

3 ways that outsourcing Employee Services reduces complexity

Outsourcing your Employee Services can simplify your processes, reduce administrative burdens, and ensure 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:



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



Over 1/2 of employers **anticipate benefits administration growing in complexity** because of Health Care Reform.³ 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**⁴



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



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**.⁶



COBRA violations could lead to an IRS excise **tax penalty of \$200 per day**.⁷

3 > Benefit from skilled resources.



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

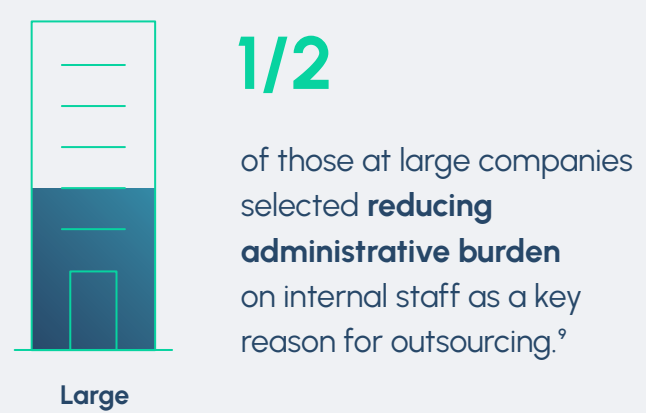
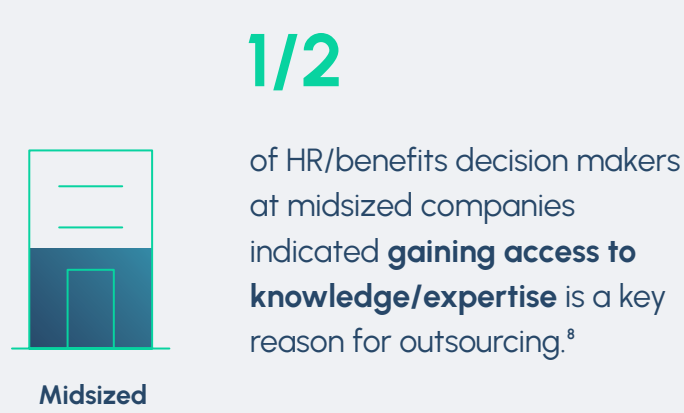
It is followed closely by:



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.¹⁰



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

^{1,3} ADP, ² Benefit Elect ^{4,5} Connor & Gallagher OneSource, ⁶ HIPAA Journal, ⁷ Benefit Elect, ^{8,9} ADP, ¹⁰ UpTought