

## pihmsXpress Plus™

pihmsXpress Plus™ is designed for employers that need assistance in combining administration of Federal and multiple State (plus Puerto Rico) versions of Family and Medical Leave legislation and specific Company and/or Union based policies. Complex eligibility requirements, High FML usage, repeated irregular absences and overall non-compliance risks are addressed through pihms' efficient and easy to use web-based solution. Implementation is quick and simple without high startup costs because pihms handles all of the hardware/software maintenance, backups and upgrades.

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### Standardized eligibility assessment process

The pre-built Federal & State FML requirements are integrated with your company's specific leave policies into one comprehensive package, providing quick and easy to confirm eligibility determinations. pihmsXpress Plus™ can also be configured to auto-adjudicate specific leave request types based on your criteria.

### Reliably uniform FML administration

pihmsXpress Plus™ will apply Federal, State and Company specific leaves concurrently (when applicable) and provide consistent application of policies, which reduces the exposure to possible legal fees and judgments.

### Self-Service web portal access

Employees will be able to request leaves, receive and respond to required documentation and view the leave request status. Managers will be able to document leave requests on behalf of their direct reports as well as receive notification of and act on any tasks required by an employee's leave request.

### Streamlined gathering of FML required documentation and correspondence

Appropriate documentation is automatically provided to the employee and correspondence can be delivered via email or regular mail. All interactions (requests, approval status and correspondence) are retained for historical records.

### Multiple methods for counting FML absences

pihmsXpress Plus™ is capable of counting FML eligible absences by Calendar Year, Company Fiscal Year, a year starting on 'anniversary' of Employee start date, a year required by State law, or a 'rolling' 12 month period (forward or backwards) from the requested leave start date. Leaves with complicated intermittent circumstances are easily defined, tracked and managed.

## pihmsXpress Plus™

### Comprehensive data analysis and customizable reporting

Powerful, flexible and easy-to-use, the included pihms Analytic Solutions™ let you see and analyze your FML and Company leave data in an entirely new way. You'll receive up-to-the-minute insight into absence related productivity levels, costs and compliance across your entire organization.

### Quick and easy to get started

The Implementation process is easy. Once employee demographics are loaded (via eligibility data file or active interface with your HR information system) and the Company/Union specific policies are defined, your team will receive the necessary training (in-person and web-based) to utilize pihmsXpress Plus™ to the fullest extent.

### Strong Post-Implementation Client Relationship

Once the pihmsXpress Plus™ solution is live, the pihms client management team initiates regular reviews of usage patterns and end-user satisfaction. The client management team also provides technical support (phone and web-based), continuing education courses (live and web-based) and regular updates on software enhancements.

## Benefits

- » Eliminates Costly Variation in Practices.
- » Improves Operational Efficiency.
- » Ensures Appropriate Resource Allocation.

## Features

- » Accurately Tracks & Manages All Company/Union as well as Federal and State FMLA Events.
- » Leaves Easily Created by Employee, Manager, or Customer Service Representative.
- » Rules-Based Engine configurable for auto-adjudication of requests.
- » Fast FMLA Eligibility Determination.
- » STD Tracking.

## Reports

- >> Absence Trend Reports.
- >> FMLA Leave Report.
- >> Incidental Absence Report.
- >> Incidental Absence Productivity Report.
- >> Leave History Report.
- >> Leaves or Absence by Supervisor.
- >> Total Number of Leave Days.

## Statistics

- >> Employees Maintained.
  - >> Location.
  - >> Status.
- >> Leaves Created.
  - >> Number of Leaves Modeled.
  - >> Number of Leaves Taken.
  - >> Types of Leaves Taken.
  - >> Who Took Leaves.
  - >> When Were Leaves Taken.