CorpStrat

INSURANCE • EMPLOYEE BENEFITS • HR • PAYROLL

CorpStrat for Human Capital Management

Human Resources Management

Workforce Management

Payroll Management

Solutions for the Modern Workforce

Analytics

Experience

Security

CorpStrat
INSURANCE EMPLOYEE BENEFITS HR PAYROLL

CorpStrat for HCM

Human Resource Management

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Human Resources Management

All in a single solution — automate administrative processes to more efficiently manage the moments that matter like hiring, onboarding, benefits administration, and performance. Engage with employees, control costs, and reduce compliance risk.

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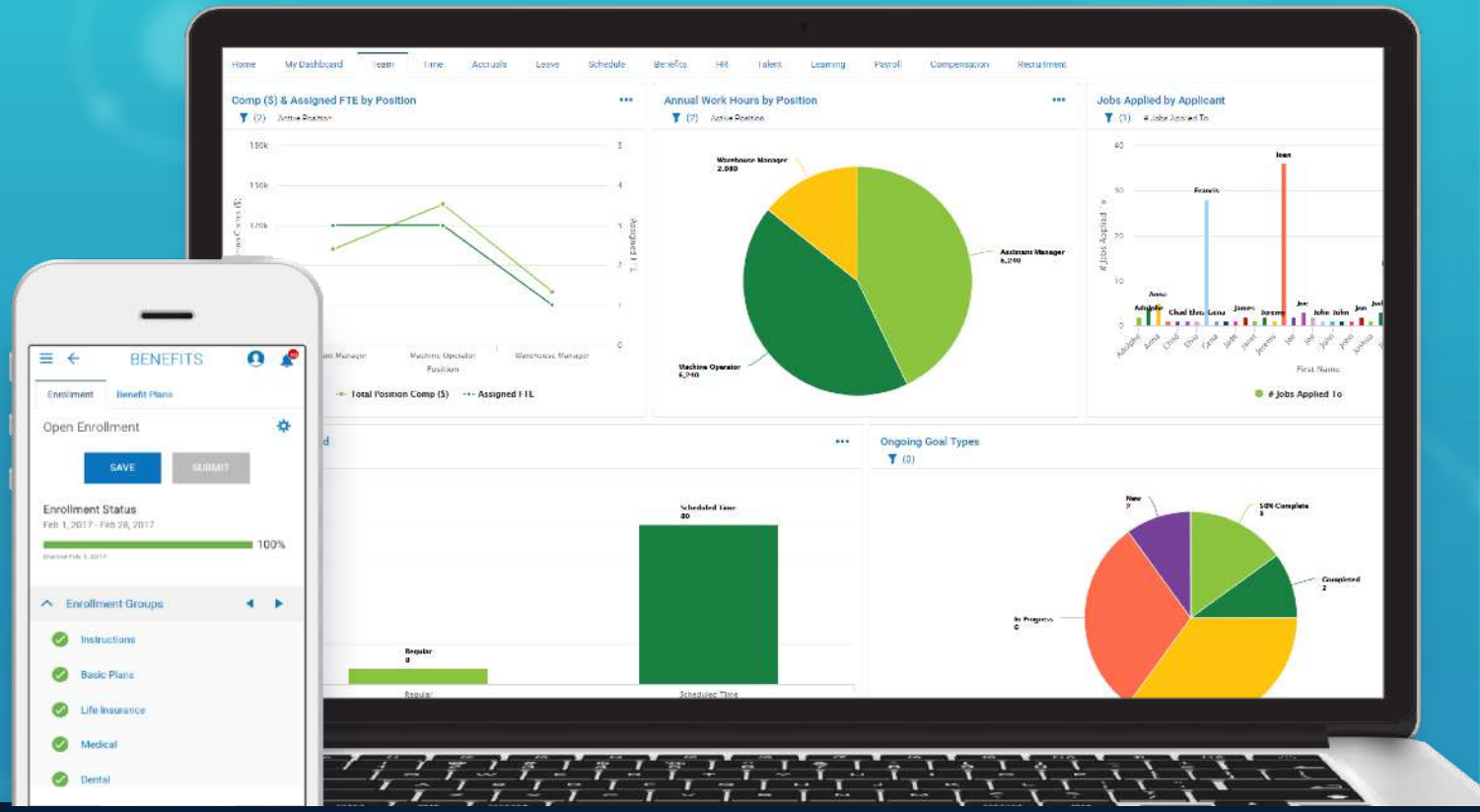
Engaging the modern workforce

From pre-hire to retire, our solutions are designed to **meet the needs of all worker types** – salaried, hourly, contract, and beyond

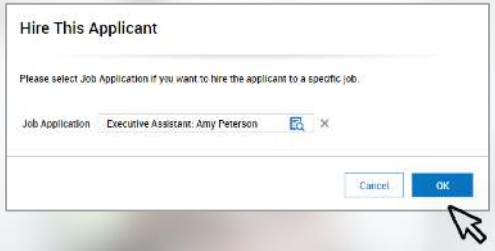


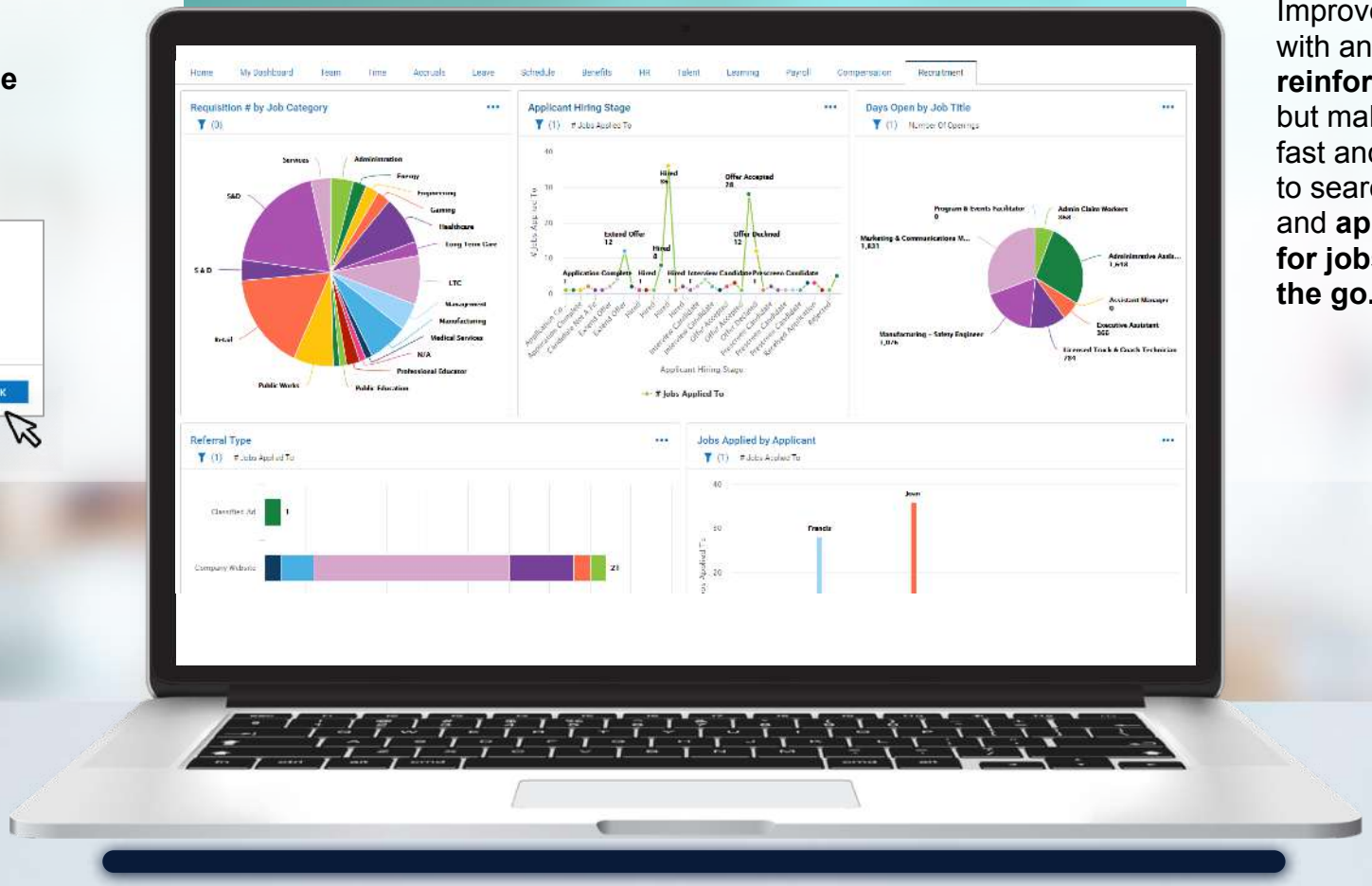
This all leads to an HR department focused on providing an experience that helps your employees **work inspired**

Talent Acquisition

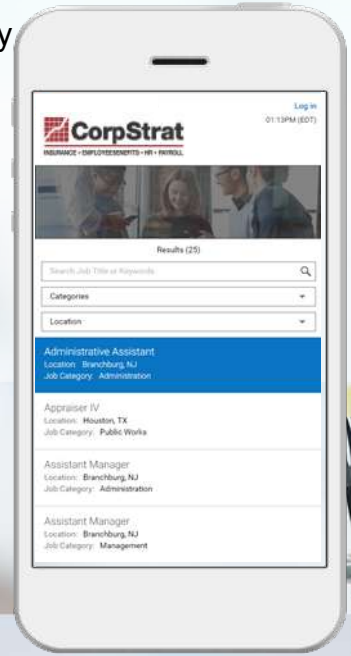
Effectively Source, Track, and Evaluate Talent

Applicant information **flows seamlessly into the employee record** upon hire for reduced administrative effort.





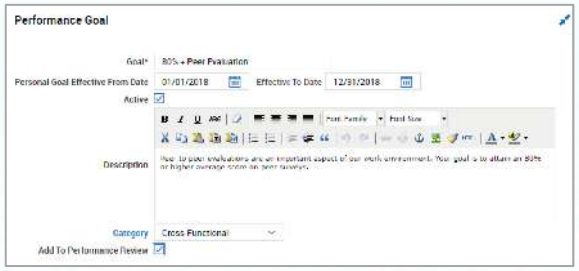
Improve the candidate experience with an applicant portal that not only **reinforces your employer brand**, but makes it fast and easy to search and **apply for jobs on the go.**



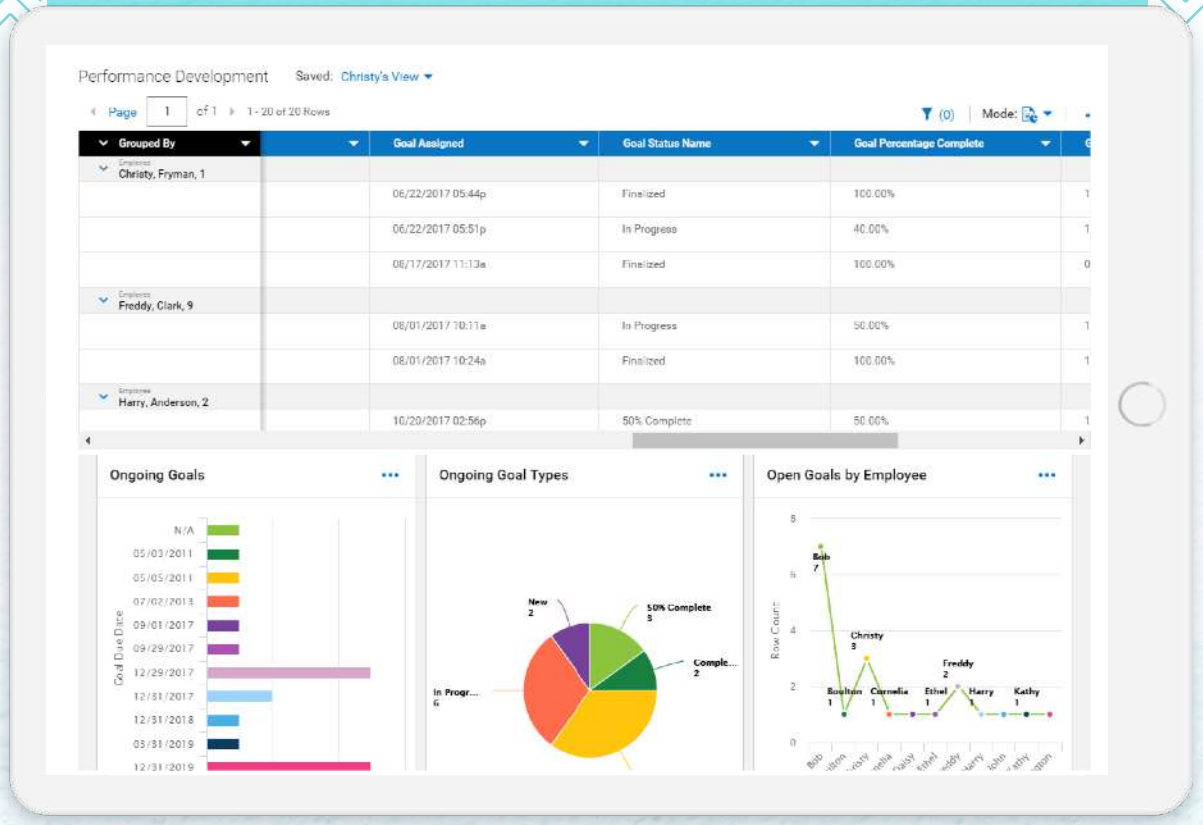
With an easy-to-use experience for candidates and hiring managers, our automated solution helps your teams **recruit, screen, track, hire, and complete employee verification** of best-fit candidates — to build a more engaged and productive workforce.

Performance Management

Align Your Entire Organization for Success



Continuous feedback is an essential component of an effective performance management strategy. Provide managers with **real-time feedback tools** to increase employee engagement and performance throughout the year.

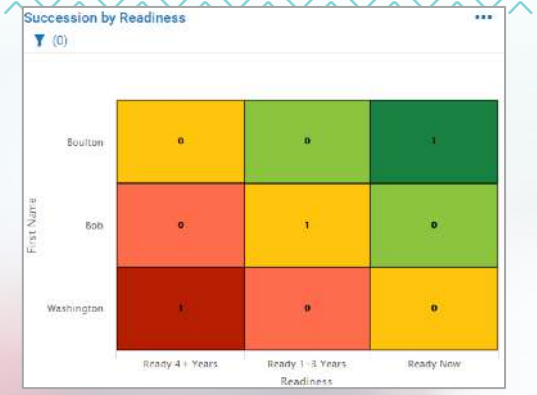


Managers gain immediate visibility into their employees' goal status and performance **continually throughout the year** – enabling them to offer real-time feedback, nurture progress, manage specific outcomes, and recognize achievements.

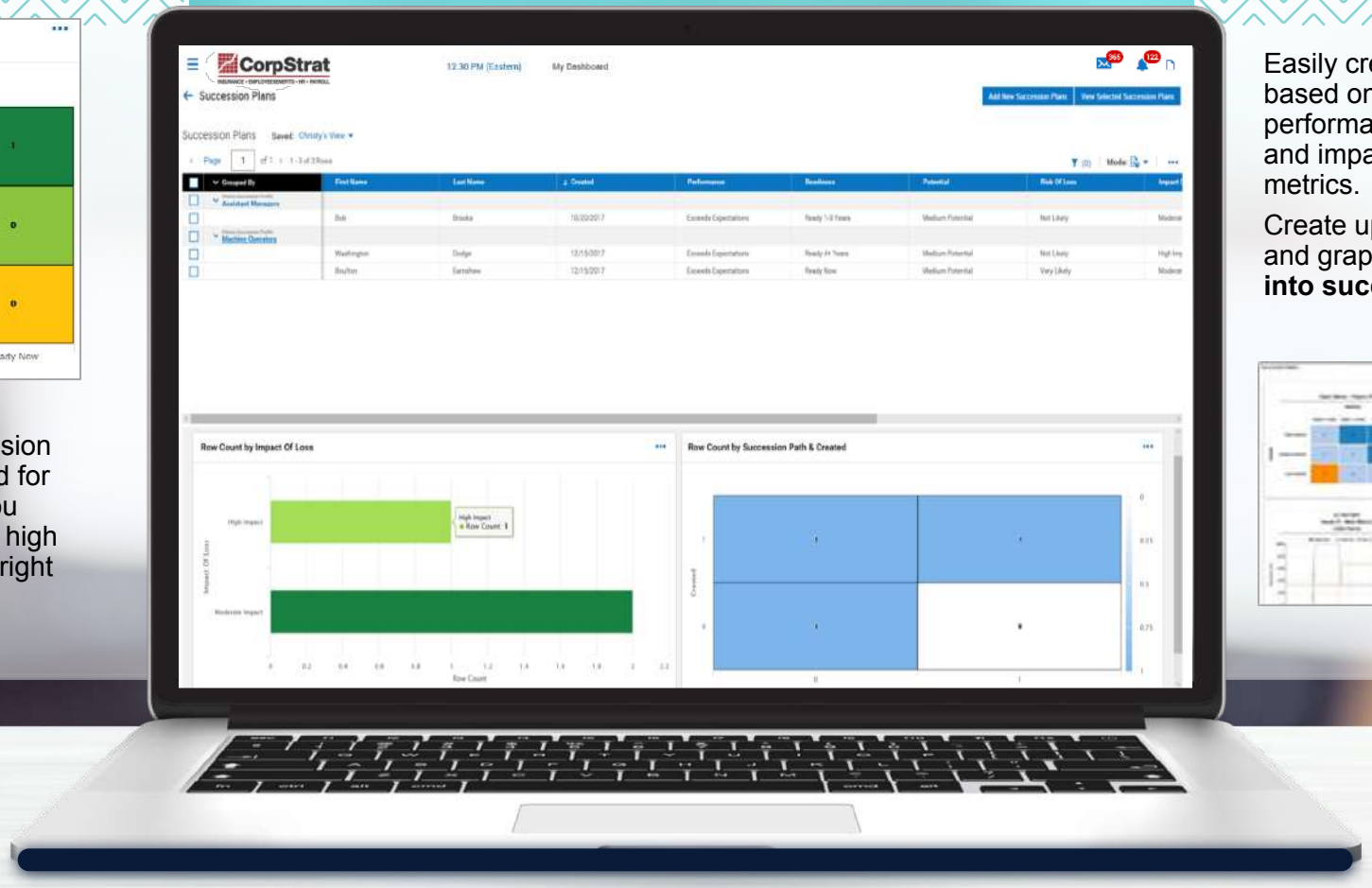
Eliminate paper-based forms, **gain visibility and streamline the performance management** to ensure timely completion and that the development of all employees – both salaried and hourly – is supported.

Succession Planning

Identify and Develop Top Talent

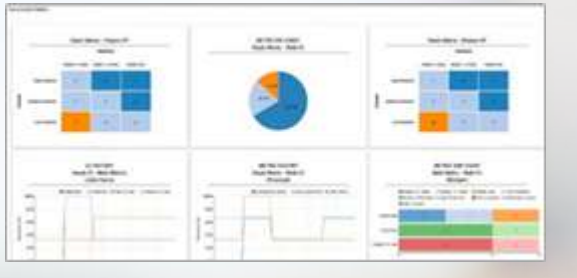


Easy-to-use, drag and drop talent matrices ensure succession plans are automatically updated for real-time accuracy – helping you understand your talent, identify high performers, and determine the right development opportunities.



Easily create matrices and talent pools based on key data points such as performance, readiness, potential, risk and impact of loss, as well as custom metrics.

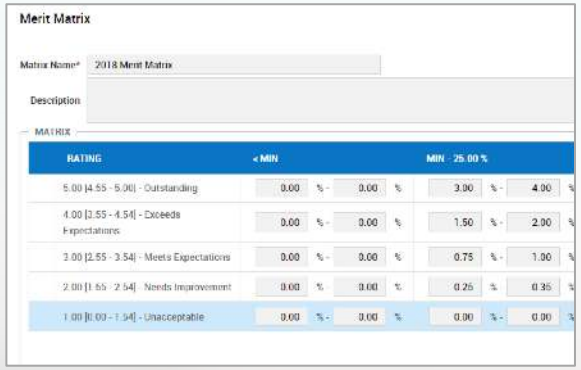
Create up to 100 configurable charts and graphs for **at-a-glance visibility into succession plan details**.



In today's tight labor market, talent retention and mobility are critical. Our interactive succession planning tools enable organizations to easily develop a pipeline of talent, create career paths, and build bench strength – to **better engage and retain top talent and ensure business continuity.**

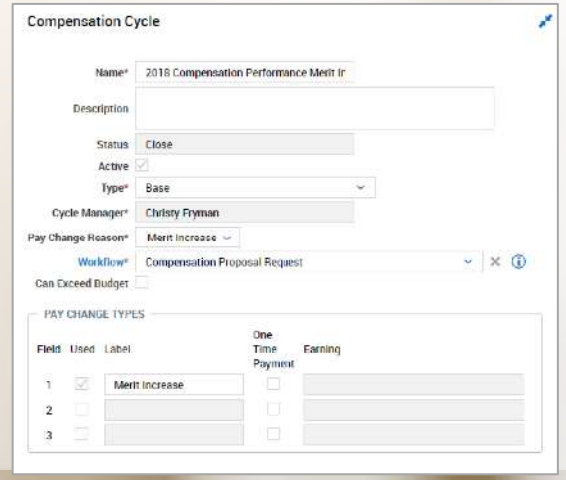
Compensation Management

Automate Compensation Planning for Improved Visibility and Governance



Define compensation cycle budgets using an intuitive, spreadsheet-like interface. The application **supports both top-down and bottom-up budgeting processes** — with appropriate approval workflows — and your choice of salary structure.

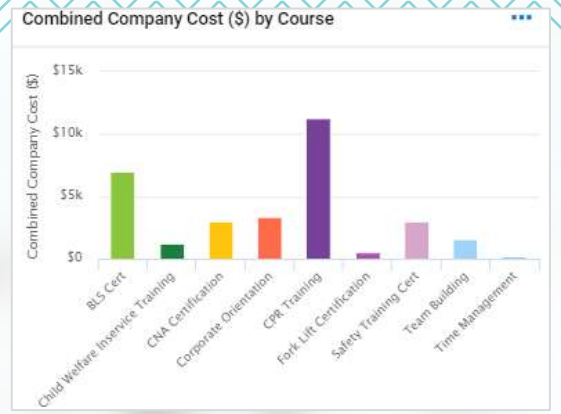
Streamline compensation administration and **support annual, off-cycle, and year-round compensation cycles** for merit and bonus pay, promotional increases, and incentives.



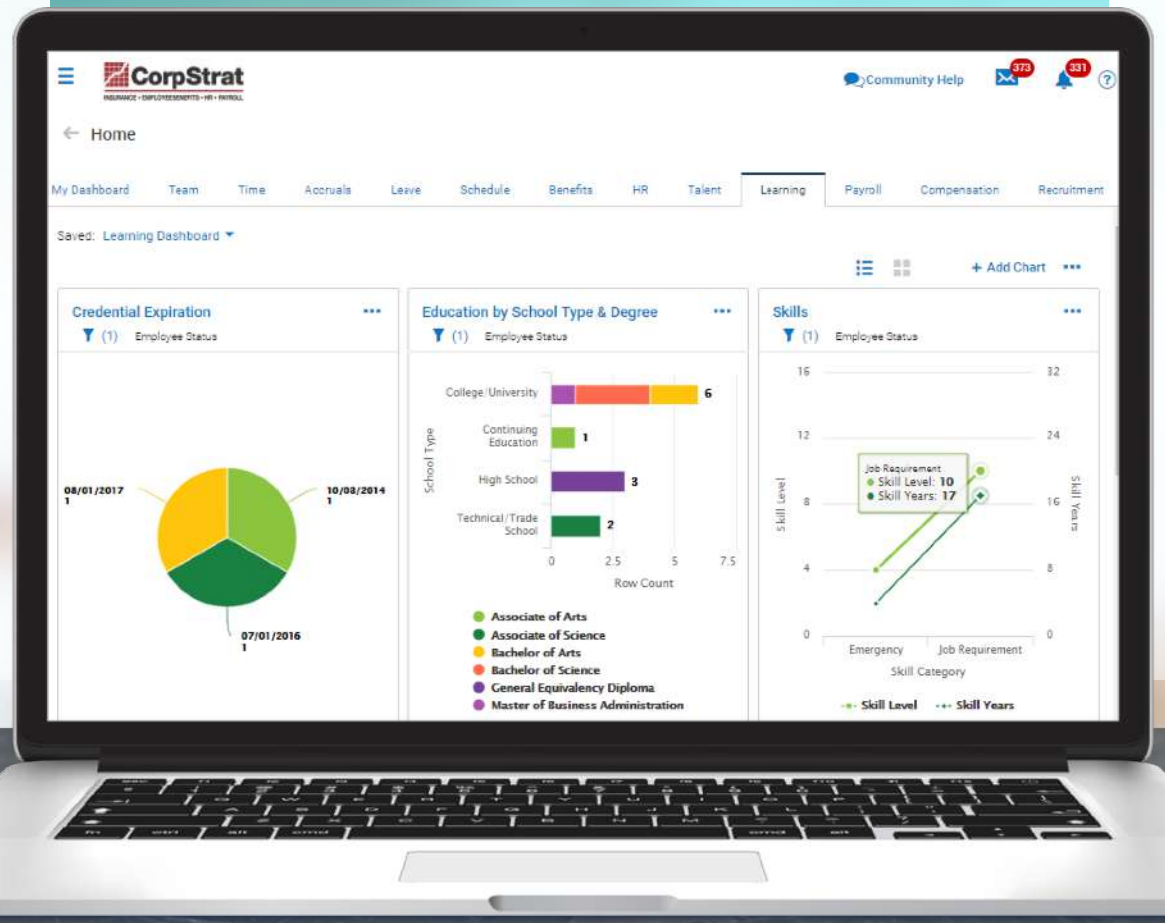
Achieve greater **insights into every phase of compensation planning**. Streamline and simplify the entire compensation management process from defining guidelines and programs, to modeling and budgeting — even routing your proposals for approval.

Learning Tools

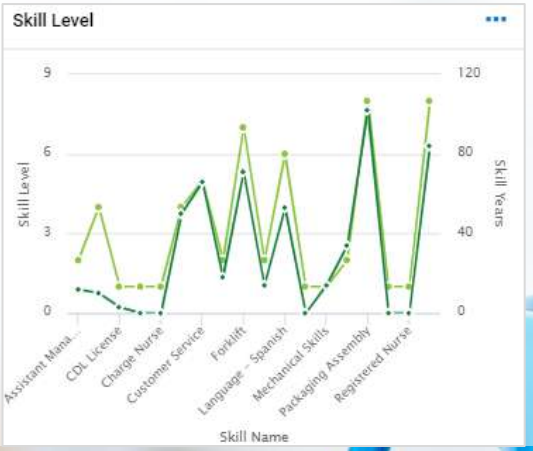
Train New Hires and Develop Existing Talent



Manage required certifications and training, track course registration and enrollment, schedule learning activities, and monitor progress – ensuring you have the right employee in the right place at the right time, with the right training.



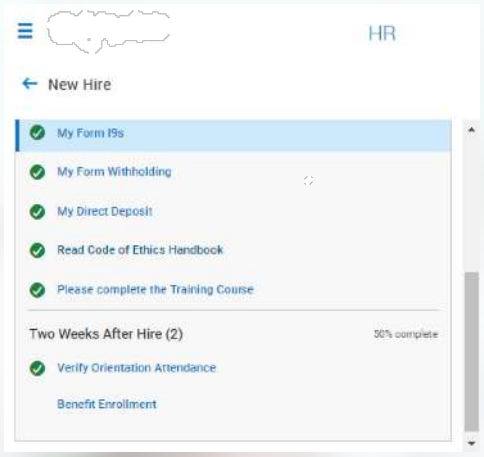
Build a learning plan in the solution by assigning individual employees or work groups to relevant training material. Easily track and analyze outcomes to ensure learning targets are met.



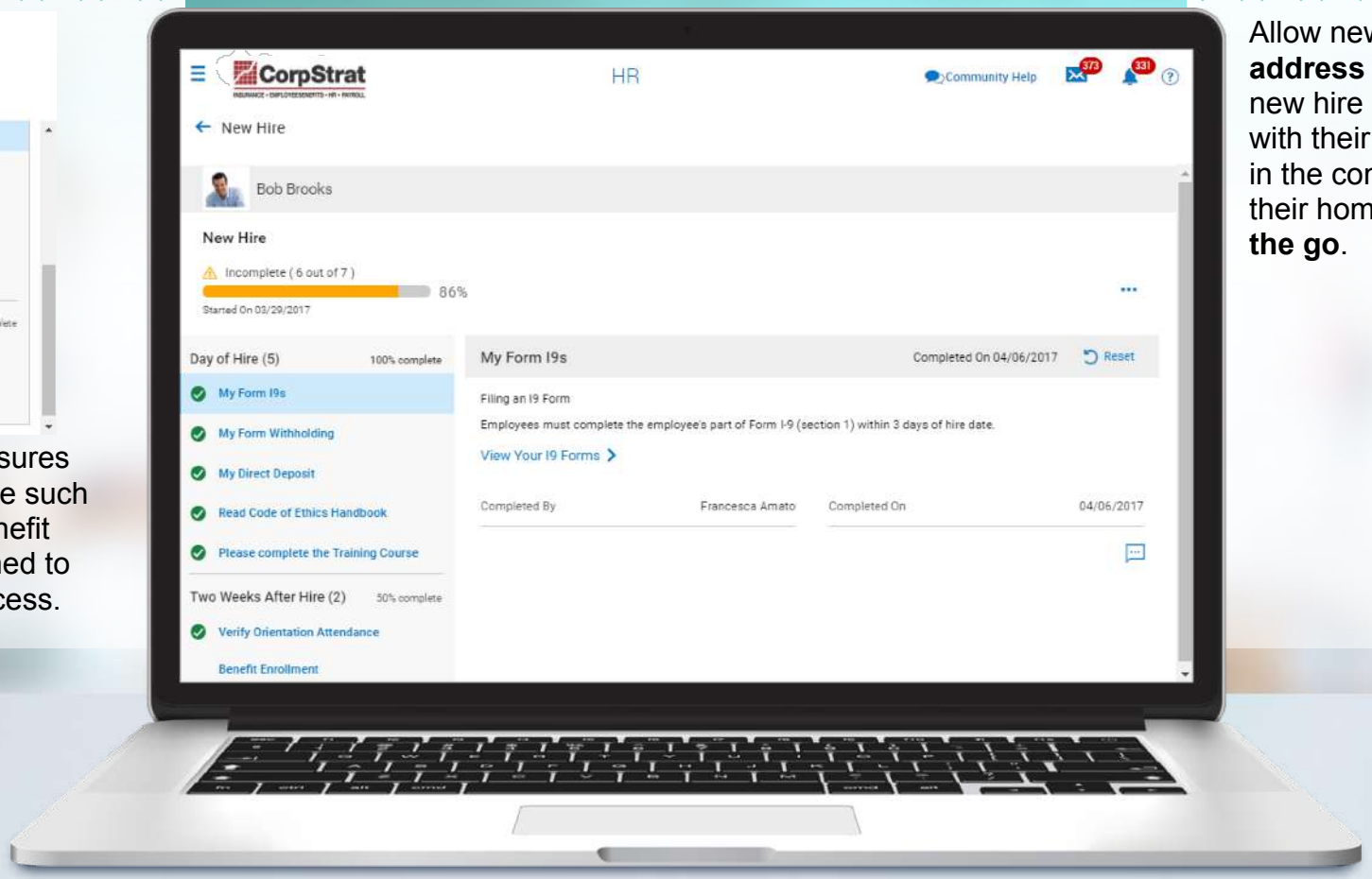
Manage the delivery of employee training, from administration and registration to content delivery and tracking to **enhance employee development and maintain productivity**.

Onboarding

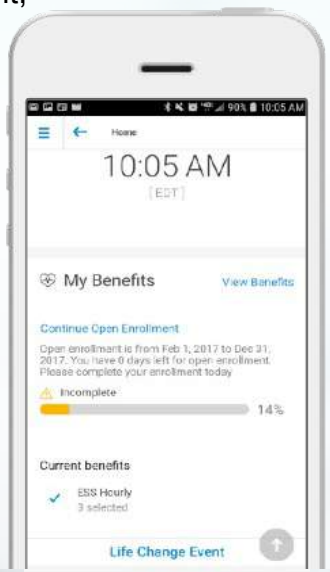
Deliver a Consistent and Engaging Onboarding Experience



An **onboarding checklist** ensures key includes items to complete such as I9, W4, Direct Deposit, Benefit Enrollment that can be assigned to different users during the process.



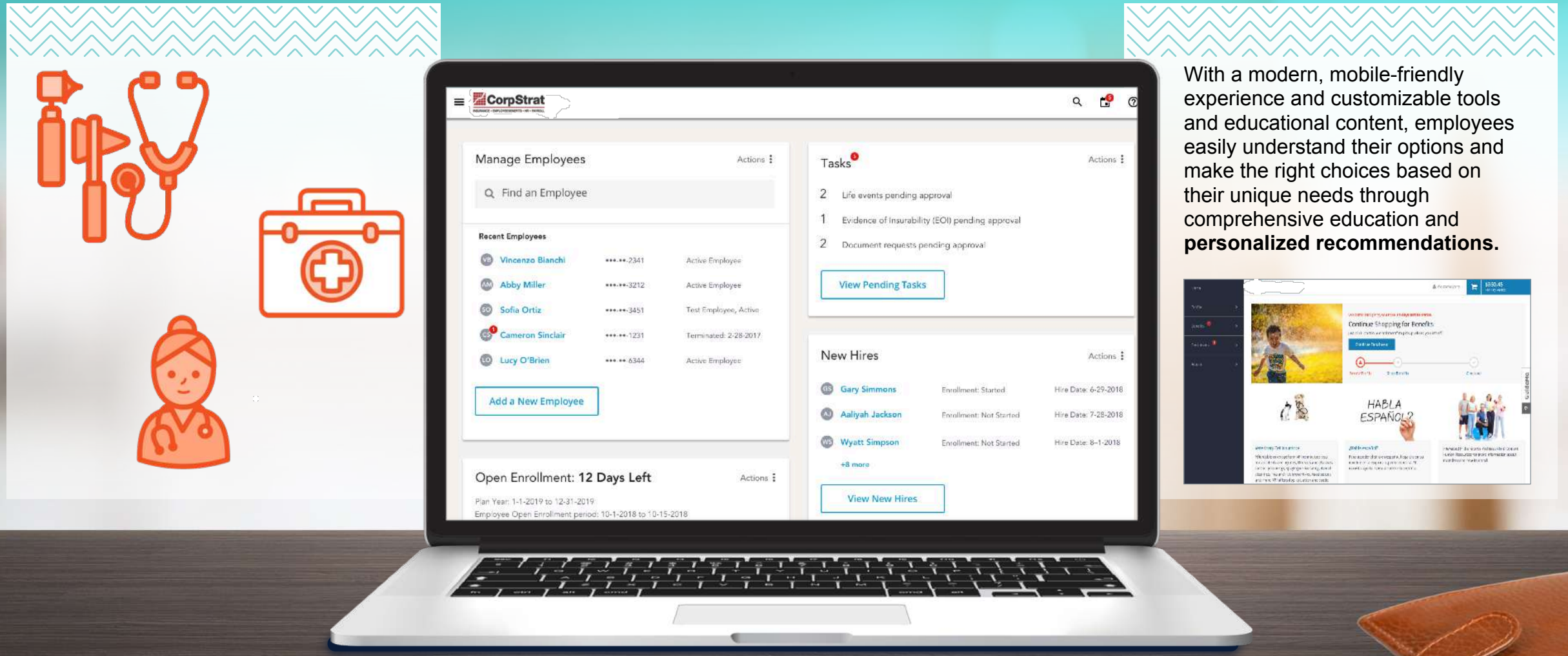
Allow new hires the **flexibility to address important items**, such as new hire enrollment, with their family in the comfort of their home or **on the go**.



Don't let confusing, inconsistent processes; stacks of paper forms; and limited resources make your new hire's first day not the best day. An effective approach to onboarding can lead to **better new employee retention, reduced turnover, and faster time to productivity.**

Benefits Management

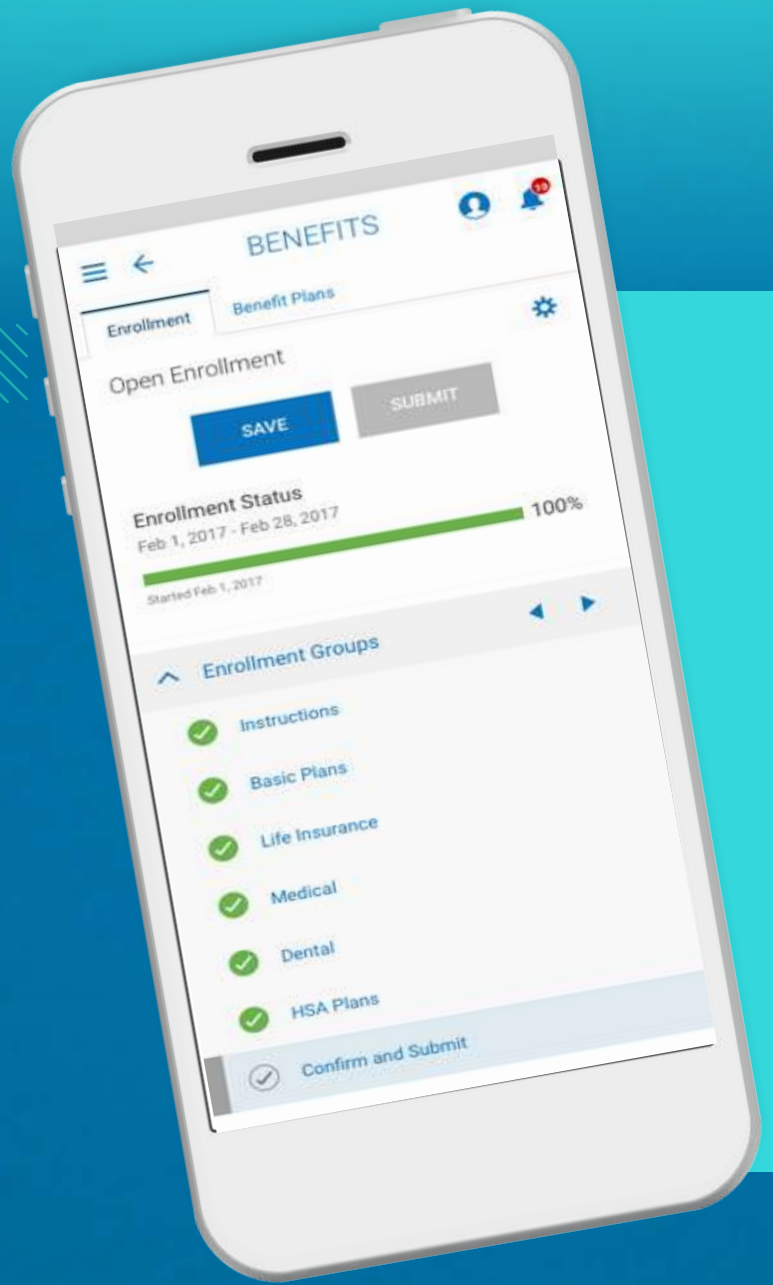
Benefits Covered from Start to Finish



With a modern, mobile-friendly experience and customizable tools and educational content, employees easily understand their options and make the right choices based on their unique needs through comprehensive education and **personalized recommendations.**

Administering benefits can be complicated, and costly for employers when not done right. To facilitate benefits education and communication, manage eligibility, automate enrollment, manage carrier billing, and adhere to Affordable Care Act (ACA) requirements - **organizations need technology**.

Benefits on Mobile

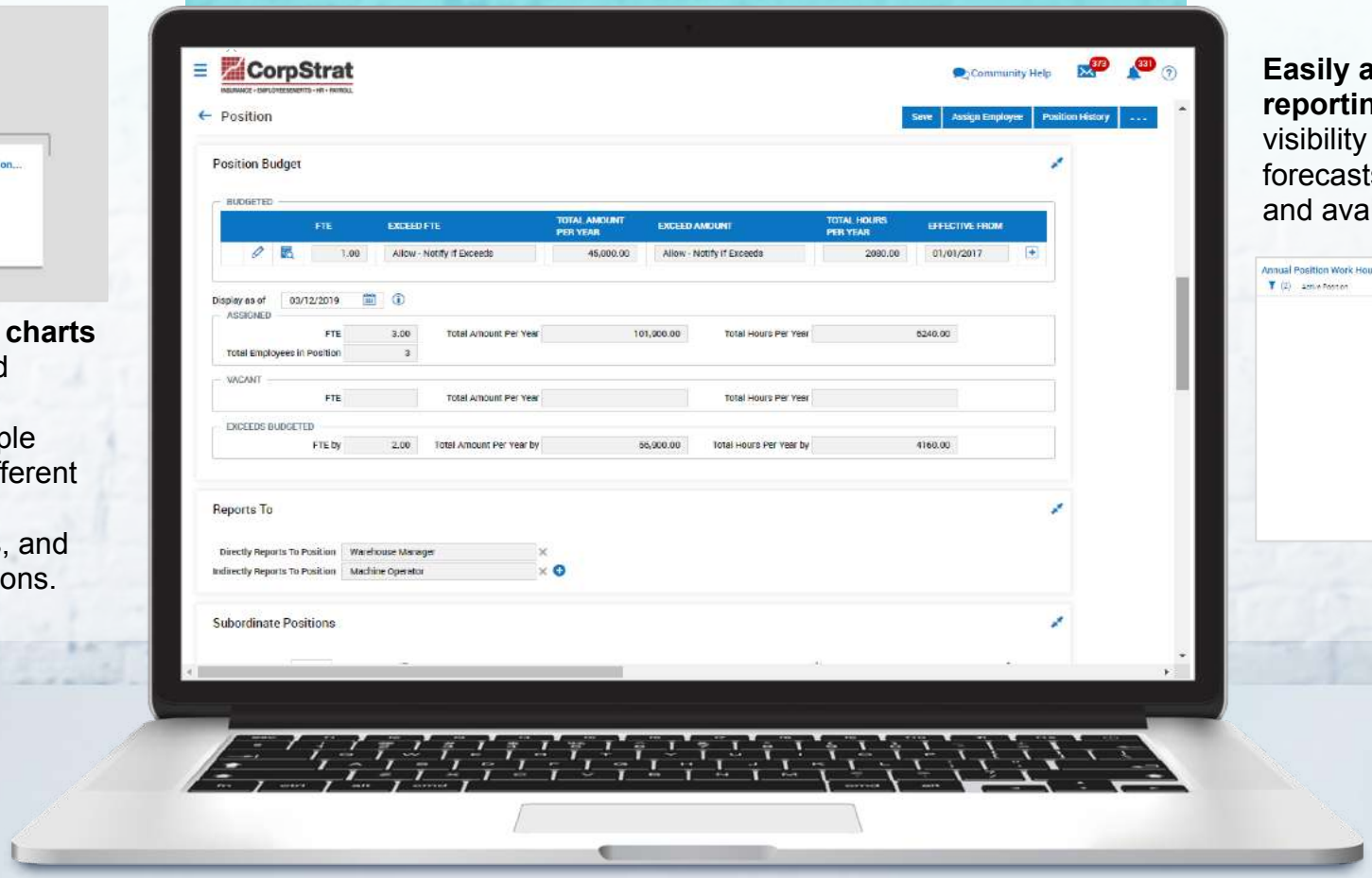


View and enroll in benefits, see detailed information on benefit plans, and even fill in questionnaires all from a **mobile device**.

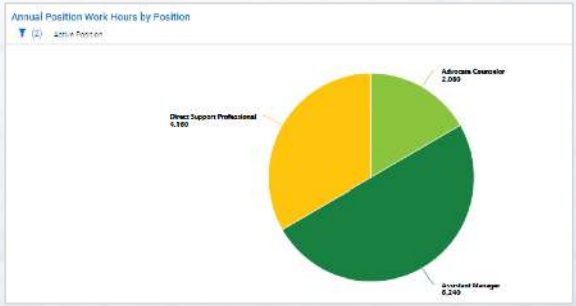
Position Management

Manage Your Workforce, Your Way

Flexible position hierarchy charts streamline administration and ensure accurate tracking of employees assigned to multiple positions that may require different pay rates, funding sources, allowances, time off, benefits, and deductions for different positions.



Easily accessible, real-time reporting and analytics provide visibility into time allocation, budget forecasts, current staffing levels, and available funding for positions.



Unlike a job-based system, position management tools separate individual employees from their job roles and definitions to give organizations the flexibility to **more efficiently and accurately manage their organization's structure, including headcount and labor costs**.

Payroll Management

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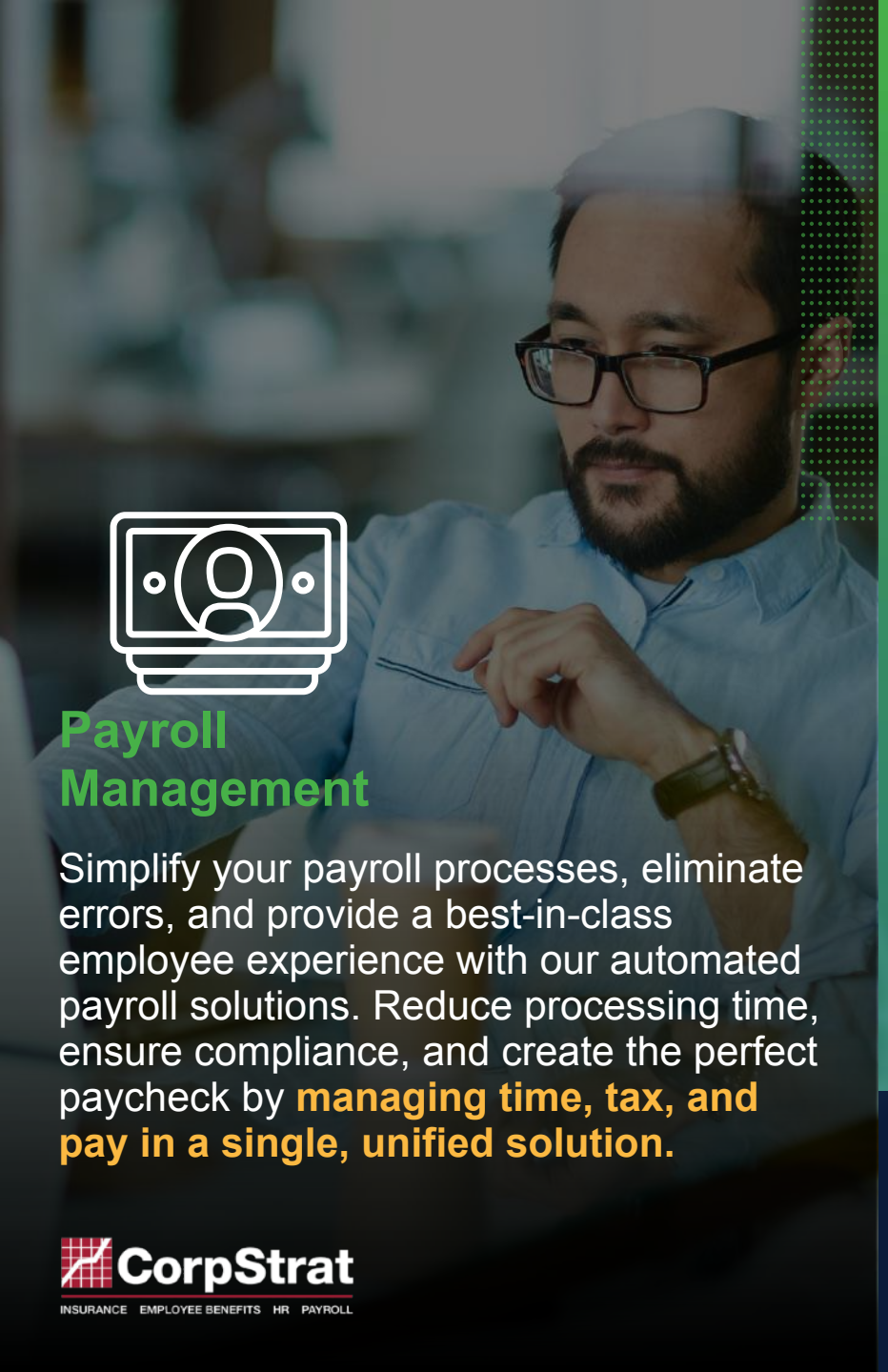

Payroll Management

Simplify your payroll processes, eliminate errors, and provide a best-in-class employee experience with our automated payroll solutions. Reduce processing time, ensure compliance, and create the perfect paycheck by **managing time, tax, and pay in a single, unified solution.**

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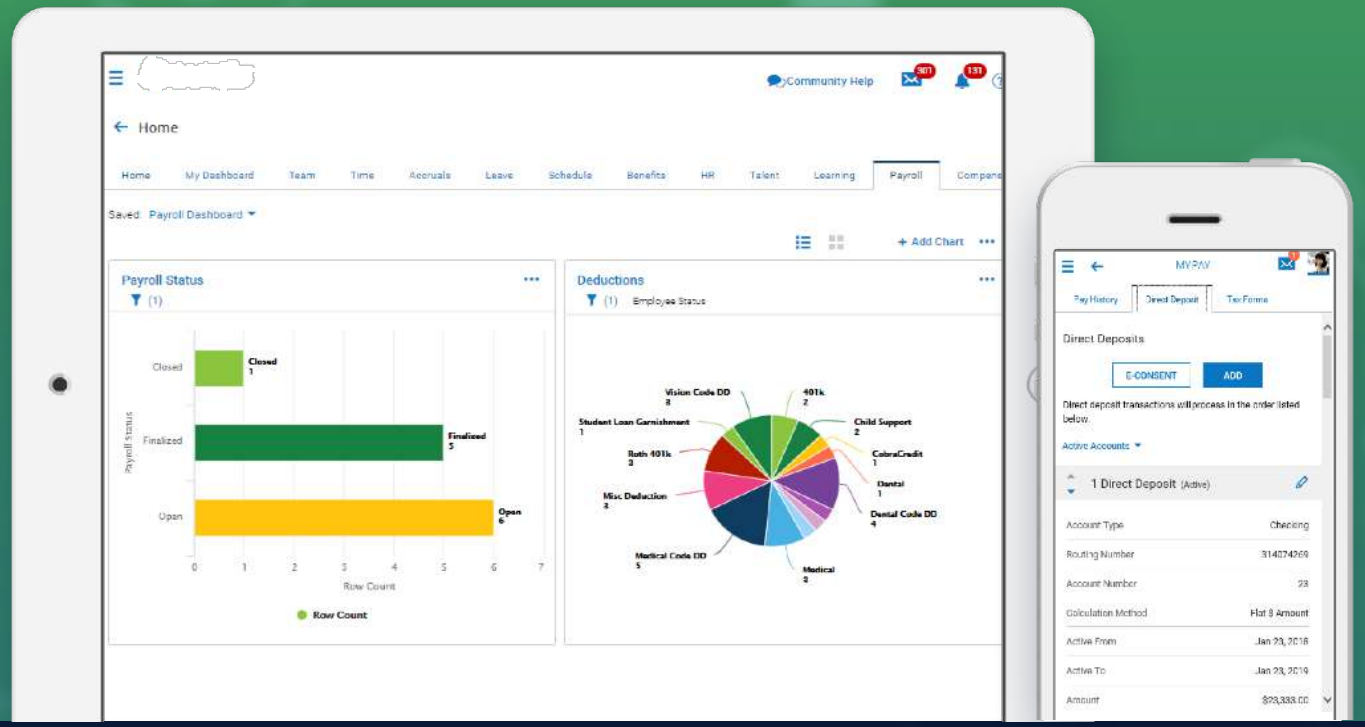
INSURANCE EMPLOYEE BENEFITS HR PAYROLL

Deliver the perfect paycheck every time

Automated, accurate processing, end-to-end services, embedded compliance, and transparent employee self-service tools.

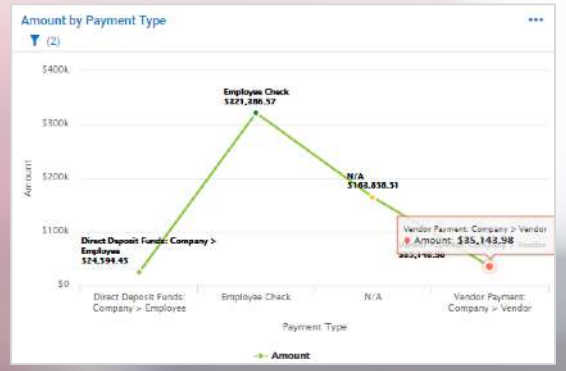


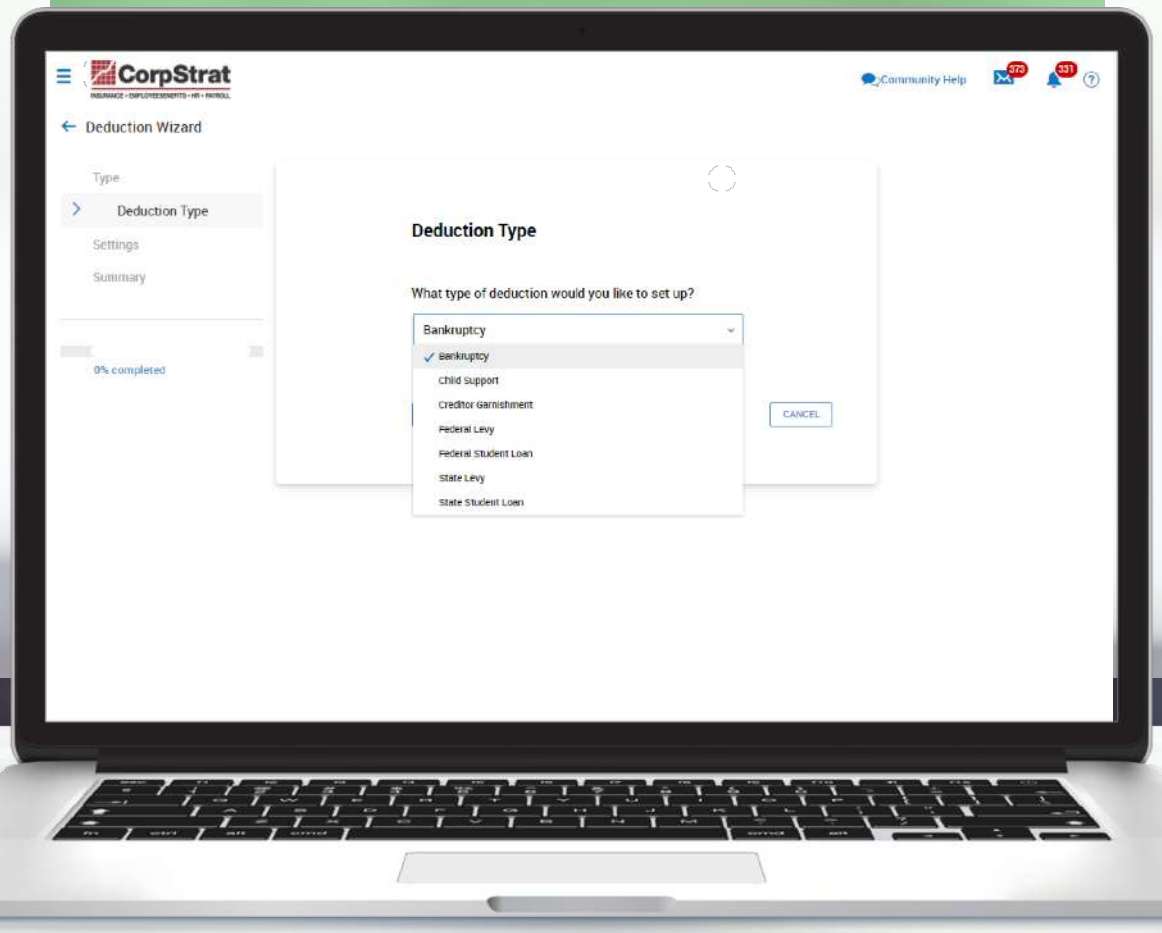
A reliable payroll foundation **builds lasting trust** between you and your employees while also boosting efficiency.

Payroll

Control Costs and Compliance Risks while Improving Efficiency

With **unified HR, Time and Attendance, and Payroll** you have the power of a single source of truth – allowing your people to make more informed business decisions in the moment. Charts and graphs help make sense of all your data too.





Access **comprehensive, real-time reports** such as this Payroll Recap and Funding report. Users can run any payroll report in the system with the “to-date” range they choose.

Our automated payroll solutions **simplify your payroll processes**, empower employees with self-service features, and improve paycheck accuracy. Reduce processing time with paperless payroll, minimize risk, and create the perfect paycheck with instant access to reports and real-time data.

Payroll Services

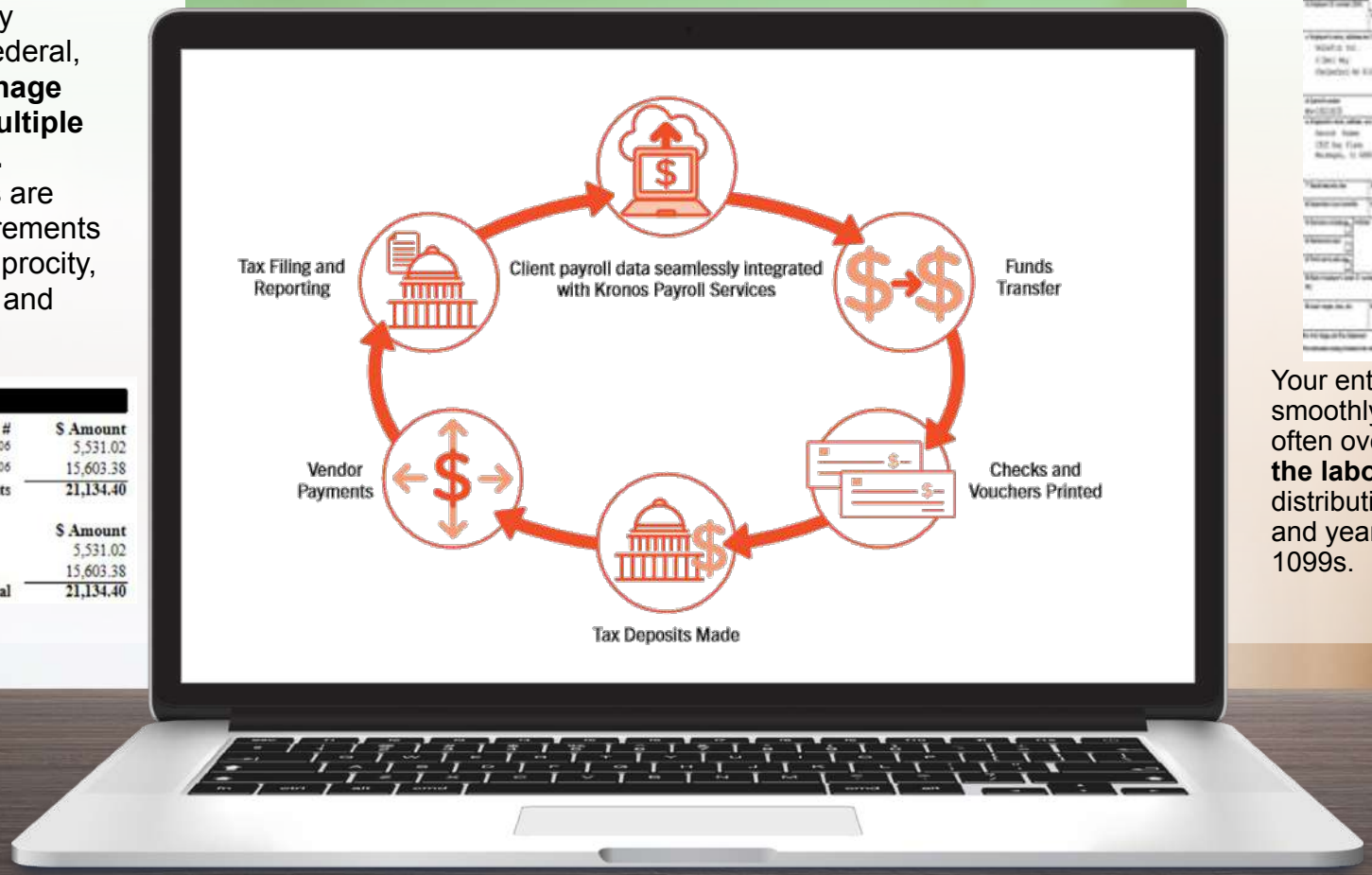
Streamline Tedious and Complex Post-payroll Processing Tasks

Payroll Services use quarterly updates from thousands of federal, state, and local codes to **manage your compliance across multiple tax types and jurisdictions.** Computation and filing errors are avoided by factoring in requirements for multi-state taxing and reciprocity, taxation wage accumulation, and withholding.

Recap

Kronos Payroll Services Del	Date	Bank Account #	$ Amount
Tax Payment	12/12/2017	xxxxxx2906	5,531.02
Empl. Dir. Dep. SPA	12/12/2017	xxxxxx2906	15,603.38
		Total Debits	21,134.40

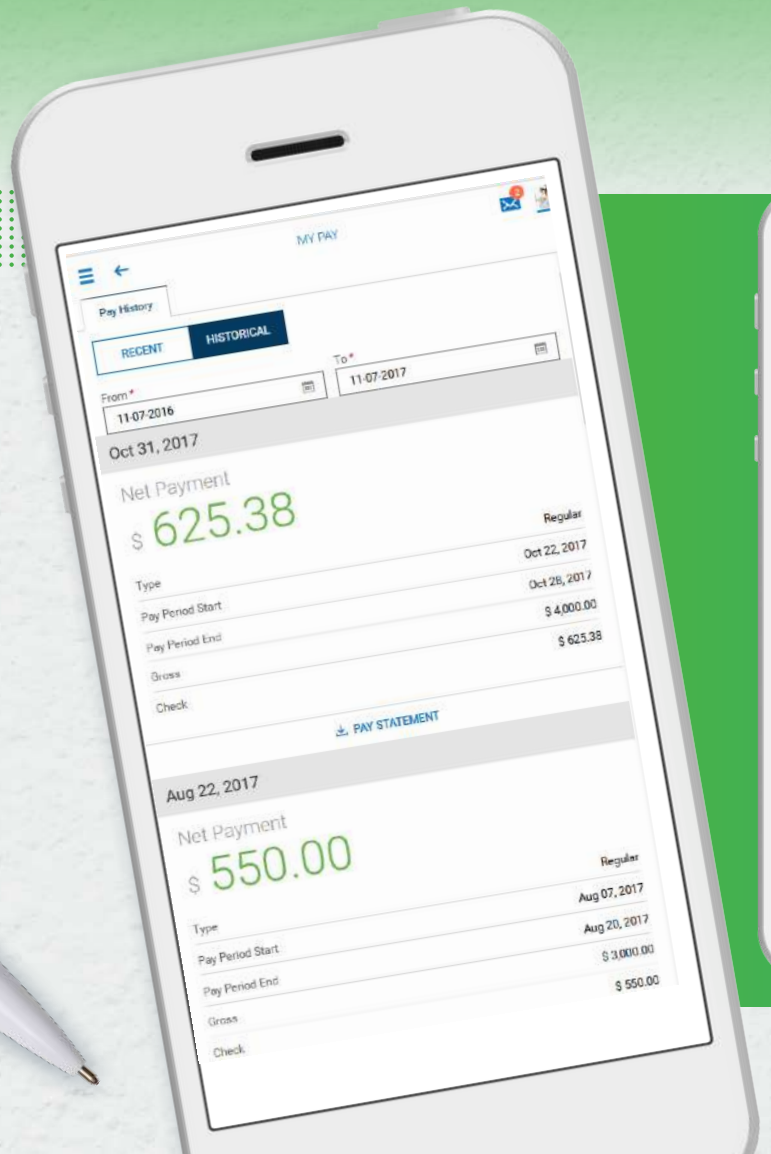
Cash Requirements: xxxxxx2906	$ Amount
Tax Payment	5,531.02
Empl. Dir. Dep. SPA	15,603.38
Total	21,134.40

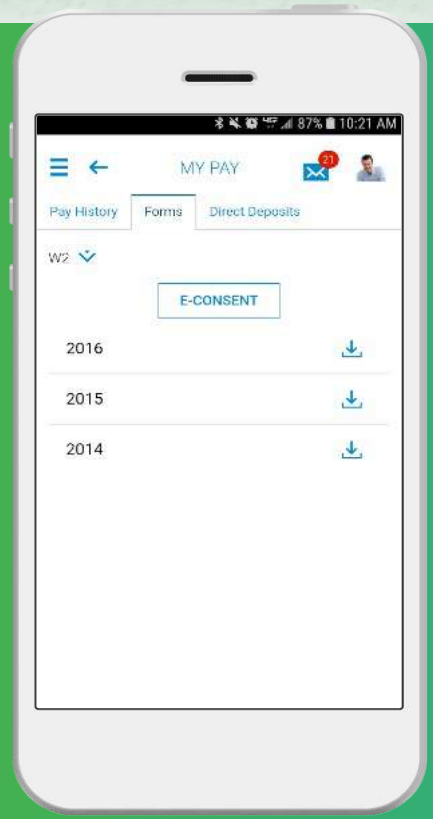


Your entire payroll process needs to run smoothly, even at distribution. This stage is often overlooked — and costly. **Eliminate the labor-intensive work** of printing and distributing checks, direct deposit vouchers, and year-end tax forms such as W-2s and 1099s.

CorpStrat Payroll Services seamlessly integrated with Payroll and provides services such as tax filing, garnishment processing, and distribution of checks — while providing the **ease and convenience of working with a single vendor.**

Payroll on Mobile





Track pay, set up direct deposit and view tax forms (w-2 or 1099) when you need it and at your convenience on a mobile device.

Workforce Management

An automated, accurate workforce management system that helps boost employee productivity while giving **real-time insight into labor data.**

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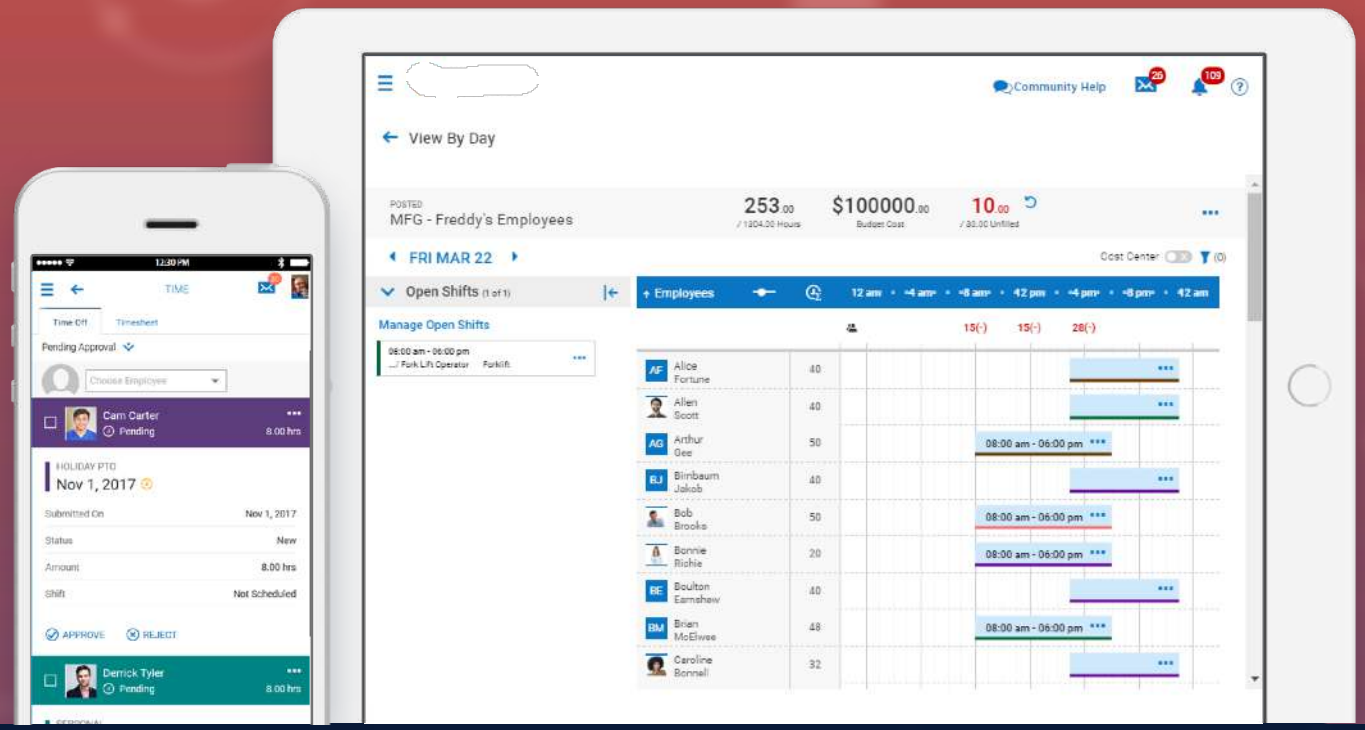
INSURANCE EMPLOYEE BENEFITS HR PAYROLL

Building a strong foundation

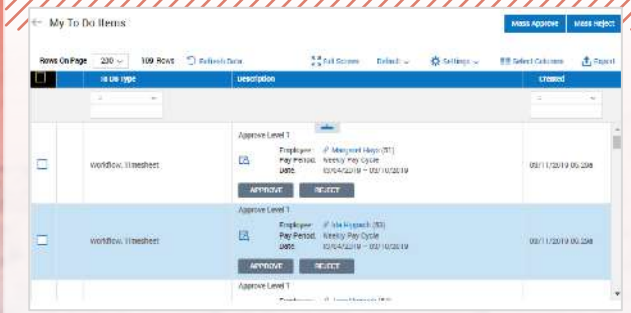
Efficient processes to manage your diverse workforce in an intuitive, engaging way while controlling labor costs and lowering compliance risk



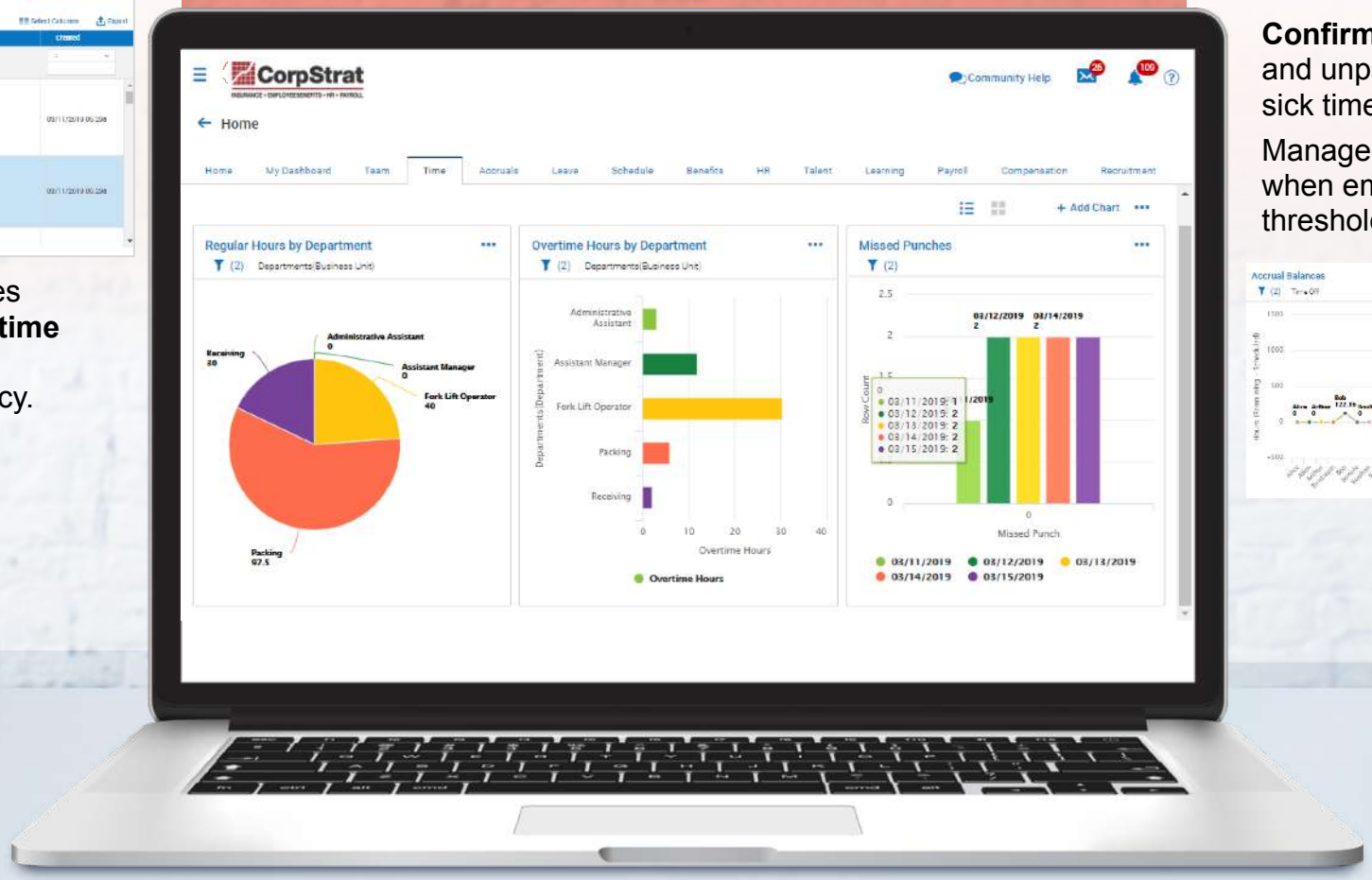
The result? You can now spend your **time engaging with your teams** and achieving business goals instead of just keeping the lights on

Time and Attendance

Control Labor Costs With Automated, Accurate Time and Attendance

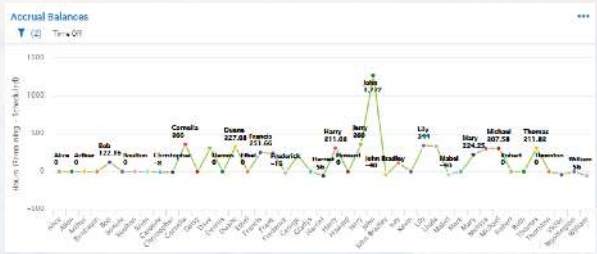


Complete automation eliminates timekeeping errors, while **real-time calculations** help maintain compliance and payroll accuracy.



Confirm employee eligibility for paid and unpaid leave based on vacation, sick time, and other criteria.

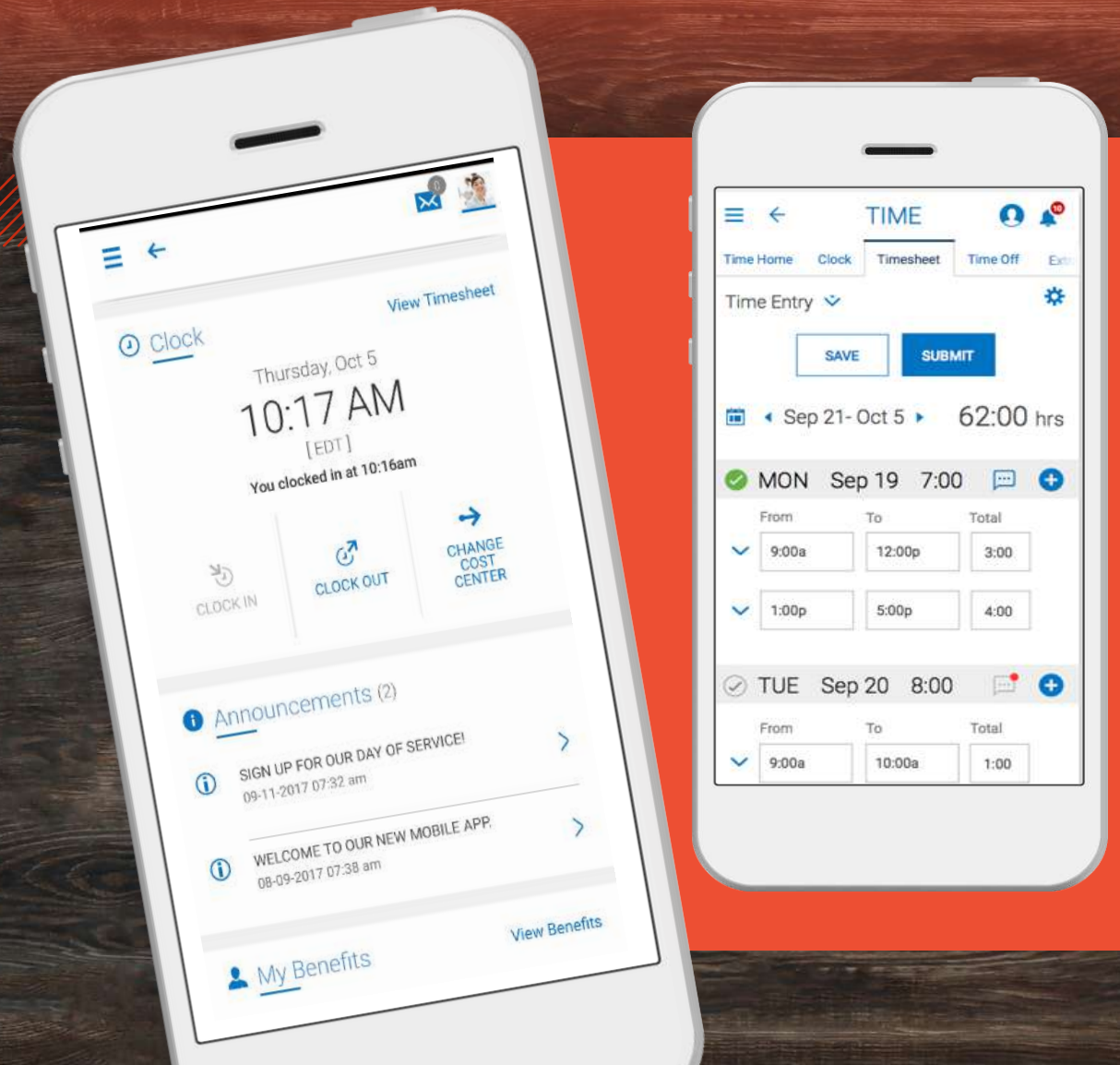
Managers are **automatically notified** when employees exceed established thresholds to help ensure compliance.



Disparate systems and inefficient time and attendance, and data collection processes, can slow growth and frustrate employees. Integrating these processes can **boost employee productivity while providing real-time insight into labor data** to help control costs and reduce compliance risk.

Mobile Time and Attendance

Mobile accessibility gives employees immediate access to their HR, schedule, and pay data. Employees can punch in and out with GPS coordinates, change cost centers/labor transfer, submit timesheets, and view their schedules, time-off and leave-of-absence calendars, accrual balances, and pay statements real-time.



Users can easily **complete common tasks** on their mobile device of choice while maintaining productivity and functionality across the entire workforce management spectrum — from time and labor management to HR and payroll — all while incorporating on-the-go access to features ideal for out-of-office use.

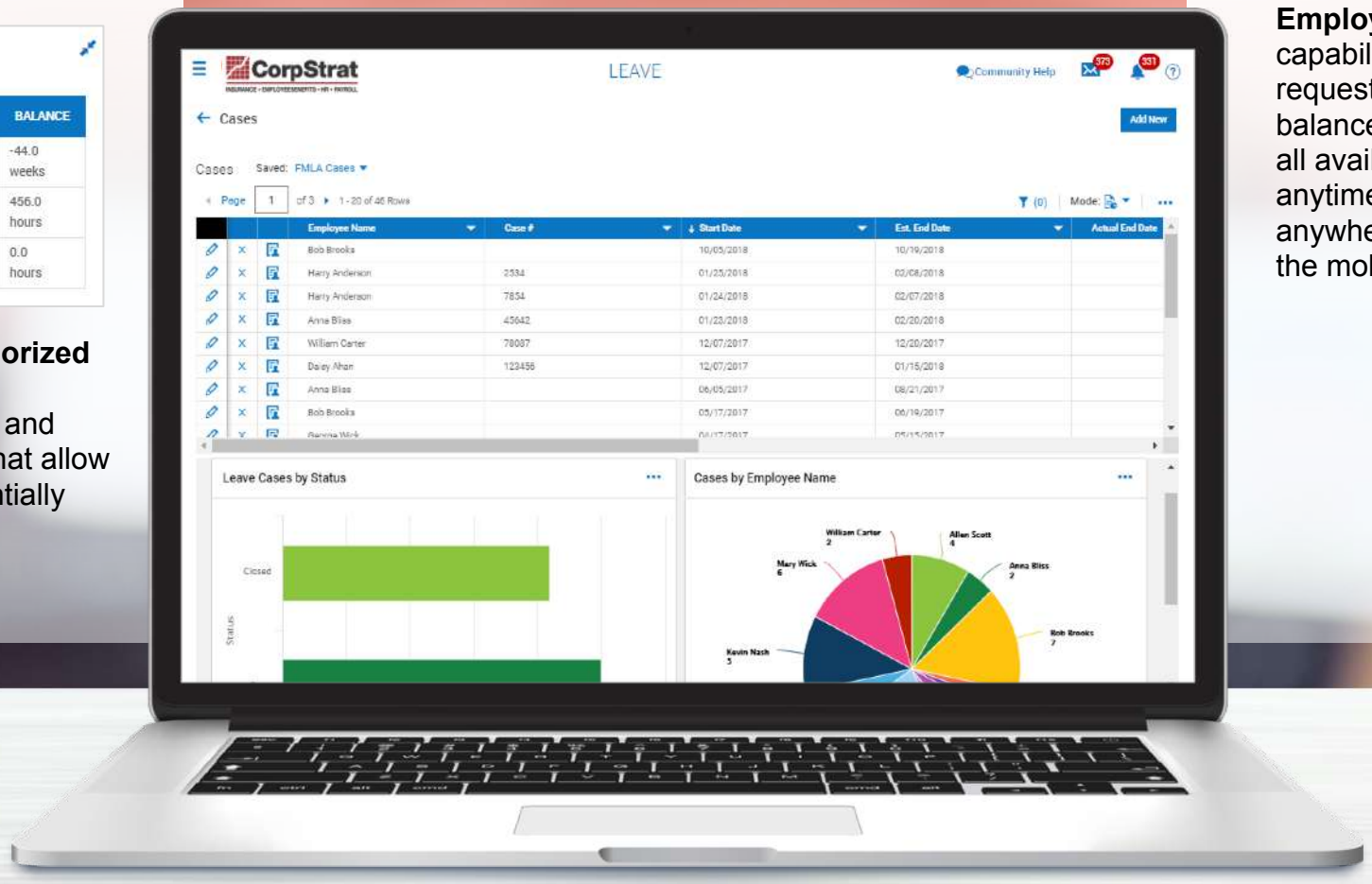
Absence & Leave

Control and Mitigate Employee Absenteeism

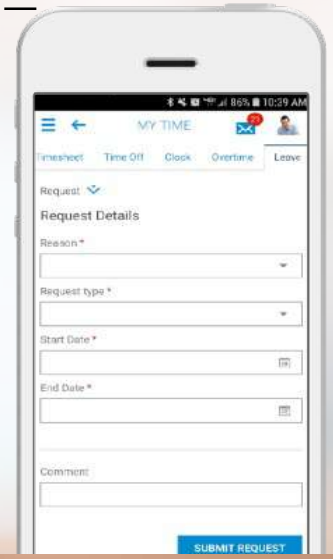
Entitlement

ENTITLEMENT		AS OF	TAKEN	AS OF	BALANCE
Military	12.0 weeks	10/31/2018	56.0 weeks	01/21/2014	-44.0 weeks
Medical	480.0 hours	01/26/2017	24.0 hours	11/02/2016	456.0 hours
Non-Medical	0.0 hours		0.0 hours	11/02/2016	0.0 hours

Prevent ineligible or unauthorized time off. Every leave case is automatically tracked for time and eligibility, with **notifications** that allow managers to control the potentially high cost of absence.



Employee visibility and self-service capabilities are bolstered through request initiations, leave eligibility, and balance tracking — all available anytime, anywhere with the mobile app.

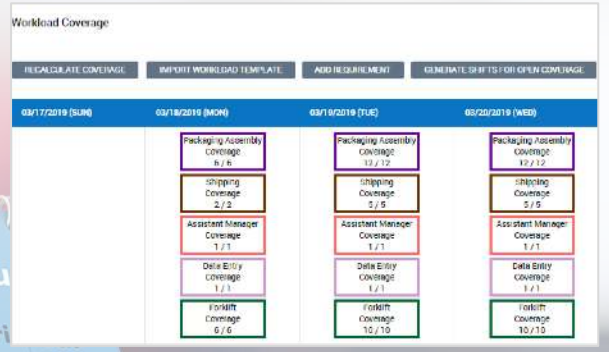


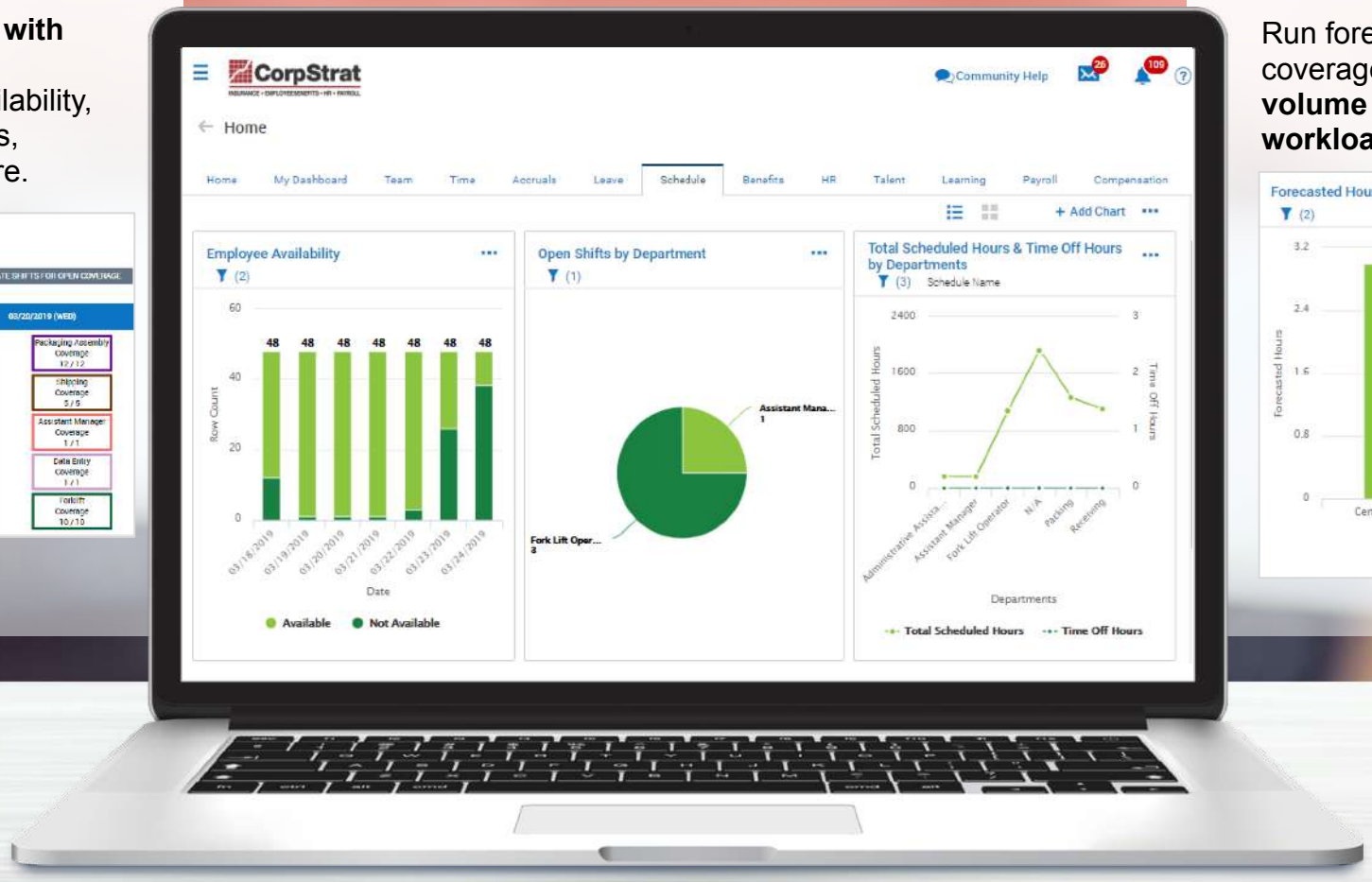
Employee absence can have an enormous impact on your organization affecting costs, productivity and even morale. Consistent absence and leave policy enforcement **eliminates risk** for litigation and non-compliance with local, state, federal, and organizational policies and regulations.

Scheduler

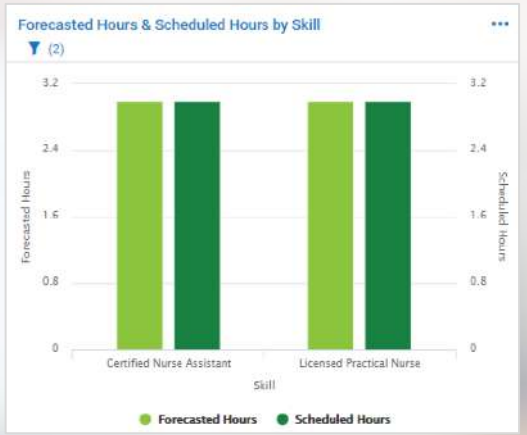
Put the Right Person in the Right Place at the Right Time

Automatically fill open shifts with the right people, based on predefined criteria such as availability, preferences, skills, certifications, union rules, labor laws and more.





Run forecasted versus scheduled coverage reports and **use historical volume data to better manage workload** for future schedule periods.



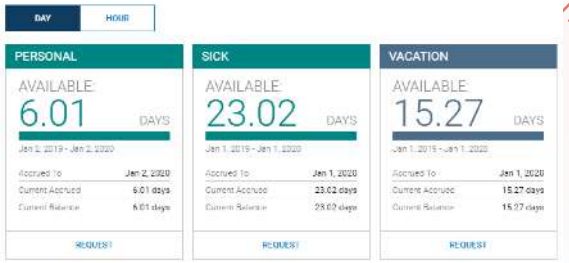
Automatically generate best-fit schedules based on your organization's unique requirements to help control labor costs, minimize compliance risk, improve productivity, and drive employee engagement.

Self-service Scheduling on Mobile

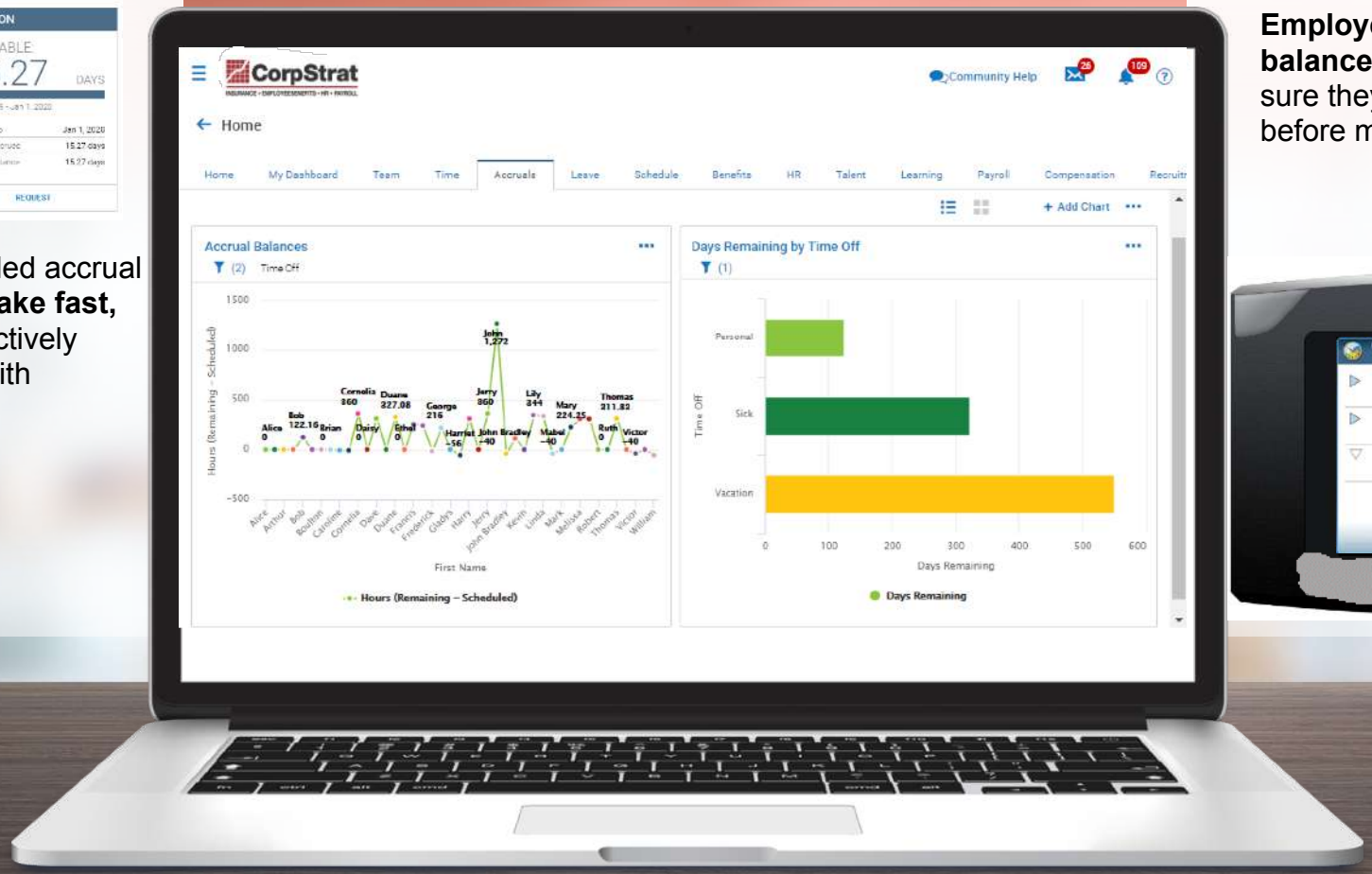
Self-service scheduling options are available on a mobile device adds a layer of **convenience for employees**. They can swap shifts, request coverage, and even request an open shift for extra hours. All rules and requirements remain enforced by CorpStrat.

Accruals

Improve Accuracy and Consistency with Automation



With one-stop access to detailed accrual information **managers can make fast, informed decisions** that effectively balance employee requests with coverage requirements.



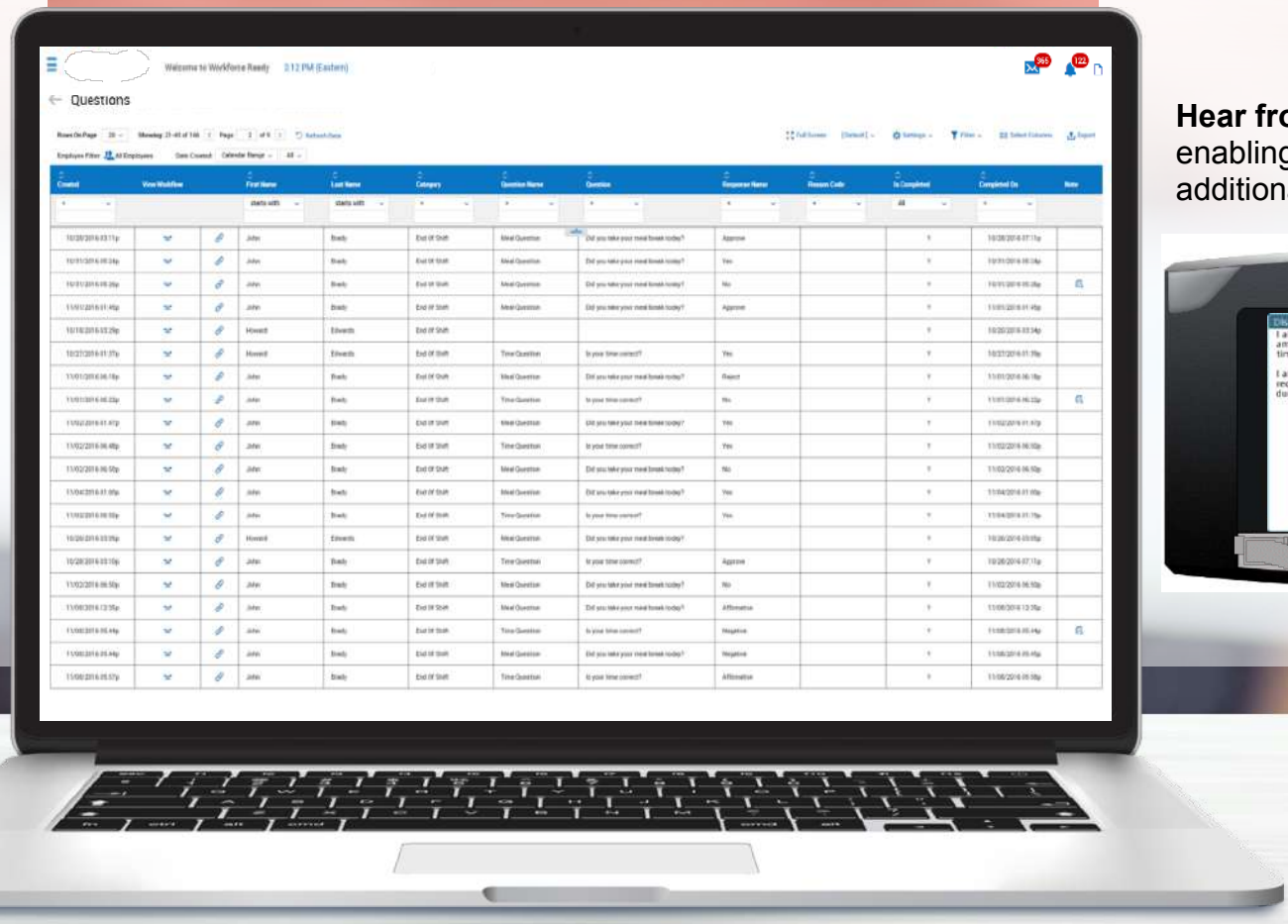
Employees can check their accrual balances on various devices to make sure they have earned time off available before making a request.

Tracking time-off accruals manually can be a tedious and error-prone process. Automation eliminates manual errors; supports fair policy enforcement; **and gives employees and managers instant visibility** into current status to streamline time-off requests and approvals.

Attestation

Drive Engagement and Compliance with Flexible Attestation Tools

Easily customize prompts to reflect applicable laws and policies, or to send automated notifications that alert employees of missed attestations.



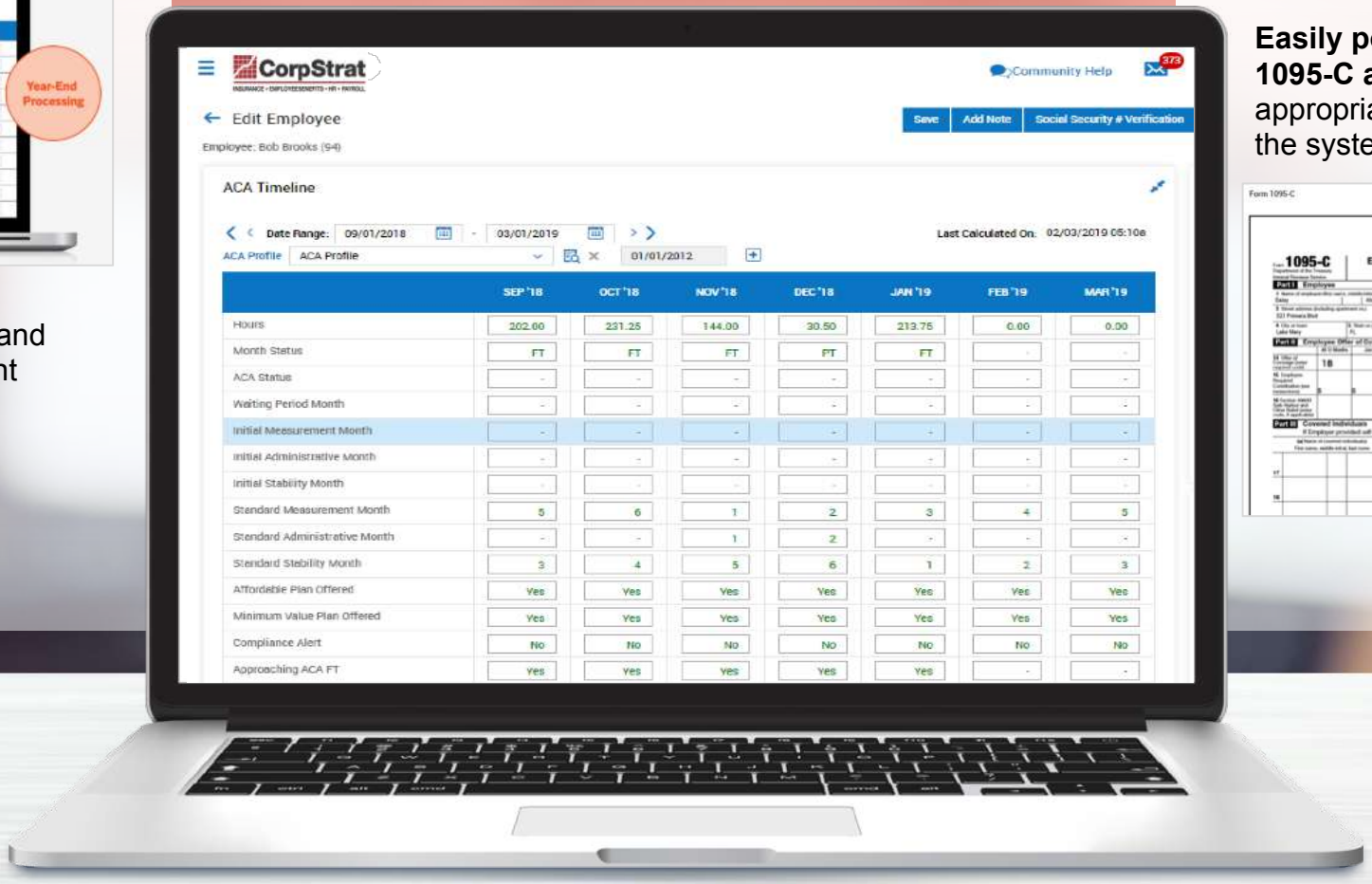
Hear from your employees by enabling them to enter comments or additional details as needed.

As labor laws become increasingly complex and require documented proof of compliance, accurate time and labor management is more critical than ever. Simplify and streamline adherence with state, local, union, and other policies to **minimize compliance risk.**

ACA Manager

A proactive solution for ACA compliance strategy across the entire workforce

With a **single record for each employee**, you can streamline and automate the benefits enrollment process as they reach eligibility.



	SEP '18	OCT '18	NOV '18	DEC '18	JAN '19	FEB '19	MAR '19
Hours	202.00	231.25	144.00	30.50	213.75	0.00	0.00
Month Status	FT	FT	FT	PT	FT	-	-
ACA Status	-	-	-	-	-	-	-
Waiting Period Month	-	-	-	-	-	-	-
Initial Measurement Month	-	-	-	-	-	-	-
Initial Administrative Month	-	-	-	-	-	-	-
Initial Stability Month	-	-	-	-	-	-	-
Standard Measurement Month	5	6	1	2	3	4	5
Standard Administrative Month	-	-	1	2	-	-	-
Standard Stability Month	3	4	5	6	1	2	3
Affordable Plan Offered	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Minimum Value Plan Offered	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance Alert	No	No	No	No	No	No	No
Approaching ACA FT	Yes	Yes	Yes	Yes	Yes	-	-

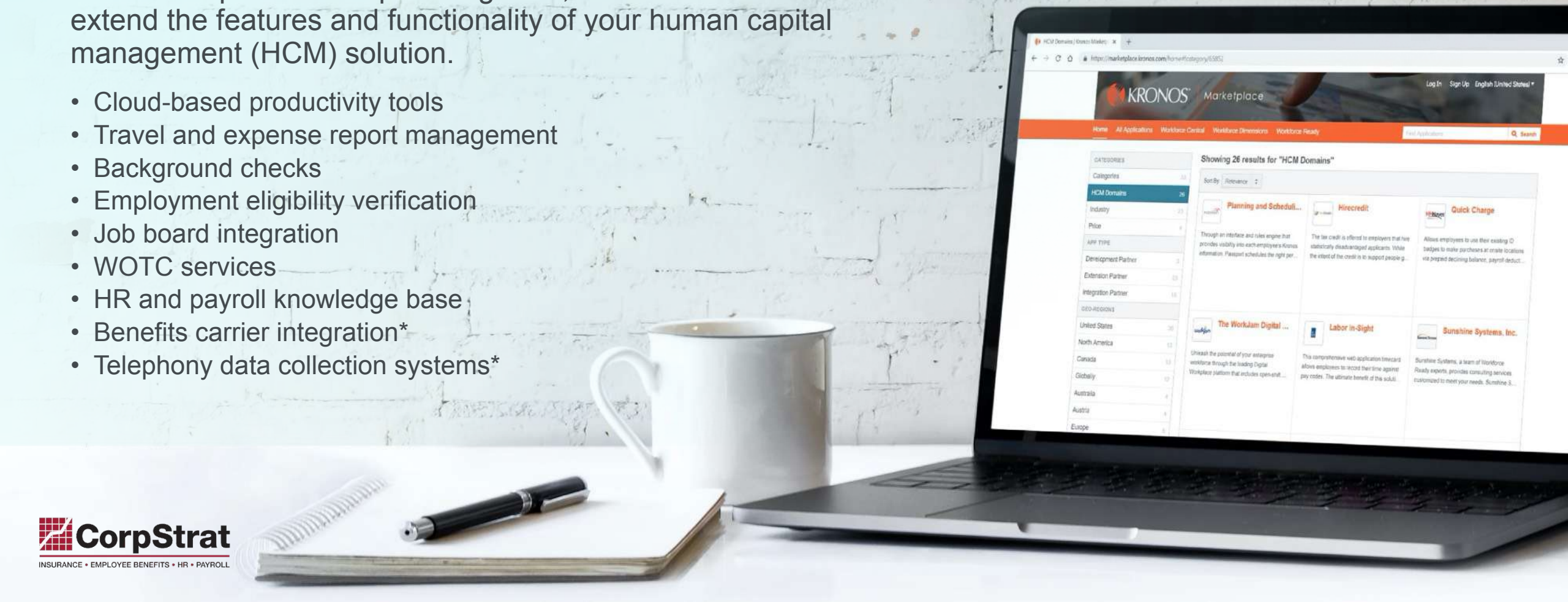
Easily populate IRS forms like the 1095-C and 1094-C with the appropriate information right within the system.

Providing the tools to **effectively manage regular and variable hour employees' benefits to minimize compliance risk**. The ACA manager is equipped with all the applicable reporting capabilities to comply with the IRS requirements.

CorpStrat Marketplace

The Marketplace offers pre-integrated, best-in-class solutions that extend the features and functionality of your human capital management (HCM) solution.

- Cloud-based productivity tools
- Travel and expense report management
- Background checks
- Employment eligibility verification
- Job board integration
- WOTC services
- HR and payroll knowledge base
- Benefits carrier integration*
- Telephony data collection systems*



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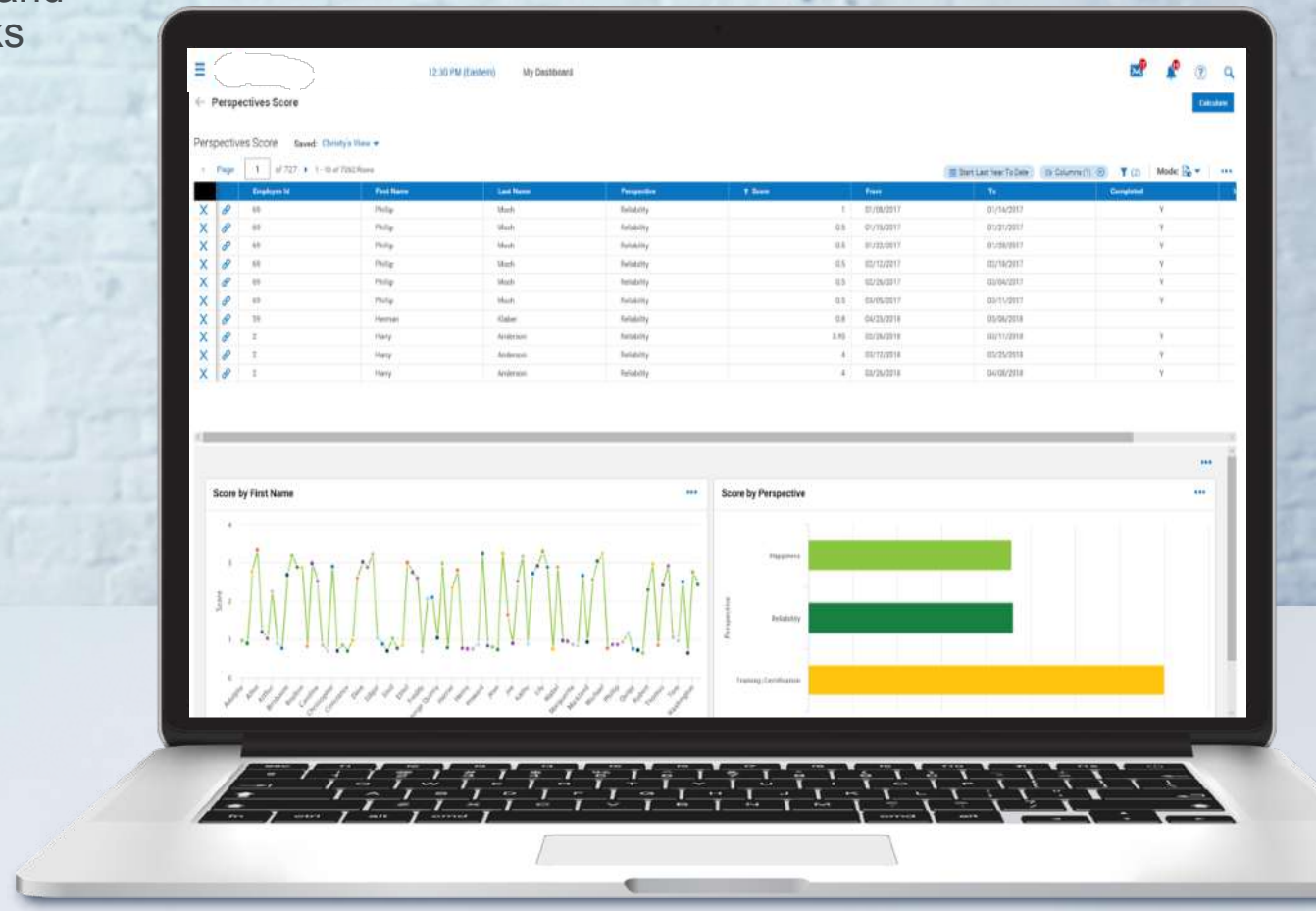
Employee Perspectives

Unlock the Predictive Power of People Analytics

Employee Perspectives is a **truly unique people analytics tool** that helps you predict and act on the workforce trends and employee behaviors that matter to your organization. Thanks to' **unified HCM approach**, Employee Perspectives can access data points from all across the employee lifecycle to build metrics that meet your exact business needs.

Here are a few examples:

- **Predict flight risk** for your different employees and proactively prevent attrition
- **Spot changes in employee engagement** and address them before they have an impact
- **Assess reliability** to staff key shifts
- Anticipate when employees are **fatigued** or burning out
- Present clear, **intuitive performance standards** backed by data



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About CorpStrat

CorpStrat offers a best in class, full-service Human Capital Management Solution to small and medium sized businesses, which includes employee benefits plans, payroll, HR workforce automation, HR consulting, and executive planning. CorpStrat is known for providing high-end tools for companies to create efficiency and compliance while saving time and money.

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