AspireHR Benefits Release Highlights Webinar

Timestamped transcript • Duration: 00:50:01.360 • 311 entries

Transcript

00:00:09.120 - 00:00:11.150
Kelly Sotelo: Good morning, everyone.

00:00:11.340 - 00:00:15.859
Kelly Sotelo: Welcome to our AspireHR Benefits Release Highlights webinar.

00:00:15.860 - 00:00:40.859
Kelly Sotelo: For those of you who are new here, AspireHR's leading SAP-approved benefits solution is what we are highlighting today and taking a look at. Twice a year, we do a release webinar where we discuss all of our updates and enhancements we've made to the product. One of the highlights of today will be some of the new features, including the new user interface. It makes it easy for both employees and administrators to use. It's one of the pieces of feedback

00:00:40.860 - 00:01:05.830
Kelly Sotelo: that we actually got from our clients as we continue along the year to make these updates, so we are excited to share that today. If you do have any questions about the features or the capabilities you're seeing today, there's a Q&A box just at the top of your screen. Feel free to click that and ask questions along the way, and we'll be happy to answer as we go. There will also be a live Q&A session at the end of today's webinar.

00:01:05.830 - 00:01:14.510
Kelly Sotelo: We will go through those live questions with you guys. Just submit your questions into that Q&A box, and we'll get through them, as many as possible.

00:01:14.510 - 00:01:30.780
Kelly Sotelo: Today, we are joined by Stacy Jones, our practice lead, and Dave Shanahan, our Principal Consultant for products. They are going to be taking us through this webinar. I'm going to let them do a quick introduction of themselves before we jump into today's... today's features and highlights.

00:01:32.280 - 00:01:33.939
Stacy Jones: Right, thank you, Kelly.

00:01:34.010 - 00:01:40.020
Stacy Jones: Hi everyone, I am Stacy Jones. I am the Products Practice Lead here at AspireHR.

00:01:40.020 - 00:01:55.450
Stacy Jones: I've been with Aspire almost 13 years, started in the support area, but am now leading the products team, and I am very excited to discuss the new look and feel, and the changes we have in Aspire Benefits.

00:01:55.540 - 00:01:58.719
Stacy Jones: With that, I will turn it over to Dave Shanahan.

00:01:59.340 - 00:02:09.109
David Shanahan: Good morning, everyone, and for those folks on the East Coast, good afternoon. So, yeah, I'm Dave Shanahan, and I've been with AspireHR a little over 15 years, so...

00:02:09.160 - 00:02:27.689
David Shanahan: Stacy and I are about the same age, so really have enjoyed working here at Aspire, and yeah, we're definitely looking forward to showing you this new user interface. So, without further ado, we're gonna go ahead and get started. I'm gonna take myself off-camera, just so that we don't have any bandwidth issue.

00:02:29.420 - 00:02:39.289
David Shanahan: Okay, what we're gonna first do are some, some quick slides before we actually get into the demo. The demo is the most important part, but again, we're gonna go ahead and,

00:02:40.620 - 00:02:52.319
David Shanahan: talk about a few things first. So, the big news for this year's AspireHR benefits is... and, oh, by the way, for the folks that have joined our meeting today.

00:02:52.320 - 00:03:03.959
David Shanahan: that are not familiar with AspireHR benefits, it works seamlessly with your employee central payroll, and it connects your benefits administration and your payroll processing in a unified experience.

00:03:03.990 - 00:03:08.700
David Shanahan: So, employees can easily access and manage their benefits through an intuitive and

00:03:08.830 - 00:03:19.910
David Shanahan: Self-service portal, which is what we're going to be showing you today, while benefits teams leverage the powerful tools that really make administration much simpler and streamline daily tasks.

00:03:20.210 - 00:03:23.920
David Shanahan: So there's also personalized alerts and notifications.

00:03:24.160 - 00:03:34.159
David Shanahan: And we really host, like Kelly said, we host these webinars twice a year to showcase the latest features, talk about bug fixes, release notes, and all that sort of thing.

00:03:34.160 - 00:03:44.380
David Shanahan: We really like to engage with our client community regularly, so... and that's... I think that's super important. And when new needs arise, or when we have issues.

00:03:44.420 - 00:03:56.700
David Shanahan: or questions or new features, we actually put those, into the new release wherever we can as we move forward. So we really appreciate the collaboration of all of our products,

00:03:58.160 - 00:04:08.189
David Shanahan: clients. So, if you'd like to learn more about AspireHR benefits, please don't hesitate to reach out to Kelly or any of us after today's session.

00:04:08.560 - 00:04:19.839
David Shanahan: All right, so we're going to talk about the new guided user interface. So, really, what we've done is taken the enrollment experience and completely reimagined it.

00:04:19.980 - 00:04:32.679
David Shanahan: And it's taken us about 7 months to complete this effort, including lots of testing with multiple systems, because we have clients that are using old SAP systems, and we have clients that are using

00:04:32.680 - 00:04:43.209
David Shanahan: the new S4 HANA systems. So, we have now all of those types of systems in our

landscape, so we're able to test the software pretty thoroughly.

00:04:43.400 - 00:04:47.609
David Shanahan: To make sure that it is all working with the new user interface.

00:04:48.170 - 00:05:00.970
David Shanahan: The other nice thing is we've also completely tested it on the mobile experience side. So there were a few issues that we found in the previous release, and we had notes from other clients about this.

00:05:01.090 - 00:05:09.630
David Shanahan: Those have been fixed, so hopefully during the demo today, I will be able to highlight that for you as we're going through this demo.

00:05:10.180 - 00:05:17.689
David Shanahan: So the first thing about the user interface is it has a new, intuitive, guided UI for employees and the administrator.

00:05:17.820 - 00:05:25.760
David Shanahan: So what that means is that, that we have a progress bar across the top that lets the employee know when they're in an enrollment.

00:05:25.870 - 00:05:34.669
David Shanahan: what their progress is. If there are, you know, 12 plans, it will automatically tell them the progress of each one of their plans and where they are.

00:05:35.460 - 00:05:39.439
David Shanahan: Additionally, too, it's really important that we note that

00:05:39.600 - 00:05:44.480
David Shanahan: This new guided user interface is an optional adoption.

00:05:44.640 - 00:05:55.309
David Shanahan: What that means is that if you want to keep the current user interface that you're using today, you can upgrade to the new product, and

00:05:55.470 - 00:06:02.899
David Shanahan: I'm sorry, the new upgrade release, and use the same, use the same interface you're using today.

00:06:02.930 - 00:06:16.320
David Shanahan: or you can, use the new one. So it's just an OData service that you'll enable for the new guided user interface, and it's a URL update that you would make, wherever you launch your service.

00:06:22.050 - 00:06:23.780
David Shanahan: Alright, moving on.

00:06:25.830 - 00:06:35.929
David Shanahan: For enrollment and plan enhancements, each one of the plans that an employee will see, or an administrator, now has its own tile for easier navigation.

00:06:36.520 - 00:06:47.800
David Shanahan: So you're gonna know when I'm in the demo that whenever I select a plan, the system is automatically gonna highlight that plan, letting me know that's what I'm actually enrolling in.

00:06:48.160 - 00:06:52.149
David Shanahan: And the other nice thing about this new feature is we can actually

00:06:52.330 - 00:07:05.190

David Shanahan: Add a recommended bubble with some information below that bubble to explain to the employee, what... why we recommend this plan, and why it might be a good idea.

00:07:08.090 - 00:07:13.009
David Shanahan: For dependent and beneficiary, we have a couple of improvements on this, so...

00:07:13.020 - 00:07:32.789
David Shanahan: We are now able to hide the social security number and date of birth for beneficiaries without changing the Infotype 21 requirements. And so, for those of us that don't know Employee Central Payroll very well, Infotype 21 is where we store dependent and beneficiary information in Employee Central Payroll.

00:07:33.210 - 00:07:42.209
David Shanahan: So, what this means is you don't... you no longer have to, make social security number or date of birth not required.

00:07:42.470 - 00:07:52.360
David Shanahan: in InfoType 21, if they are required, you can actually just use the product as it is, and you won't have any issues when we remove

00:07:52.670 - 00:08:05.460
David Shanahan: SSN and date of birth, for the beneficiaries, if that's the... if that's the way that your company goes. So you can add first name, last name, and telephone number and make those required, but not social security number and date of birth.

00:08:06.110 - 00:08:19.199
David Shanahan: We also had an issue that one of our larger clients reported where there was field validation issues with dependent creation. So, what that meant was there was a slight bug sometimes when

00:08:19.200 - 00:08:30.270
David Shanahan: A certain field would not be required, even though we had it shown as required in the application. So, hats off to one of our clients for letting us know that, and that issue has been resolved.

00:08:33.210 - 00:08:40.149
David Shanahan: In the next section, for the menu and navigation, We've added the ability to...

00:08:40.559 - 00:08:46.900
David Shanahan: For you to, configure multiple items or attestations to the menus and submenus.

00:08:47.160 - 00:08:55.359
David Shanahan: And we also added the ability for you to add external Fiori applications directly from the AspireHR Benefits menu.

00:08:55.520 - 00:09:00.930
David Shanahan: So basically, if you have an Fiori application that you want to launch.

00:09:01.290 - 00:09:13.479
David Shanahan: and you want to use the AspireHR Benefits menu to launch that service, single sign-on for ECP, all of that's going to work so that you can launch that application directly in

00:09:14.110 - 00:09:16.260
David Shanahan: In Aspire Benefits.

00:09:18.530 - 00:09:28.610
David Shanahan: And I'm showing you, one of the, things that one of our clients built called the Benefits Calculator that we assisted them with. So, essentially, this is a, kind of a static

00:09:28.880 - 00:09:39.360
David Shanahan: Screen that allows the employee to select things, make adjustments, select who needs to be covered, all of those fun sorts of things, just to help them

00:09:39.470 - 00:09:41.650
David Shanahan: As they go through their benefits.

00:09:44.090 - 00:09:48.189
David Shanahan: For content and configuration, we've enhanced that as well in the new release.

00:09:48.600 - 00:09:54.380
David Shanahan: So, we've allowed you now to have custom text by specific plan subtype.

00:09:55.140 - 00:10:05.500
David Shanahan: And we've, we now support targeted messaging within, for instance, you only want to have messaging and health plans only. We can allow you to do that.

00:10:05.710 - 00:10:11.629
David Shanahan: And then also, as you can see, we have clearer field options across the benefit screens and navigation.

00:10:11.820 - 00:10:19.530
David Shanahan: So, when we look at dependent care, we can see the minimum and maximum amounts for dependent care show very clearly.

00:10:19.560 - 00:10:39.280
David Shanahan: And then also, within the tile where the employee's going to be enrolling, the annual employee contribution is very clear, so they simply click into that tile and can enter the annual employee contribution. There's no longer any of this confusion. Is this a semi-monthly? Is this an annual? It's very clear to the user.

00:10:39.380 - 00:10:53.559
David Shanahan: Moving on to the 401K Savings Plan tile, now we can see that we have 3 different areas in which we have information, and we let the employee know it's not only a pre-tax or post-tax percentage.

00:10:53.680 - 00:11:02.630
David Shanahan: But also, it's semi-monthly, so they know, when they're making that update, how much their 401 savings plan contributions would be.

00:11:02.990 - 00:11:04.810
David Shanahan: And then if we look at, also.

00:11:05.000 - 00:11:20.249
David Shanahan: Supplemental life insurance, when there's an EOI, it's very clear in the tile that there is an evidence of insurability required. It gives you the amount, two times salary, and the coverage amount, and then, of course, the pre-tax information as well.

00:11:20.580 - 00:11:33.370
David Shanahan: And then right there on the tile, we have the EOI form. It still comes up and pops up when you enroll in a Supplemental life plan, the EOI pop-up, but it's right there, too, for the employee to be able to select.

00:11:35.440 - 00:11:48.440
David Shanahan: For our bug fix summary, because obviously, even with new releases, we do have bug fixes sometimes that we want to work on. So, as I spoke about earlier, the dependent required fields are now consistently enforced.

00:11:48.580 - 00:11:57.889
David Shanahan: So, that would really... that's really gonna help our... our end users, make sure we... they... they enter all of the data that they should be entering.

00:11:58.070 - 00:12:15.289
David Shanahan: The beneficiary creation correctly reads the IVWID configuration. For those of you that don't know what that is, it's not a big deal, but essentially, it's going to be reading that configuration in the backend to make sure it selects the correct fields, and as I said earlier.

00:12:15.290 - 00:12:18.270
David Shanahan: Things like required fields like...

00:12:18.350 - 00:12:25.239
David Shanahan: Social security number and date of birth for other subtypes wouldn't necessarily be required for beneficiary.

00:12:25.780 - 00:12:30.939
David Shanahan: We've also, helped out with error handling on the payroll locked enrollment.

00:12:31.100 - 00:12:42.099
David Shanahan: area, so we had a couple of issues with that. That's when an employee is able to, complete their enrollments, even though the payroll is locked.

00:12:42.190 - 00:12:51.449
David Shanahan: Once the payroll is locked, as you know, Aspire Benefits locks the employee out of the tool until after payroll is unlocked.

00:12:51.580 - 00:13:03.159
David Shanahan: Once payroll is unlocked, they will then get an email letting them know that their benefits confirmation... with their benefits confirmation form, letting them know that they are now enrolled with the changes that they had sent.

00:13:03.580 - 00:13:13.099
David Shanahan: We also made a couple of changes to the benefits confirmation form message structure, so that's been enhanced as well, just to make sure, no issues going forward.

00:13:14.720 - 00:13:23.180
David Shanahan: The business value is... I think we're gonna see that we have improved the employee experience.

00:13:23.540 - 00:13:31.569
David Shanahan: Based on all the feedback that we've had over the years of all the different things that we've heard, how do we make it work better for our employees?

00:13:31.710 - 00:13:49.689
David Shanahan: That's really... that was the highlight. As Stacy said, when we started this whole project, I want this to be able to knock their socks off. So, I hope, when you see this, you'll agree with us that we have now, reached that... that high, that high tip.

00:13:50.060 - 00:14:03.940
David Shanahan: We also have greater configuration flexibility. As I stated, we have recommended plans, more content areas. We also have the ability to add content directly in plan tiles specific by subtype.

00:14:04.560 - 00:14:13.249
David Shanahan: And plan type and option. We have stronger data validation and reliability, and also reduced administrative effort.

00:14:14.480 - 00:14:19.430

David Shanahan: Alright, let's go on now to, the fun part. Let's get into the demo.

00:14:22.100 - 00:14:36.510

David Shanahan: All right, so now I'm logged into Employee Central, and what I'm going to do is select My Benefits New. So I'm also going to show you a little bit later, the two applications working together, but for now, we'll go directly into the new application.

00:14:38.060 - 00:14:54.060

David Shanahan: you're gonna notice that as soon as we log in to Aspire Benefits, it looks different. So, you'll notice that the menu is much softer, so we had it kind of bolded before, and we've made it softer, so it's kind of easier to,

00:14:54.190 - 00:14:55.250

David Shanahan: to read

00:14:55.380 - 00:15:02.850

David Shanahan: Everything on the menu, though, as far as the areas… so if I go into personal data, for instance.

00:15:03.380 - 00:15:21.869

David Shanahan: Obviously, that service is still there, so all of the menus and submenus, all of the configuration that you currently have today is going to be there, just as if there is no difference. The only thing that we've done is change the user interface.

00:15:21.890 - 00:15:34.149

David Shanahan: I think that's super important, because we've had a couple of our clients reach out and say, oh boy, you've changed the user interface, what does that mean for us? Does that mean we're going to have a lot of work we need to do? And the answer is no.

00:15:34.410 - 00:15:54.300

David Shanahan: So there is a little bit of setup that we're going to be doing once we get your transports in to enable what we call the OData service, or the Fiori service, and then if you decide to go with the new user interface, you will be using… you'll be needing to update the URL wherever you launch that. So if…

00:15:54.410 - 00:16:01.579

David Shanahan: If, as I said before, if it's on your Employee Central, this is a… basically, we call these a deep link.

00:16:01.850 - 00:16:08.120

David Shanahan: And these are logging the employee directly into the new, the new benefits application.

00:16:11.040 - 00:16:14.419

David Shanahan: Alright, the other nice thing about the menu is you'll notice that

00:16:14.720 - 00:16:24.450

David Shanahan: We had in the past where if we had any information for the employee, like a status for where they are in an enrollment.

00:16:24.560 - 00:16:31.830

David Shanahan: It didn't really stand out very well. It was just verbiage on the screen. So you'll notice now we have these bubbles.

00:16:34.170 - 00:16:51.979

David Shanahan: And the bubbles let employees know, and they're in a different color, and they let employees know, hey, it's not yet submitted, it's… you've got 43 days to get it started, etc. So it's really that area where we have the information that tells the employee, for that specific enrollment, where they are.

00:16:52.880 - 00:16:55.010
David Shanahan: Alright, so let's go in now.

00:16:55.270 - 00:17:05.869
David Shanahan: We'll go into new hire enrollment for our test employee. And again, everything is going to look the same. There is no configuration that clients need to do.

00:17:06.810 - 00:17:15.750
David Shanahan: We have the progress bar across the top, and the menu, as far as the ordering of all of your plans, is going to stay exactly as it is before.

00:17:16.079 - 00:17:29.030
David Shanahan: And just like what we had in the main menu, when we look in the enrollment menus, we also have these nice bubbles that tell employees information when they're going through their enrollment.

00:17:29.270 - 00:17:45.390
David Shanahan: So the first thing that we see is that for this new hire enrollment, the tobacco user is required. So the user would select the tobacco attestation, they would select, yes, I'm tobacco-free, or I've used tobacco products, and save that.

00:17:45.640 - 00:17:52.640
David Shanahan: And then, what happens is, you'll notice the progress bar has updated automatically, and there's a green check there.

00:17:53.060 - 00:17:58.629
David Shanahan: But whenever we see that green check, the employee's going to know that they've already made that update.

00:17:59.080 - 00:18:09.519
David Shanahan: The other nice feature about the new look and feel is you'll notice when I came back into new hire enrollment, the medical green check was already checked.

00:18:09.790 - 00:18:13.840
David Shanahan: So what that means is that the employee has come into their medical.

00:18:14.340 - 00:18:20.110
David Shanahan: They may have gone and just viewed this screen that kind of gives you the overview screen that tells them

00:18:20.300 - 00:18:32.190
David Shanahan: Number one, they're in the HDHP plan. The participation period is from 1-1-20-26 until the end of time. It has their pre-tax amount, their employer amount.

00:18:32.350 - 00:18:38.379
David Shanahan: And then their coverage is self plus spouse, and then their dependents, are Valerie Stone.

00:18:38.770 - 00:18:43.310
David Shanahan: Now, if the employee wants to make changes, they'll select the Create or Change Coverage.

00:18:43.340 - 00:19:01.699
David Shanahan: But what I did prior to starting the demo is I simply clicked the continue enrollment button. So by clicking the Continue Enrollment button, what that's doing in the new user interface is it's telling the employee that I... green check, meaning I've already completed that. So that's what that green

check means.

00:19:02.530 - 00:19:05.790
David Shanahan: Alright, so let's go now into Creator Change Coverage.

00:19:06.420 - 00:19:18.309
David Shanahan: So now in here, what we notice is that if we have different plans or options, what's going to happen is each one of those plans or options are going to show up as a separate tile.

00:19:18.780 - 00:19:22.079
David Shanahan: And again, no changes need to be made on your end.

00:19:22.550 - 00:19:28.899
David Shanahan: From a configuration perspective, but if you want to add the recommended bubble.

00:19:29.520 - 00:19:38.100
David Shanahan: Or the information, lower premiums and tax-advantaged savings through a high-deductible health plan can easily be done through configuration.

00:19:38.350 - 00:19:54.939
David Shanahan: And you'll notice that, for instance, the Aetna Choice Plan also has some information here. I'm going to click on it. You'll notice when I click on Aetna Choice, it highlights blue. That's telling the employee, this is what I now want to make my choice, my selection, my plan. I'm changing it.

00:19:55.110 - 00:20:06.330
David Shanahan: So you'll notice that Aetna Choice now says, with Aetna Choice, you have a choice. So you can give good information to employees right here within the plans. There's not a lot of real estate.

00:20:06.330 - 00:20:16.060
David Shanahan: Remember, note to self, we do also have the, the mobile experience, so those clients that have the mobile experience, we want to make sure

00:20:16.160 - 00:20:34.950
David Shanahan: we kind of keep those, that information, you know, kind of short, to the point, etc. And if you're not using ChatGPT, it can really help you, with making those sound professional and help you write those in an easier way to understand for employees.

00:20:37.130 - 00:20:50.099
David Shanahan: Alright, once the employee makes that selection for what they're... what they're looking for, they can hit the save button. You're going to notice when that happens, my health plan is changing to pending. So just like we had in the past.

00:20:50.340 - 00:20:53.549
David Shanahan: We now have the pending records that show up.

00:20:53.810 - 00:21:00.580
David Shanahan: I'm gonna go back now, and also the user interface has taken the employee to the next plan, which is the dental plan.

00:21:02.970 - 00:21:07.539
David Shanahan: But for this demo purpose, I'm going to go back to the medical plan and show you

00:21:09.320 - 00:21:14.280
David Shanahan: It really shows now very clear, in bold yellow.

00:21:14.420 - 00:21:30.779
David Shanahan: pending changes. So the employee can now see their current enrollment and their pending changes all in one screen, and it's not in the update screen. So if the employee wants to make a

change, they would simply come in to Create or Change Coverage, select the Aetna Choice Plan.

00:21:30.880 - 00:21:32.430
David Shanahan: Hit the save button.

00:21:33.150 - 00:21:40.650
David Shanahan: And that's going to take them into the Aetna Choice Plan. You'll notice now the menu has changed. The tile says Aetna Choice.

00:21:40.780 - 00:21:45.500
David Shanahan: If I come in and take a look at it, I can see now I'm in the Aetna Choice Plan.

00:21:45.770 - 00:22:00.689
David Shanahan: And my current enrollment is HDHP. So it's really making that much easier for the employee to, to notice their pending plans very clear and easy on the screen. And again, they can click or change.

00:22:00.690 - 00:22:07.509
David Shanahan: to create or change coverage, or if they want to, if they don't want this plan anymore, they just simply select Undo Pending.

00:22:09.010 - 00:22:12.220
David Shanahan: You'll also notice that when we

00:22:12.500 - 00:22:18.269
David Shanahan: When we went into, the application, There was a,

00:22:19.850 - 00:22:23.850
David Shanahan: In the previous application, there was a button at the bottom that said.

00:22:23.960 - 00:22:39.060
David Shanahan: go to enrollment. So, we've removed that button. There's been a lot of issues with that button with clients, so we've removed that button, and so now employees will simply go through the application.

00:22:39.060 - 00:22:48.060
David Shanahan: Through there and make their updates as they go through. We still have the updates in the top, and I'll kind of show that to you now in the vision plan.

00:22:48.460 - 00:22:56.360
David Shanahan: So, if you're not currently enrolled in a plan, it's going to look like this. Obviously, still, your content for your plan is going to show here.

00:22:56.840 - 00:23:08.470
David Shanahan: And you'll notice that the buttons are super smart. So, because we don't have a stop plan, we don't have a pending plan, the only button that the employee's going to see is create or change coverage.

00:23:08.650 - 00:23:10.589
David Shanahan: So the employee will select that.

00:23:10.770 - 00:23:16.449
David Shanahan: They'll see, do... which dependents do I want to select? I want to select my... my spouse.

00:23:17.180 - 00:23:23.669
David Shanahan: I then select my, plan that I want. Let's say that I want the no deductible plan, and I save.

00:23:24.900 - 00:23:28.880

David Shanahan: And that's going to take the employee now into a pending plan for vision.

00:23:28.980 - 00:23:45.979

David Shanahan: And if the employee wants to, we still have the go-to enrollment right up here in the top, so anytime the employee has a pending plan, that go-to enrollment is going to be here, or the employee can simply come down and hit the review and enroll screen and go in to do their enrollment here.

00:23:46.350 - 00:23:50.989

David Shanahan: So, not many changes on the review and enroll screen, it pretty much is the way it was before.

00:23:52.020 - 00:23:58.129

David Shanahan: Alright, let's see a couple of the other changes now. So if we look at life insurance, creator change coverage.

00:23:58.460 - 00:24:05.500

David Shanahan: Again, we'll notice the blue highlighted tile showing us that the company life insurance plan is what we have.

00:24:08.030 - 00:24:11.099

David Shanahan: I can make changes to, my...

00:24:11.940 - 00:24:15.850

David Shanahan: beneficiary percentages here, I can save that information.

00:24:16.480 - 00:24:18.509

David Shanahan: It's going to show that's pending now.

00:24:19.400 - 00:24:21.630

David Shanahan: And take me into the supplemental life.

00:24:21.740 - 00:24:26.299

David Shanahan: So let's take a look at the Supplemental Life Plan, because there's a couple of different,

00:24:26.730 - 00:24:38.319

David Shanahan: entries here. So, here we have 3 different options. So, this would be a plan option for employees. They can do the option for one-time salary, two-time salary, or three-time salary.

00:24:38.590 - 00:24:40.630

David Shanahan: And as we talked about earlier.

00:24:40.880 - 00:24:52.489

David Shanahan: The EOI form link is right here for the employees if they need it. But if they enroll in, in the... any one of the Supplemental life plans and make the updates.

00:24:52.800 - 00:25:04.680

David Shanahan: Still, we get the evidence of insurability is required for this plan, and they can select the EOI information here, or they can select the EOI form here. So both of them are right there, easy for the employees to get to.

00:25:05.650 - 00:25:14.830

David Shanahan: So once I've completed the supplemental life, again, the system is going to automatically take me down to the spouse life plan. I can see that I'm already enrolled.

00:25:15.020 - 00:25:24.429

David Shanahan: And so I'm gonna say I don't need any changes. The employee can simply select the dependent life, go down to anyone, or they can say continue enrollment.

00:25:24.590 - 00:25:34.740
David Shanahan: And again, that continue enrollment is going to update the progress bar at the top, and it's going to give them a green check. So now they know which ones they've completed so far.

00:25:37.350 - 00:25:44.050
David Shanahan: The employee can now continue down through their enrollment. We'll look at now, the 401 .

00:25:44.660 - 00:26:04.000
David Shanahan: Again, 401K is kind of an interesting one because we have, 3 different areas we've configured in our demo system for the 401 savings plan, whether or not you want to have a pre-tax percentage, post-tax percentage, or a bonus contribution, so the employee would simply come in here and enter the amount that they want.

00:26:04.430 - 00:26:06.960
David Shanahan: And, that would then...

00:26:07.080 - 00:26:15.219
David Shanahan: be saved, you'll notice that when I click out of the field, when I click into the field, I can now put in the amount.

00:26:15.600 - 00:26:17.739
David Shanahan: When I click out of the field.

00:26:18.090 - 00:26:25.349
David Shanahan: it's going to save that information and then allow me to save. If the employee comes in here and enters an amount.

00:26:25.610 - 00:26:38.969
David Shanahan: and they select the save button, it's actually going to save it at the 2.5% amount. So if they want, if they have any questions, they can come in here and take a look at their amount that they've saved.

00:26:39.900 - 00:26:40.760
David Shanahan: Alright.

00:26:41.250 - 00:26:43.829
David Shanahan: We look at now Dependent Care FSA.

00:26:44.700 - 00:26:57.969
David Shanahan: Again, this is much simpler than it was before. We let them know it's an annual employee contribution, and the amount would be, whatever amount they would want to put in here, they can enter.

00:26:58.280 - 00:27:10.909
David Shanahan: and hit the save button, that information is then saved, and takes them down into the health savings account. They can enroll in that, and then come down and complete their enrollment.

00:27:14.190 - 00:27:18.250
David Shanahan: Alright, so everything else is pretty much the same as it was before.

00:27:18.590 - 00:27:23.729
David Shanahan: I did want to also show you, one other thing. If we look at...

00:27:26.300 - 00:27:32.609
David Shanahan: stopping a plan. So let's say that I'm enrolled in the dental plan, and my wife has a

better plan.

00:27:32.900 - 00:27:44.569
David Shanahan: any plans that have the configuration in Employee Central Payroll for this adjustment reason to be able to end, it's automatically going to show the Stop Participating in Plan button. So.

00:27:44.780 - 00:27:54.380
David Shanahan: For those of us that are, for instance, in the new hire enrollment, a lot of clients say, well, wait a minute, I really don't want the employee to be able to stop participating because they're a new hire.

00:27:54.560 - 00:28:05.419
David Shanahan: Well, if we allow our employees to go into an adjustment reason multiple times during, say, for instance, their 30-day period for enrollment for new hire.

00:28:05.520 - 00:28:19.219
David Shanahan: they may want to be able to stop a plan. So I always recommend that we include the configuration in the new hire adjustment reason, or life event, for them to be able to end or stop a plan.

00:28:19.510 - 00:28:32.379
David Shanahan: So I'm going to show you now when they stop, the participating plan. You'll notice we let the employee know pretty, pretty loudly that there's a stopped plan here. So, showing it right here in the bubble in the menu.

00:28:32.840 - 00:28:39.770
David Shanahan: So… Again, we have this nice color coding that really lets the employee know, very clearly.

00:28:39.890 - 00:28:46.780
David Shanahan: Exactly what's going on in their enrollment, and, lets them know that, hey, we have,

00:28:46.910 - 00:29:00.359
David Shanahan: We've got these changes that you've made, they're already green if you're enrolled. If they're pending changes, in other words, I'm waiting for an enrollment to happen, they're going to be yellow. And if I haven't enrolled in them, they're going to be gray.

00:29:02.560 - 00:29:09.380
David Shanahan: All right, what I'm gonna do now is I'm gonna stop sharing, and I'm going to go into, into the…

00:29:10.090 - 00:29:16.400
David Shanahan: log in to Zoom on my phone and show you what this looks like on the phone.

00:29:21.180 - 00:29:38.539
Kelly Sotelo: You know, I noticed whenever I was so excited to, introduce the webinar, I did not introduce myself, so thank you, Dave, for mentioning my name. I am Kelly Sotelo, I'm the marketing manager for Aspire. Just so everyone knows, I just thought I might, squeeze that in there while you're doing your transition.

00:29:39.720 - 00:29:53.369
David Shanahan: Great. Thank you so much, Kelly. I appreciate it. Yeah, Kelly has done a lot to help us stay on board and keep… keep going. So, alright, I have logged into my smartphone. This is an iPhone 12, by the way.

00:29:53.560 - 00:30:01.630
David Shanahan: And you'll notice that it's going to show me, Everything that's on my menu.

00:30:01.740 - 00:30:04.649

David Shanahan: I can come down and hit the My Benefits New Now.

00:30:05.670 - 00:30:12.720

David Shanahan: And it's going to log us in to the new, user interface. And you'll notice that, the...

00:30:12.740 - 00:30:27.519

David Shanahan: the first thing that we see is that automatically it has adjusted my content specific for my smartphone. So the navigation is slightly different. What we have is, we have the hamburger.

00:30:27.600 - 00:30:37.420

David Shanahan: up next to the welcome button. So, as an employee navigates through it, hamburgers are pretty familiar, and just for those of us that don't know what a hamburger is.

00:30:37.570 - 00:30:40.390

David Shanahan: It is those three.

00:30:40.600 - 00:30:43.979

David Shanahan: Parallel bars, to the left of the welcome.

00:30:44.220 - 00:30:51.750

David Shanahan: area. So, if I select the welcome, those three bars, you're going to notice that it's going to bring up my menu.

00:30:54.070 - 00:30:56.910

David Shanahan: So let's say that I want to go into new hire enrollment.

00:30:57.150 - 00:31:01.289

David Shanahan: So I simply select that, and now I can see all of my plans.

00:31:01.420 - 00:31:12.829

David Shanahan: So, as I'm going through this, you'll notice it looks just like it did, little smaller real estate, so we've adjusted, the Fiori application automatically adjusts based on the

00:31:12.990 - 00:31:21.539

David Shanahan: the information or the system that we're logged in as, so since it's a smartphone, it automatically adjusts. And let's say that I've spoken to my wife

00:31:21.790 - 00:31:37.620

David Shanahan: You'll notice, though, first of all, I'm logged in as a... on a new device. I logged in with my user and password. You didn't see me do that, but I did that. You'll notice everything is saved, completed, pending plans, etc, so I'm not having to redo that.

00:31:37.620 - 00:31:45.779

David Shanahan: if I log out and log back in again. So, super important. Everything is there for me, don't have to do anything. But let's say I spoke to my wife.

00:31:46.000 - 00:31:51.150

David Shanahan: And I don't want to stop my dental plan. So I would select the dental plan.

00:31:51.430 - 00:31:56.430

David Shanahan: I would select Undo Stop, And it's going to tell me the plan has been continued.

00:31:56.950 - 00:32:13.090

David Shanahan: So now it's going to automatically take me to the vision plan, and if you'll notice, that was really seamless in the mobile experience. So, you can see it goes from plan to plan to plan. So if I say I don't really want to do anything, I don't want to make any changes.

00:32:13.460 - 00:32:18.439

David Shanahan: I can do my create or change coverage, I can do...

00:32:18.830 - 00:32:23.449

David Shanahan: select, oh, you know what, I want the $250 deductible, I can save that.

00:32:23.770 - 00:32:35.610

David Shanahan: So it lets me know it's done, and then it comes and lets me know that I have pending changes for my life insurance. I can undo those pending changes, or I can go back into the application.

00:32:35.700 - 00:32:47.419

David Shanahan: By hitting the back button, which is going to take me back into the menu, and I can go down, and let's say I want to, instead of going through the navigation, through all the fields, I now want to go to my 401K plan.

00:32:47.880 - 00:32:50.040

David Shanahan: I can do create or change coverage.

00:32:50.530 - 00:32:53.310

David Shanahan: I can then select the savings plan that I want.

00:32:54.050 - 00:32:59.300

David Shanahan: If I want to not save it, I can do undo pending, I can save, I can cancel.

00:32:59.730 - 00:33:12.189

David Shanahan: or I can go to the back button across the top, or I can hit the go to enrollment right here, which will take me to the review and enroll screen, where I can actually come in and do my enrollment.

00:33:15.230 - 00:33:19.969

David Shanahan: Alright, so... and there we get our enrollment confirmation.

00:33:21.240 - 00:33:23.920

David Shanahan: Great. Now let me back out of this.

00:33:26.610 - 00:33:27.550

David Shanahan: Alright.

00:33:30.580 - 00:33:36.939

David Shanahan: Next, what I would like to do is I would like to show you what the user experience looks like.

00:33:37.320 - 00:33:44.240

David Shanahan: On... versus the two different looks... look and feel. So, what I'm gonna do is get set up real quick.

00:33:50.860 - 00:34:05.490

Kelly Sotelo: reminder that we are going to have the on-demand version sent to everyone who is registered today via email, and we will post it on our website as well, so if you want to forward this along to any stakeholders that missed today, it will be available shortly after our presentation today.

00:34:07.400 - 00:34:08.900

David Shanahan: Great. Thank you, Kelly.

00:34:10.800 - 00:34:11.620

David Shanahan: Alright.

00:34:12.080 - 00:34:31.629

David Shanahan: So now what I've done is I've got two sessions of Employee Central open. So the first one is the older look and feel, but just to kind of show you what this looks like, the differences, so this is the current one that we all have today. You'll notice that we do have colors, for instance, on not yet submitted and enrollment completed in the main menu.

00:34:31.719 - 00:34:49.640
David Shanahan: But when we switch to the new look and feel, I think we can see that the menu looks so much cleaner, so much easier. We see these nice, colorful bubbles that let the employee know much easier on the eye, and much clearer to tell the employee what's going on.

00:34:50.030 - 00:34:52.269
David Shanahan: So now if we go into the enrollment.

00:34:53.820 - 00:35:12.309
David Shanahan: we can see that, now that I've enrolled already, I still need to do my required for enrollment. And we still have colors in here, and so the UI is not anything that... the current UI isn't anything to sneeze about, it's great. But again, when we look at the new user interface.

00:35:12.560 - 00:35:20.080
David Shanahan: it just... it's just easier on the eye, and I think you're gonna find your employees are gonna like it better, and you're really not gonna need any kind of...

00:35:20.220 - 00:35:26.489
David Shanahan: any kind of training to... to implement the new UI, it's gonna... it's really, you know.

00:35:26.700 - 00:35:33.500
David Shanahan: Point and click, let's go, very simplified. The menu hasn't changed so drastically, etc, so...

00:35:33.720 - 00:35:44.089
David Shanahan: And it's also important to note that the old user interface, the current user interface, has also been fully regression tested.

00:35:44.340 - 00:35:52.640
David Shanahan: So what regression testing means is that, obviously putting in a new user interface, we've got a lot of changes that we made to the UI.

00:35:52.820 - 00:36:01.470
David Shanahan: Those changes, we needed to make sure that, you know, it works for downward compatible,

00:36:01.990 - 00:36:18.110
David Shanahan: browsers, it needs to work on Edge, Safari, Chrome, Firefox, etc. So all of that regression testing has been done, and really to help make sure that when we roll this out to all of our clients, they're not seeing any issues.

00:36:20.380 - 00:36:27.770
David Shanahan: And it's just gonna hopefully make it better, so... but I wanted to make sure you knew that for the old user interface, the current UI,

00:36:27.920 - 00:36:38.840
David Shanahan: you can still use that, again, if you want to, and that has been fully vetted in the new... in the new release, as well as, of course, the new user interface. So again, just really switching between the two.

00:36:38.970 - 00:36:46.739
David Shanahan: If I go into, medical and creator change coverage, very clear, easy to understand. If I go into the legacy.

00:36:47.780 - 00:36:58.320
David Shanahan: And there's a Today button and an update button, so it's a little... we've got the go-to enrollment, stop participating in plan, so it's a little, different.

00:36:58.490 - 00:37:06.439
David Shanahan: But then we have the plans listed here, more in, like, a tabular view within the,

00:37:06.750 - 00:37:10.189
David Shanahan: within the Select Health Plan or Select Savings Plan.

00:37:10.460 - 00:37:15.190
David Shanahan: So it's a little bit, different. I'll show you now supplemental life.

00:37:15.530 - 00:37:17.540
David Shanahan: So again, a little bit different.

00:37:20.350 - 00:37:27.830
David Shanahan: Kind of looks a little more crowded, whereas if we look at the supplemental plans here in the new release.

00:37:28.270 - 00:37:30.160
David Shanahan: Looks very clean.

00:37:31.630 - 00:37:33.760
David Shanahan: Switch between the two.

00:37:33.900 - 00:37:43.460
David Shanahan: nice and clean, lets the employee know everything they need to know. And again, we have that small area, as I said, in the...

00:37:43.780 - 00:37:49.240
David Shanahan: Within the plans where you can actually add any kind of information, as well as the recommended

00:37:49.510 - 00:37:51.880
David Shanahan: And again, all of this,

00:37:52.290 - 00:38:09.830
David Shanahan: is coming in the new release, so nothing here that you can add. There was very little real estate here, so we think by adding these tiles, it's going to make it a lot easier for the employee to know which one they're selecting. You've got the nice blue highlight that lets them know that

00:38:10.190 - 00:38:18.389
David Shanahan: And then also here, you've got the buttons here. So it's very, I think it's a lot easier, on the eye as well.

00:38:21.820 - 00:38:22.960
David Shanahan: All right.

00:38:24.980 - 00:38:29.080
David Shanahan: Well, that is it for our, for our...

00:38:29.890 - 00:38:35.650
David Shanahan: demo, wanted to switch it over. I think, now we've got question and answers, right, Kelly?

00:38:35.650 - 00:38:50.319
Kelly Sotelo: Yes, that is correct. Thank you so much, Dave, that was really great. We got some really nice comments from our attendees here today about how great everything is looking. I will start with one of

the questions that Stacy hasn't had a chance to answer quite yet.

00:38:50.320 - 00:39:04.989
Kelly Sotelo: It asks, can certain tiles be hidden that will not be relevant for us? Is there an option to opt out of coverage? We will be able to block the HSA enrollment if employee does not enroll in the HDHP.

00:39:04.990 - 00:39:10.119
Kelly Sotelo: Question mark. Can the EOI be removed for new hires since it was not relevant?

00:39:11.440 - 00:39:20.710
Kelly Sotelo: So there's kind of several questions in there. I know Stacy's, you know, working through that answer as well. I don't know, Stacy, if you had some comments on that one, since you had a chance to read through it already.

00:39:22.550 - 00:39:35.979
Stacy Jones: Sure. So, short… I'll try to hit the questions one at a time here. Can certain tiles be hidden that are not relevant? Yes, absolutely. All of that is based on configuration, and

00:39:36.320 - 00:39:44.829
Stacy Jones: however your plans are configured, and Dave, you can chime in here, we can hide things that are not relevant to… to you.

00:39:46.010 - 00:39:54.569
David Shanahan: Absolutely. So, if I'm a salaried employee, for instance, and there's a specific health plan specific for salaried employees, that tile

00:39:54.690 - 00:39:58.329
David Shanahan: Will not show up, or that plan will not show up for…

00:39:58.580 - 00:40:10.880
David Shanahan: For hourly employees. So just like it works today, the tiles will not show up unless the employee, has been vetted and is allowed to enroll in that plan.

00:40:11.160 - 00:40:18.099
David Shanahan: Now, we did talk about… there was some discussion about HDHP plan and HSA, I think that was one of the questions.

00:40:18.520 - 00:40:19.820
Stacy Jones: It is.

00:40:20.250 - 00:40:30.219
David Shanahan: And that is, is, is slightly… that pretty much works the same. So, we've implemented,

00:40:30.330 - 00:40:36.630
David Shanahan: a set of… Co-requisite, prerequisite.

00:40:36.850 - 00:40:52.540
David Shanahan: outside of the standard, which makes it a lot easier for employees, but we don't yet have the ability to say, well, if you're not enrolled in the plan, we're not going to let you, select, not see the HSA further down below.

00:40:52.540 - 00:41:02.670
David Shanahan: So typically, obviously, for those of us that don't know, if you're in the high deductible, typically in an organization, if you're in the high deductible health plan, you can enroll in the HSA plan.

00:41:02.780 - 00:41:09.389
David Shanahan: But if you're… If you're not enrolled in the HSA plan, you can't have the high-deductible health plan.

00:41:09.610 - 00:41:21.160
David Shanahan: So, because we allow the employee to go through the application, through the application, sorry.

00:41:27.490 - 00:41:31.210
David Shanahan: Just trying to… okay, there we go.

00:41:35.380 - 00:41:38.300
David Shanahan: you can't… you can enroll in the HSA plan

00:41:38.530 - 00:41:43.240
David Shanahan: or you can enroll in the HDHP plan, whichever one you want to first.

00:41:43.440 - 00:41:44.330
David Shanahan: So…

00:41:45.280 - 00:42:02.710
David Shanahan: because of that, we allow you to select either or, and then we do the check afterwards. So, that way, you know, oh, you've got to be able… you've got to be enrolled in it. So, typically, what we recommend is we have the… we have the medical plan at the top of the area when we have an HSA plan.

00:42:02.780 - 00:42:15.909
David Shanahan: By having the medical at the top, the employee can then select the HSA plan next, if they go in a row. So by selecting the HSA plan, that's typically not a check that we do.

00:42:15.910 - 00:42:28.499
David Shanahan: We do the check, when the employee selects the HSA plan, or the Health Savings Account Plan. When they select that, that's when they would see the error message, if they aren't enrolled in the HDHP plan.

00:42:30.520 - 00:42:33.459
David Shanahan: And I think there was another question there, Kelly, about the EOI.

00:42:33.460 - 00:42:38.189
Kelly Sotelo: was, can the EOI be removed for new hires since it is not relevant?

00:42:43.020 - 00:42:47.249
David Shanahan: So, Stacy, on that one, is that benefit… that's benefits configuration, right?

00:42:47.810 - 00:43:07.349
Stacy Jones: Yes, that's right. So, if it… we can set that in configuration to have a, you know, a certain limit or no limit at all, at the initial new hire, so then there would be no ELI triggered for the new hire adjustment reason. That's all driven based on configuration.

00:43:09.100 - 00:43:22.840
Kelly Sotelo: Great, thank you guys. Another question that came through, is there an option to not implement the tiles and continue with seeing the information in rows, but go forward with the other design changes, or is it all or nothing?

00:43:24.190 - 00:43:35.930
David Shanahan: Great question. It's all or none. So, yeah, if you want the recommended plan and the, progress bar and all of that, it comes in the new… the new release, so…

00:43:36.350 - 00:43:55.099
David Shanahan: And really, right, Stacy? We kind of struggled with this, because we thought about, you know, when SAP put out the new release for Employee Central, for SuccessFactors, they forced everyone to go to the new, user interface. And that, from an

00:43:55.170 - 00:44:08.979
David Shanahan: from a perspective of, you know, from our perspective, that would have been better to get all of our clients off of the old release, I'm sorry, the old UI, and all we would need to do is support the new UI, but we really...

00:44:08.980 - 00:44:12.129
David Shanahan: Wanted to make sure that you had the choice.

00:44:12.130 - 00:44:18.119
David Shanahan: So, again, if you're going through and you're doing your testing, you're in user acceptance testing.

00:44:18.120 - 00:44:32.420
David Shanahan: and you say, oh, you know what, there's an issue here, I just... I can't get past this. You can actually keep this... the same URL that you're having today, the same U... all the same, everything stays the same for your... for your benefits, open enrollment.

00:44:32.540 - 00:44:40.770
David Shanahan: Or you can go ahead and switch to the new UI, but yes, all of the, all of the updates that I've shown you only show up in the new UI.

00:44:42.150 - 00:44:53.110
Kelly Sotelo: Thank you so much. The next two questions we had were basically the same question. Do you have to have EC Payroll full? Some companies use EC, but not EC Payroll.

00:44:56.770 - 00:45:09.060
David Shanahan: So, you don't necessarily need to use EC Payroll. If you have an on-premise or SAP S4 ECC system, you can use AspireHR benefits.

00:45:09.250 - 00:45:25.490
David Shanahan: But it... it resides... so our... we are using, the user interface that I showed you today, that Stacy and I highlighted today, that's really within, an ECC S4 or S4 system, or your Employee Central Payroll System.

00:45:25.560 - 00:45:38.000
David Shanahan: So we need a couple of things in order for that to happen. There's actually the benefits module, which, comes delivered in Employee Central Payroll, and also ECC or S4.

00:45:38.180 - 00:45:47.789
David Shanahan: That is needed because it is part of the payroll engine, and it is directly integrated with... it's not even an integration, it's just part of

00:45:47.880 - 00:46:05.979
David Shanahan: the payroll engine, and that's why everything is so cool, because you don't need replication, you don't need any of that stuff. So, yeah, you really kind of need payroll in order to use this application, because the payroll piece is obviously part of the benefits piece. So, it's all tied in together.

00:46:07.010 - 00:46:23.409
Kelly Sotelo: Great, thank you so much, Dave. A couple of questions that came through while you were presenting that Stacy did get a chance to answer on the chat. I thought I would read them out loud here, just for everyone. I noticed there is no longer a Today tab and an Update tab.

00:46:23.570 - 00:46:46.050
Kelly Sotelo: will we need to go back and update all of our contact to match content to match the new UI? Stacy did put a quick answer in there. Your current content will stay in place, so if it is instructions specific to the Today and Update tabs, you will want to adjust the content accordingly. I don't know if you wanted to add anything to that, but just thought I wanted to put that out there for everyone to hear.

00:46:46.570 - 00:46:47.979
David Shanahan: Yes, so if.

00:46:48.610 - 00:46:49.640
Stacy Jones: Go ahead, Dave.

00:46:49.950 - 00:46:51.290
David Shanahan: I'm sorry.

00:46:51.290 - 00:46:52.450
Stacy Jones: No, you're good, go ahead.

00:46:52.800 - 00:47:07.800
David Shanahan: Okay. Yeah, it's... if you have content, yeah, you're going to want to update that. If you've done it... if you've done the content in the content editor, as you know, we have really, highlighted and made that a lot easier for you, so...

00:47:07.800 - 00:47:25.859
David Shanahan: For instance, dragging and dropping screenshots, et cetera, from, like, your test system is much easier. You don't have to save that off as an image. You can just drag and drop that image directly into the content editor, and save your content, and everything is great.

00:47:25.870 - 00:47:42.419
David Shanahan: if you have those, all of that content offline somewhere else, let's say on a SharePoint drive, you're gonna have to update that, content directly. That is correct, so that it... and get screenshots if you want to show the, the new, the new look and feel.

00:47:43.470 - 00:48:01.739
Kelly Sotelo: Thank you. Next question is, we have a lot of file feeds to vendors. Does this product support that? Stacy did provide a quick answer of, we do support vendor file feeds. Our future release roadmap contains a benefit admin dashboard that will include monitoring tools. Did you want to expand on that a little bit?

00:48:03.070 - 00:48:15.349
David Shanahan: No, so yes, in addition to getting, you know, issues that we have, or, problems when we... we also, poll our clients, and our clients let us know. They're very good about telling us stuff.

00:48:15.350 - 00:48:26.040
David Shanahan: hey, you know, we'd like to look at this in the future, and that's one of them as well. So, the other one, too, is the HSA HDHP stuff, so yeah, that's definitely on our list as well.

00:48:26.090 - 00:48:35.120
David Shanahan: But yeah, definitely looking at that, and upgrading the Take Action dashboard, and having the administrator dashboard more like

00:48:35.760 - 00:48:53.529
David Shanahan: kind of like a, a dashboard that give... brings you to the Take Action dashboard, or brings you to, hey, how many... how many enrollments have we had today? Everything would be, quickly, at a glance, kind of like what SAP is doing and SAP for me.

00:48:53.530 - 00:48:57.879
David Shanahan: It looks very much like that, but again, that's all in the works right now.

00:48:59.420 - 00:49:08.730
Kelly Sotelo: Perfect, thank you so much, Dave. With that, I am going to bring our webinar to a close today. I want to let everyone know that if you do have any questions that

00:49:08.730 - 00:49:32.590

Kelly Sotelo: come up later, or that came to mind after our presentation is over, feel free to reach out. We have Stacy and Dave's email here if you have any product questions about AspireHR benefits. We also have our contact us at AspireHR email, and my email, ksotello at AspireHR.com, that you can reach out for any questions about anything AspireHR related.

00:49:32.590 - 00:49:40.659

Kelly Sotelo: We're happy to answer those questions. You will be receiving an email with the on-demand version of today's webinar for any replay needs.

00:49:40.660 - 00:49:57.239

Kelly Sotelo: We will be so excited to share our next release, and be on the lookout for any future webinars that we have for other products and other capabilities and modules that we love to cover. And until then, we will see you all next time. Thank you so much.

00:49:58.700 - 00:49:59.609

David Shanahan: Thank you!

00:49:59.610 - 00:50:00.310

Kelly Sotelo: Thank you!

00:50:00.310 - 00:50:01.360

Stacy Jones: Thank you.