

# Oracle Advanced Benefits



## KEY FEATURES

- Sophisticated and Configurable Life Event Management
- Flexible and Extendable Rates and Premium Calculations
- Scheduled life event processing
- Self Service Enrollment
- Plan design wizard
- User friendly Workbench conversion tool

## KEY BENEFITS

- Hierarchical structure of benefit offerings in the form of programs, plan types, plans and options
- Enrollment requirements for benefit plans at program, plan type and plan levels
- Employees can update and review their own benefit data
- Direct integration with Core HR and Payroll streamlines processes

Oracle Advanced Benefits is a full-featured, rules-based benefits and compensation administration system that enables organizations to manage and deliver benefits programs which meet their mission and objectives. Oracle Advanced Benefits is part of the Oracle E-Business Suite, an integrated set of applications that are engineered to work together seamlessly.

## Provide Greatest Value to Each Employee through Flexibility in Benefits Choice

Oracle Advanced Benefit addresses the diverse and complex requirements that have resulted from evolving benefits practices and government regulations. Whether it is an individual plan or a complex flexible benefits plan, Oracle Advanced Benefit's robust functionality meets your organization's needs.

Recognizing that an organization's business objectives, industry type, location, employee demographics, and many other factors shape a benefits plan, Oracle Advanced Benefits is flexible and extensible to meet your specific benefits program requirements.

Eligibility policies and rate calculation criteria can be configured without modifying the application's code. These rules and criteria can be shared across plans and are maintained from upgrade to upgrade. In addition, user-defined attributes may be selected and added to eligibility and/or rate requirements.

Oracle Advanced Benefits can improve benefits support while reducing overall costs. When helping an employee, a benefits counselor can view all relevant benefits information of that employee to facilitate the call.

Oracle Advanced Benefits also offers a self-service web based interface to enable employees to update and review their own benefits data.

Oracle Advanced Benefits, as part of the Oracle Human Resource Management System (HRMS), unifies HR, Benefits and Payroll to provide complete information, streamline processing and deliver the value of total compensation best practices to your employees.

# Oracle Advanced Benefits User Guide

**Terry C. Jones**



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