



## 3 ways that outsourcing Employee Services reduces complexity

Outsourcing your Employee Services can simplify your processes, reduce administrative burdens, and ensure your compliance — putting you on the path to an improved employee experience.

### 1 > Get help navigating compliance complexities.

In a survey of HR/benefits decision makers:



indicated **ensuring compliance as the most important driver** for outsourcing benefits administration.<sup>1</sup>



Almost **3 in 4** employers identify **compliance as the biggest challenge** for their benefits departments.<sup>2</sup>



**Over 1/2** of employers **anticipate benefits administration growing in complexity** because of Health Care Reform.<sup>3</sup> And that's just one piece of the puzzle.



Whatever the regulatory requirements, outsourcing can **take the burden of ensuring compliance off** your shoulders and provide you with peace of mind.

### 2 > Reduce costs

**\$100,000**  
median cost **per HR staff member**<sup>4</sup>



This number includes **\$1,250 per employee** for the **cost of activities related to recruitment, training, and turnover.**<sup>5</sup>



Not only does outsourcing **save you costs** associated with maintaining an internal team.



It can also **ensure your company doesn't incur penalties** for compliance violations.



**Over \$1.9 million** maximum penalty **per year for HIPAA violations**<sup>6</sup>



**COBRA violations** could lead to an IRS excise **tax penalty of \$200 per day**<sup>7</sup>

### 3 > Benefit from skilled resources.



While **ensuring compliance is the main driver** for outsourcing benefits administration...

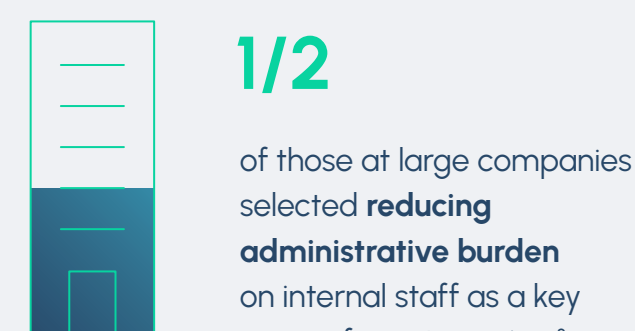
It is followed closely by:



Gaining access to knowledge/expertise



Reducing administrative burden.



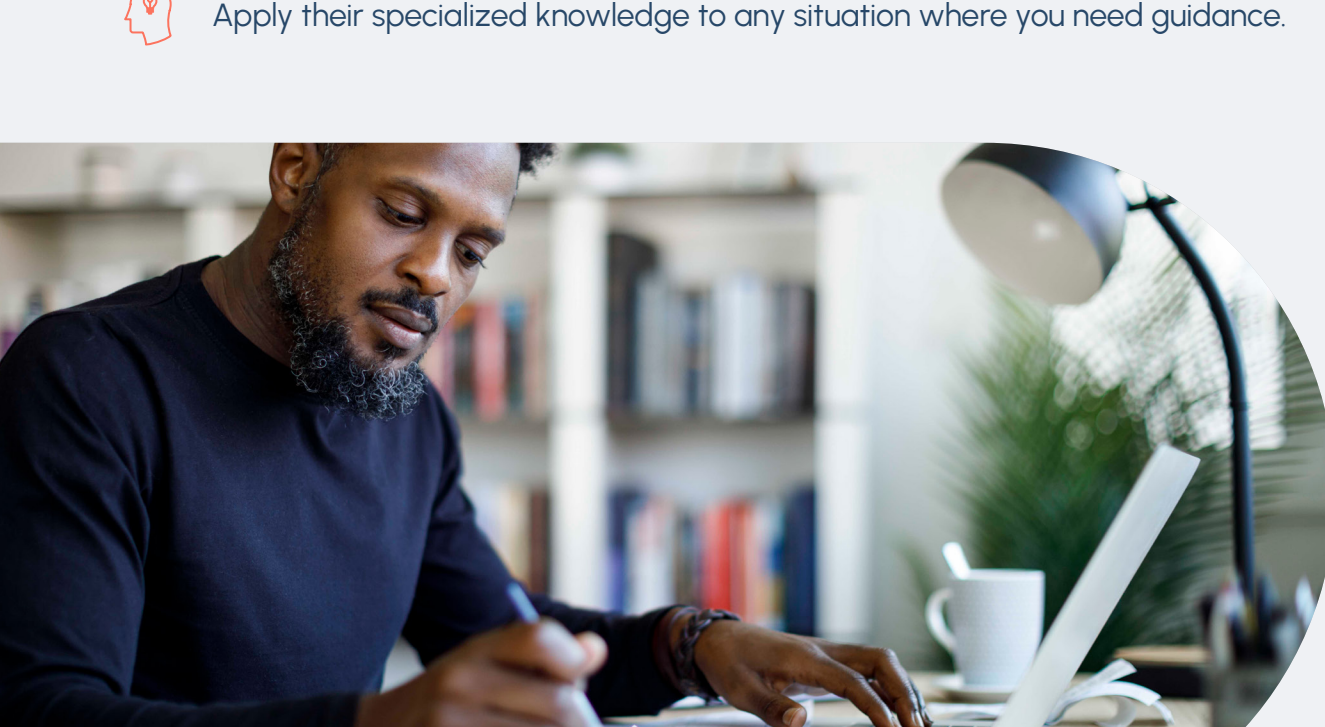
With outsourcing, you'll have expert help to:



Lighten your team's load



Apply their specialized knowledge to any situation where you need guidance.



Struggling to find skilled Workday expertise?



That can be hard to find, especially as **demand for Workday HCM consultants is expected to increase by almost 50%** in the coming years.<sup>10</sup>



Ensure you have the expert resources you need to administer benefits smoothly by outsourcing with OneSource Virtual.

Our Workday experts provide the following Employee Services to support you:



Benefits Administration



COBRA Administration



Benefits Reconciliation



Employee Help Desk



Direct Bill Administration



Picwell Decision Support



Workforce Administration



Workforce Management



Open Enrollment & ACA



Unemployment Claims Administration



HR Transformation

Ready to reduce complexity in your HR/Benefits function?

Find out how OSV can help

<sup>1,3</sup> ADP, <sup>2</sup> Benefit Elect <sup>4,5</sup> Connor & Gallagher OneSource, <sup>6</sup> HIPAA Journal, <sup>7</sup> Benefit Elect, <sup>8,9</sup> ADP, <sup>10</sup> UpTaught