

R/3 SYSTEM

SAP's Benefits Administration application optimizes the power and flexibility of the R/3 System. Benefits Administration is a comprehensive solution for administering the complex benefit programs offered to your diverse workforce.

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	U N - L I N E	WITH R/3
•	PA-BEN BENEFITS	ADMINISTRATION
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	YOUR SOLUTION FO	OR BENEFITS MANAGEMENT
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		nefit Program": Overview
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	Benefit group · NONX Non-exempt emp	ployees
•	Benefit plan	Eligibility rule
	□ 401K Savings Plan	ELI3 ±µ11-time status
	DCAR Dependent Care Reserve Account	ELI2 6 Month waiting
	DENT Dental Plan	ELI1 1 Month waiting
	□ LIFE Life Insurance Plan	ELI1 1 Month waiting
	□ MED1 Standard Medical	ELI1 1 Month waiting
-	□ MED2 Extended Medical	ELI3 Full-time status
	RESR Health Care Reserve Account	ELI2 6 Month waiting
	□ SAVE Company Savings Plan	ELI3 Full-time status
	□ UISI Vision/Hearing Plan	ELI1 1 Month waiting
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Benefits Administration supports an infinitive number of plans within each benefit program.

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	Pla	nt US01	Salaried st	aff		
	Phi	ladelphia	SSN 999-99-	9996		
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SAP's Benefit Administration provides an intuitive solution for meeting your employee-specific enrollment needs.

AP's Benefits Administration gives you complete control in establishing and administering your benefit programs for a diverse workforce of exempt and non-exempt employees, part-time and retired resources, as well as meeting the requirements of multiple collective bargaining agreements:

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- Medical, Dental & Vision Cost Calculation
- 401k & RRSP
- Insurance Plans
- COBRA ProcessingSpending Accounts
- Vesting
 Reporting

Coverage OptionsImputed Income

The application provides you with on-line enrollment, maintenance and display capabilities, allowing you to view current, past and future-dated employee benefit elections and the associated costs.

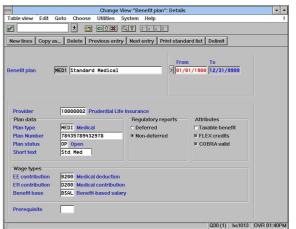


PA-BEN BENEFITS ADMINISTRATION

EMPLOYEE AND BENEFIT PLAN INDICATIVE DATA

The Benefits Administration component extends the power of R/3 to the employee and benefit plan level. Critical employee benefit information is maintained centrally, providing direct access to only the benefits data you require. Likewise, descriptive information relevant to each benefit plan is available to the end-user, providing rapid response to inquiries from both the employee and third parties.

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Prerequisite



All the information you require for individual employees and benefit plans.

VARIABLE BENEFIT PLAN COSTS

The flexibility provided by Benefits Administration also applies to determining plan costs. With this application, you can define multiple coverage levels and the associated cost/contributions for both employer and employee. The table driven benefit calculations can be based on a number of predefined variables, including age, length of service, salary and others.

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Variable employee and employer cost calculations.

DEMOGRAPHIC-BASED PLAN ELIGIBILITY

SAP's Benefits Administration application gives you the ability to define multiple eligibility rules based on such criteria as minimum work hours, waiting period, employee status, and more. Eligibility is automatically verified against predetermined criteria during the enrollment process.

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Comprehensive eligibility criteria and eligibility determination.

Find out more. Just call or write to us.

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