



Workday Benefits administration services

We are here to help you thrive.

To learn more about our flexible options for Workday Benefits administration services, contact us at workday.solutions@alight.com.

Alight extends our 30 year legacy of being a premier U.S. Health and Welfare benefits administration services provider to Workday customers.

Benefits administrative services built for today's world on the Cloud. Whether it be a contact center supporting your employees through their benefit election decisions, or application management services helping maintain system configurations and integrations, we have flexible Workday Benefits administration services to meet your needs.

As leaders in the health industry and in the Workday ecosystem, we have merged our benefits administration services with Workday's leading HCM technology. Let us help your organization reduce your application footprint and maximize your employee's HR user experience.

Workday Benefits is different by design

Alight has been deploying Workday Benefits since 2008. This gives us the ability to understand the Workday Benefits experience and recognize and translate the operational impacts of integrating your benefits processes in Workday.

Why Workday Benefits?

Simplify the technology footprint	Workday is one integrated HCM solution made up of core HR, benefits and payroll functionality; eliminate existing data integrations and reconciliation routines.
Enable compliance	Workday provides Affordable Care Act functionality to support the employer mandate and employer reporting requirements within the product.
Ease administrative maintenance	All Workday customers are always on the same version of the product, which includes semi-annual updates and over 2,000 standard reports.
Mobile experience	Workday offers mobile capability for your participants to be able to access their current benefit coverage information and enroll on the go.



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Avoid rework by partnering with Alight on your transition to Workday Benefits

Every organization has their own nuances driven by their workforce, industry, policies or culture that impact the complexity and requirements of their benefits practices. At Alight, we are an experienced Workday partner with benefits operations experience across multiple platforms. It is important to us that we listen to your organizational needs when deploying Workday Benefits and make the transition from your current system seamless.

Deployment is just the first step in delivering benefits enrollment in a timely and accurate manner. The bulk of work occurs during the daily, weekly, monthly and annual routines that enable overall benefits administration processing. Our benefits administration services team operates your Workday tenant so you can focus on your overall benefits policies, design and strategy.

We offer a variety of optional solutions to tailor the best fit of our capabilities to meet your specific needs.

- Core offer Optional services

Participant support services

- Participant call center
- Participant case resolution
- Process emergency enrollments with carriers

Benefits administration services

- Annual enrollment processing and administrative corrections
- Monitor and finalize benefits events
- Monitor and process EOI approvals
- Identify COBRA eligibility
- Reconcile eligibility file data errors received from vendors
- Monitor benefits integrations
- Manage claims and appeals
- Qualify QMCSO and RFIs
- Administer health savings/health spending accounts
- Produce HIPAA privacy and COBRA initial rights mailings
- Dependent verification/audit
- Prepare Form 5500 filing
- Print and mail 1095-C forms

Workday Benefits application management services

- Monitor vendor integrations
- Configure annual enrollment plan changes
- Configure ACA employer reporting and integrations for 1094/1095-Cs

Your employees are counting on you to ensure that benefits are handled accurately and on time—every time. Trust your ongoing benefits administration to Alight, a proven leader in human resource solutions, with incomparable experience with Workday Benefits for the U.S. Contact us at workday.solutions@alight.com to understand what combination of services will best fit your needs.

