

Welcome to the SIG University Webinar Series

How to Optimize Your HR Technology Spend to Deliver ROI for 2021 and Beyond

John Tunney, *SIG*
Hayes Stevens, *BTR*
Corinna Nation, *BTR*

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REMINDERS

1. Slides and resources will be emailed after the webinar and are available on **silbs.com/sig-university**
2. Complete our 2-minute post webinar **[SURVEY](#)**** All completed surveys will be entered to win a Yeti tumbler!

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WEBINARS

RECORDINGS

Pharmacy Benefit Management in the Post-COVID Era

Presenter: Cory Easton, Partner at *Confidio*

Introduction to Consumer Directed Healthcare & Account-Based Plans

Presenter: Stacy Barrow, Esq., *Marathas, Barrow, Weatherhead and Lent, LLP*

UPCOMING

ACA Reporting

November 2nd, 1 PM – 1:30 PM EST

Presenter: Stacy Barrow, Esq., *Marathas, Barrow, Weatherhead and Lent, LLP*

More details to come!

Post-Election Update/Supreme Court Rulings

November 12th, 10 AM – 11 AM EST

Presenter: Stacy Barrow, Esq., *Marathas, Barrow, Weatherhead and Lent, LLP*

More details to come!

How to Optimize Your HR Technology Spend to Deliver ROI for 2021 and Beyond



Agenda

- Introductions
- Panel Discussion
- Q&A



Presenters



John Tunney
Alera/SIG

VP, HR & Benefits
Technology Consulting



Hayes Stevens
BTR

Sr. HR Technology
Consultant



Corrina Nation
BTR

Manager of Strategic Initiatives,
Broker Relations

Questions?

During the webinar if you have any questions please feel free to use:

🗨️ Zoom Q&A and Chat: Enter questions via the “**Q&A**” feature in the Zoom meeting



Benefits

An iceberg diagram illustrating the components of a benefits program. The iceberg is composed of several overlapping, semi-transparent shapes in shades of light blue, medium blue, and grey. The components are labeled as follows: 'Carriers' at the very top peak; 'Compliance & Regulations' on the upper right slope; 'Benefits Administration' on the upper left slope; 'Insurance Products' on the middle right slope; 'Claims & Billing' on the lower right slope; 'Benefit Communications' at the bottom right; 'Funding & Contribution Strategy' at the bottom left; and 'Enrollment Strategy (Call Center, 1-on-1)' on the middle left slope.

Carriers

Compliance &
Regulations

Benefits
Administration

Insurance Products

Enrollment Strategy
(Call Center, 1-on-1)

Claims & Billing

Funding & Contribution
Strategy

Benefit
Communications

Benefits

HR Ecosystem



Beyond HCM

Benefits

HR Ecosystem

Microsoft

CRM

ERP

Procurement & Supply Chain

Active Directory

Industry Specific Tech


Electronic Medical Records (EMR)
Dealer Management System (DMS)
Point of Sale (POS)

Fintech

Communication Portals

Slack/MS Teams etc.



An iceberg floating in a blue ocean. The tip of the iceberg is above the water line, while the much larger base is submerged. The text 'Holistic Business Ecosystem' is written across the submerged part, and 'Powered by a Digital Strategy' is written below it. Two large, dark blue curved arrows form a circle around the iceberg, pointing clockwise.

Holistic Business Ecosystem

**Powered by a
Digital Strategy**

Vendor Pricing

	PEPM PRICING ESTIMATE	
	<i>Please note: Below figures are estimated pricing only; fees are subject to complexity and modules deployed.</i>	
	Mid-Size Vendor	Enterprise Vendor
Number of employees pricing is based on:	Under 1,000 employees <i>Assumes 1 payroll frequency and 1 FEIN</i>	Over 1,000 employees <i>Assumes 1 payroll frequency and 1 FEIN</i>
	SETUP FEES	
Technology Implementation Fee	\$5,000 - \$15,000	\$50,000 - \$100,000 +
One-Time EDI Setup Fee	\$1,500 - \$2,500 \$1,500 - \$2,500 per Carrier File Feed	\$1,500 - \$2,500 \$1,500 - \$2,500 per Carrier File Feed
Conversion Fee (YTD data)	\$0 Typically Included	\$0 Typically Included
Training Fee	\$0 Virtual training typically included	\$0 Virtual training typically included
	ONGOING FEES	
Recruiting/Applicant Tracking	\$1 to \$2 PEPM	\$2 to \$3 PEPM
Onboarding	\$1 to \$2 PEPM	\$1 to \$2 PEPM
Payroll	\$6 to \$8 PEPM \$50 to \$150 Base Fee	\$12 to \$14 PEPM \$50 - \$150 Base Fee
HRIS	\$1 to \$2 PEPM	\$2 to \$3 PEPM
Time & Attendance <i>Excludes Clock Hardware</i>	\$3 to \$4 PEPM	\$2 to \$4 PEPM
Benefits Administration	\$3 to \$4 PEPM	\$2 to \$4 PEPM
Compliance Reporting (ACA)	\$1 to \$2 PEPM	\$1 to \$2 PEPM
Performance Management	\$1 to \$2 PEPM	\$2 to \$3 PEPM
Learning Management	\$2 to \$3 PEPM	\$2 to \$3 PEPM
Business Intelligence/Reporting Dashboards	Typically Included	Typically Included



Have additional questions?

John Tunney, Alera

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Thank You for Attending

Complete Your Survey – We Value Your Feedback!
Check your email for your HRCI/SHRM Certificates.

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