrollment system, HRIS system or custom database to receive all the adds, terms, and changes for your plans and services administrated by HRCTS. The HRCTS integration capabilities reduce the hassle and costs of manually reporting data to your HRCTS when it can be done more efficiently through an electronic file feed.

Typical Data Workflow



What are the benefits to setting up an electronic file feed?

- Eliminates the need for paper employee records, saving you time and money!
- Streamlines HR processes by making use of your electronic records and database systems.
- Improves accuracy and timeliness of enrolling new hires, terminating benefits, and making demographic changes.
- HRCTS receives the electronic file feeds and processes them in our system within a 2-3 business days using the data entered by you into your specific system.

Plans Options:

- COBRA notifications for new hires (new plan members), terminated employees (Qualified Beneficiaries) and COBRA events
- HSA, HRA, FSA/DCA, Parking and Transit election changes, enrollments, and demographics
- Dependent updates and terminations for HRA
- HSA Beneficiaries
- Contributions records
- Bank Account Information for employee **Direct Deposit** reimbursement

Integration Options:

- ADP, BenefitWerks, Benetrac, Broker Suite, Common Census, Employee Navigator, Paychex, Ultimate Software, Workday (One Source Virtual) are some of the well know vendor systems that we have worked with. HRCTS also has experience with HRIS systems and internal payroll systems to generate weekly file feeds for updating participant and enrollment data.
- HRC Total Solutions is experienced with setting up carrier connections for each of these vendors and will make the transition as smooth as possible.
- Vendor Costs – Carrier Connections and other electronic file feed setups generally require a fee from the vendor or provider. HRCTS does not charge for this setup on our end but your payroll or online enrollment vendor may.

If your current vendor does not offer this type of integrated solution. [Contact HRCTS](#) for more information on our **Workforce Management** suite of services. Some of the key features are listed below.

- **Efficiency** is at the heart of our HR application. The application features self-service workflows, allowing employees, managers, and HR administrators to directly manage many of their tasks across the functional spectrum.
- **Applicant Tracking** allows managers to perform online applicant searches and track job applicant candidates throughout the hiring process. Candidates have the ability to directly apply for a specific position online.
- **Onboarding Checklists** help electronically submit W-2 and I-9 forms, conduct open enrollment with employee self-service, and manage automated payroll deductions.
- **Performance Management** provides an automated method for managers to review employees and for employees to review their own performance through a multi-tier review process. Performance reviews are measured through competencies, goals, and core values, providing you with a fast, comprehensive way to track employee performance.
- **Compliance** is a breeze with reports for new hires, Equal Employment Opportunity, and Vets 100. Built-in workflows for filing forms such as I-9s and W-4s make the submission process faster. All data is stored online and can be accessed and printed when needed.
- **ACA Manager** is the only solution that is delivered on the power of a single platform for HR/benefits administration, time and attendance, and payroll. With a single record for each employee, you can streamline and automate the benefits enrollment process as employees reach eligibility and the system pre-populates your 1095 C forms automatically.