Paycor A Paychex® Company

Bankers Bulletin

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Open the Floodgates, It's Open Enrollment!

What's the difference between a smooth open enrollment process and a last-minute scramble? Most often, it comes down to clear communication. Your clients' employees have just a few weeks to make their choices, and it can feel like a lot of pressure. Share these tips to help your clients support their teams every step of the way.

The Comms That Keep HR Compliant

Employers are responsible for telling employees when open enrollment begins, what's changing, and when their elections are due. They may also need to send annual notices, such as a summary of benefits and coverage, a HIPAA privacy notice, or a COBRA rights notice. Requirements vary by plan and state, so HR leaders should confirm which rules apply to their business.

Tools That Drive Transparency

Paycor Benefits Advisor puts every employee in charge of their own choices. Leaders enter the plan information, and our tools follow through with timely nudges and clear details employees can compare through the portal. Team members get answers on their own schedule, and HR saves energy for the questions that need a human touch.

Key Features

Paycor empowers your clients to:

- Design, set up, and run open enrollment
- Automate alerts and reminders so deadlines are never a surprise
- Review completion rates in real time to keep the team on track
- Deliver enrollment data to insurance carriers through EDI connections

How Paycor Helps

Paycor Benefits Advisor offers a streamlined, user-friendly online experience. Employees enroll from their phone or computer, HR tracks progress from a single dashboard, and elections feed directly into payroll.

Ask how Paycor can help your business clients.