

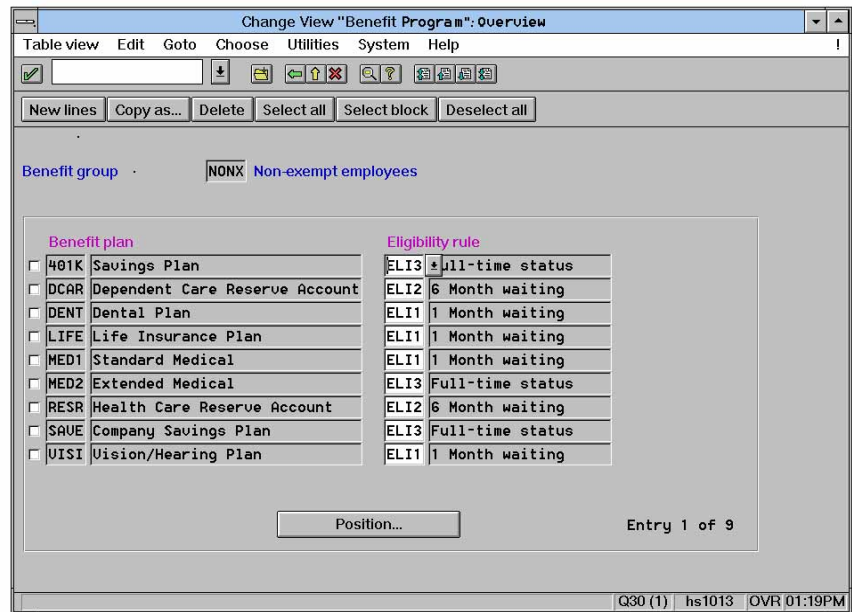
R/3 SYSTEM

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.

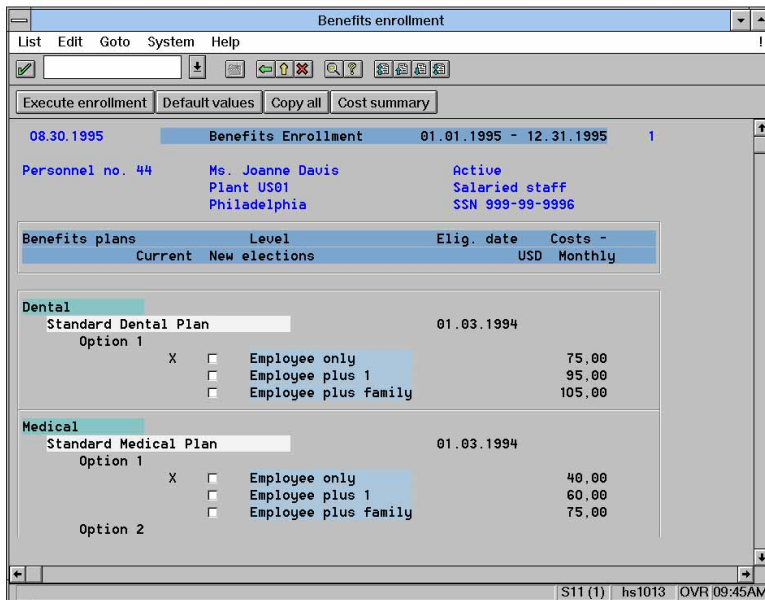
ON-LINE WITH R/3...

PA-BEN BENEFITS ADMINISTRATION

YOUR SOLUTION FOR BENEFITS MANAGEMENT



Benefits Administration supports an infinite number of plans within each benefit program.



SAP's Benefit Administration provides an intuitive solution for meeting your employee-specific enrollment needs.

SAP'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:

- Medical, Dental & Vision
- 401k & RRSP
- Insurance Plans
- COBRA Processing
- Spending Accounts
- Cost Calculation
- Coverage Options
- Imputed Income
- Vesting
- Reporting

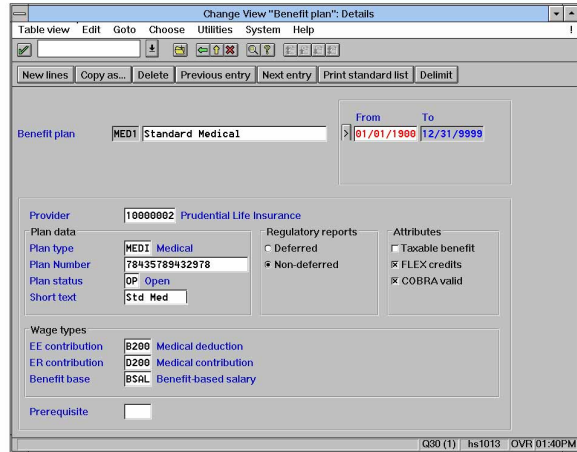
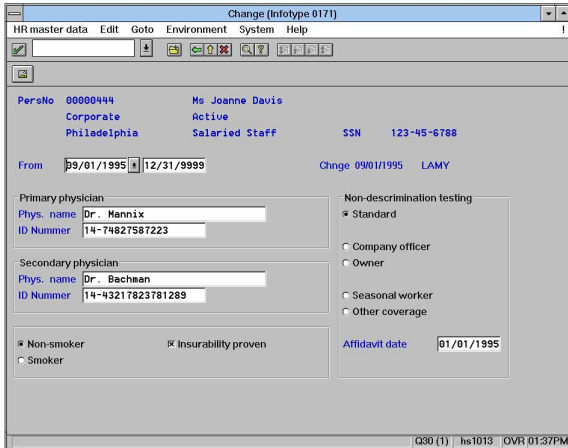
The application provides you with on-line enrollment, maintenance and display capabilities, allowing you to view current, past and future-dated employee benefit elections and the associated costs.



PA-BEN BENEFITS ADMINISTRATION

EMPLOYEE AND BENEFIT PLAN INDICATIVE DATA

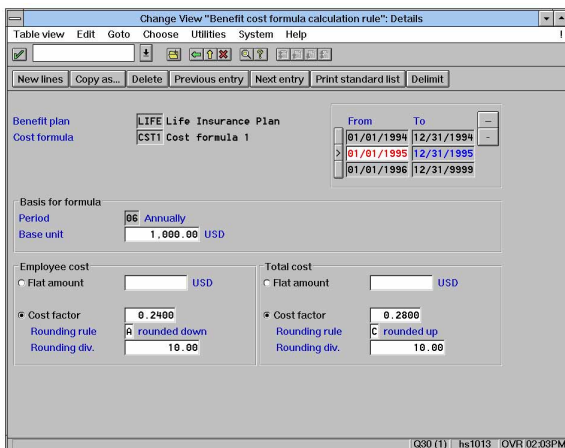
The Benefits Administration component extends the power of R/3 to the employee and benefit plan level. Critical employee benefit information is maintained centrally, providing direct access to only the benefits data you require. Likewise, descriptive information relevant to each benefit plan is available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



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

VARIABLE BENEFIT PLAN COSTS

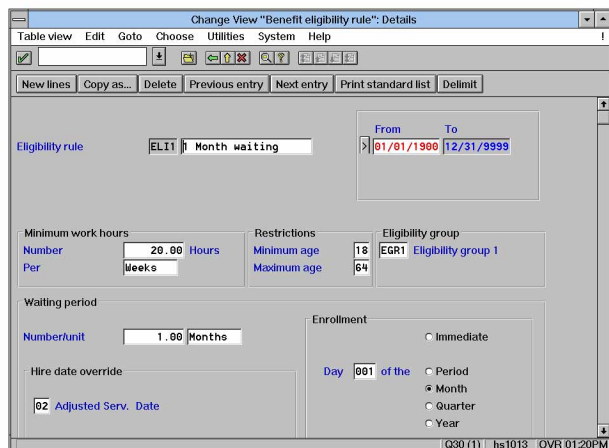
The flexibility provided by Benefits Administration also applies to determining plan costs. With this application, you can define multiple coverage levels and the associated cost/contributions for both employer and employee. The table driven benefit calculations can be based on a number of predefined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



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.



Comprehensive eligibility criteria and eligibility determination.

Find out more. Just call or write to us.

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