

WEBINAR SERIES

Open Enrollment Season Employee Benefits & Product Offerings

August 4, 2021



PrestigePEO Webinar

Guest Speakers



WEBINAR HOST

Melissa Yannalfo

Client Success Specialist
PrestigePEO



Emily Cody

Speaker

Sales Support
Specialist
Ultimate Kronos Group (UKG)



Adam Cherney

Speaker

General Agent and
Managing Partner
Lee, Nolan & Koroghlian, LLC
MassMutual Advisor



John A. Manning

Speaker

Insurance and
Financial Advisor
Lee, Nolan & Koroghlian, LLC
MassMutual Advisor

PrestigePEO Webinar

Today's Speakers



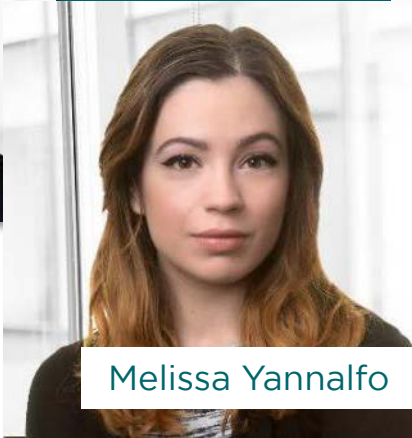
Emily Cody



Adam Cherney



John A. Manning



Melissa Yannalfo

Emily Cody, UKG, Sales Support Specialist - Speaker

Emily Cody is a Pre-Sales Support Specialist at UKG. She has been with UKG for 9 years where she primarily supports the partner reseller community in their sales initiatives. She has prior experience as in the industry as a Payroll and HR Administrator.

Adam Cherney, CLF®, Lee, Nolan & Koroghlian, LLC General Agent and Managing Partner - Speaker

Adam joined Lee, Nolan & Koroghlian, LLC in 2014 with 12 years of industry experience. Beginning his career at MetLife, Adam spent eight years with one of the company's top agencies in the nation and quickly became a qualifier for Million Dollar Round Table from 2005-2007 and the company's Leaders (2005-2007) and President's Conferences (2004).

John A. Manning, CLTC, Lee, Nolan & Koroghlian, LLC Insurance and Financial Advisor - Speaker

John joined Lee, Nolan & Koroghlian, LLC in October 2014 with 18 years of industry experience, the majority spent as a trader on the floor of the New York Stock Exchange. He quickly became recognized as a leader in the firm and in the company.

Melissa Yannalfo, Client Success Specialist - Host

Melissa Yannalfo is the Client Success Specialist at PrestigePEO. Melissa has an extensive background in account management with a focus on Human Resources and has a dedicated focus on the client experience through a holistic approach to the PEO Service Model. Melissa has been with Prestige for 3 years.

Today's Agenda

- Presentation by Ultimate Kronos Group (UKG)
 - Main technology components & how a time & attendance platform supports a growing organization
 - Ways to optimize your T&A utilization
- Presentation by MassMutual Advisors
 - Group Whole Life Insurance

Webinar Forum

All participants are muted.

Please type questions in the side navigation panel and we will try to address most questions during today's session.

Today's presentation will be posted online at prestigepeo.com/blogs/



Your Ultimate Time and
Attendance Solution

Why UKG?

- Simplify your human capital management processes through automation
- Seamlessly manage workflows
 - Timesheet approvals
 - Time off requests
 - Scheduling
- Real time visibility
- Integration with PrestigePEO



Featured Benefits

- Capture accurate timekeeping data and labor costs – save time and money!
- Maintain compliance
- Manage attendance
- Implement scheduling
- Cloud delivered updates



Let's Talk Labor Costs



- Multiple avenues of collecting real time punch data
 - Time clocks
 - Web based punches
 - Mobile app
- More than just shift tracking!
 - Meal and lunch breaks
 - Cost centers
 - Salaried workers and projects
- Accurately calculate special rates

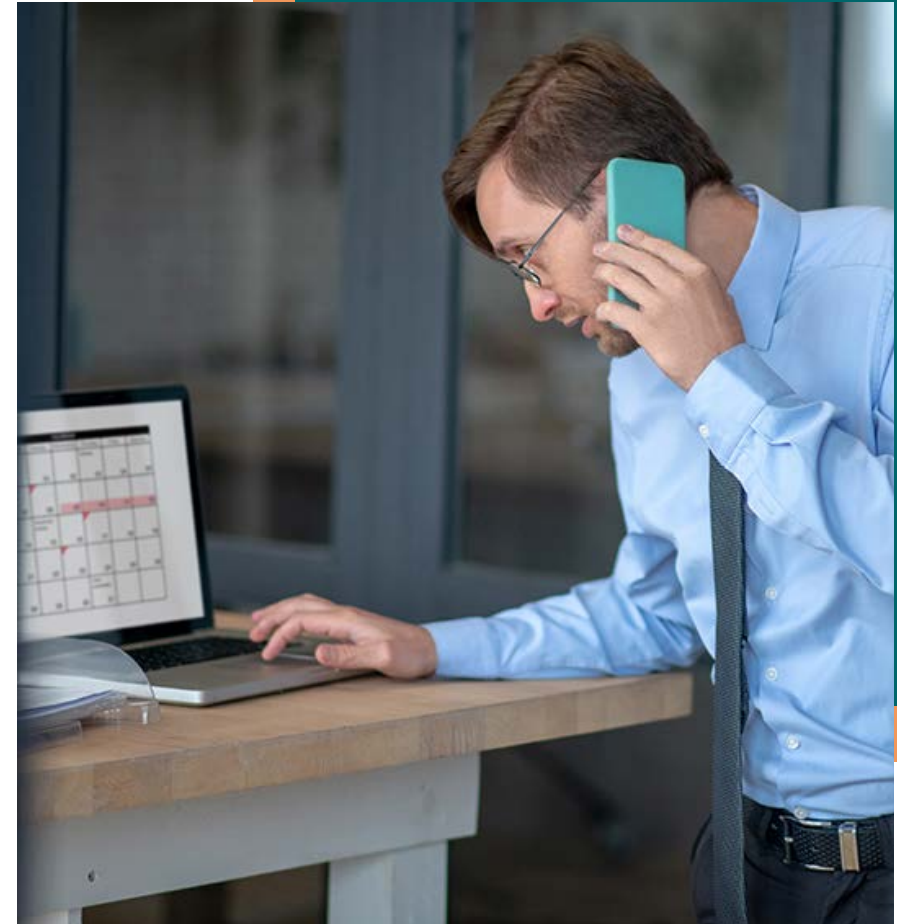
Address Your Attendance Issues



- Exception tracking
 - Missed punches
 - Early/late arrivals
 - Skipped breaks
- Automated notifications
- Maintain payroll accuracy
- Automate policies for time off accruals

Employee Scheduling

- Daily, weekly, or staggered scheduling
- Schedule individually or in groups
- Assign locations
- Track schedule vs actual hours worked
- Monitor projected hours to keep costs in check



Custom Dashboard

See only what you need!

My To Do Items

Workflow: Timesheet (Manager)

Employee: [Video Watch \(B26858\)](#)
Pay Period: S1
Date: 05/31/2021 – 06/06/2021

REJECT APPROVE

Workflow: Timesheet (Manager)

Employee: [Keith Owens \(Z04992\)](#)
Pay Period: W
Date: 07/05/2021 – 07/11/2021

REJECT APPROVE

Workflow: Timesheet (Manager)

Employee: [Keith Owens \(Z04992\)](#)
Pay Period: W
Date: 07/26/2021 – 08/01/2021

REJECT APPROVE

Workflow: Timesheet (Manager)

Employee: [Jeanette Stokes \(V04988\)](#)

Missing Punches

Rows On Page 10 1 Row

Employee Filter: All Employees

Timesheet Dates: Calendar Range
Last N Days 7 Day(s) Include Today (07/26/2021 – 08/01/2021)

Click here to expand grouped columns

	Date	Start	End	Missed Punch
Employee Picture:	Employee Id: D03484	First Name: Paul	Last Name: Thompson	Ungroup
	07/28/2021	11:45a	-	Y

Exceptions

Today This Week Next Week Last Week

Rows On Page 10 No Rows

Employee Filter: All Employees Exceptions: All Exceptions Show Negative Override

Click here to expand grouped columns

	Abbreviation	Date
No Results Returned		

VIEW TIMESHEETS

Attendance Board

Rows On Page 10 Showing: 1-10 Of 40 Page 1 Of 4

Grouped By

EMPLOYEE	First Name	Last Name	Attendance Status
Keith Owens	Keith	Owens	OUT
Tony Holder	Tony	Holder	OUT
Ruby Linel	Ruby	Linel	OUT
Emelda Fry	Emelda	Fry	OUT
Jeanette Stokes	Jeanette	Stokes	OUT
Eric Castillo	Eric	Castillo	OUT
Eddie Vedder	Eddie	Vedder	OUT
Jayne Birmingham	Jayne	Birmingham	OUT

Quick Links

My Team
[Employee Information](#)

My Time
[Timesheet](#)
[Current Timesheet](#)
[Time Off](#)
[Request](#)

Accruals
[Balances](#)

Schedule
[Team Schedule View](#)
[Overview](#)
[Schedule Overview \(Weekly\)](#)

Benefits
[Reports](#)
[Balances](#)

HR
[Employee Maintenance](#)
[Password Reset](#)
[Password Unlock](#)

My Reports
[Benefits Reports](#)
[Balances](#)
[System Reports](#)
[System Initiatives](#)


My Saved Reports

Rows On Page 15 11 Rows

Show: Others' Settings

	Saved As Name	Report Category	Report Name	Report Owner
Jess's View2	Accrual Balances	Balances		Paul Thompson
Jess V. Demo	Payroll	Process & Export (Manage Payrolls)		Paul Thompson
Jess V. Demo	Payroll	Process & Export (Manage Payrolls)		Paul Thompson
Basic Data	Team	Employee List		Paul Thompson

© 2021 PrestigePEO. All Rights Reserved.

 **PrestigePEO™**

Custom Reporting

- Real time data
- What you need, when you need it
- Email report generator
- Scheduled reports

← Exceptions

Page 1 of 4 1 - 10 of 38 Rows Saved: Jess V.

			Empl...	First ...	Last ...	Date	Weekday	Abbrevia...	Name	
			starts with	starts with	starts with	=	=	=	=	
<input type="checkbox"/>			A26857	Video	Nowatch	03/22/2021	Monday	NEARING OT	Nearing OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/22/2021	Monday	OT	OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/23/2021	Tuesday	OT	OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/23/2021	Tuesday	NEARING OT	Nearing OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/24/2021	Wednesday	NEARING OT	Nearing OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/24/2021	Wednesday	OT	OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/25/2021	Thursday	OT	OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/25/2021	Thursday	NEARING OT	Nearing OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/26/2021	Friday	NEARING OT	Nearing OT	
<input type="checkbox"/>			A26857	Video	Nowatch	03/26/2021	Friday	OT	OT	

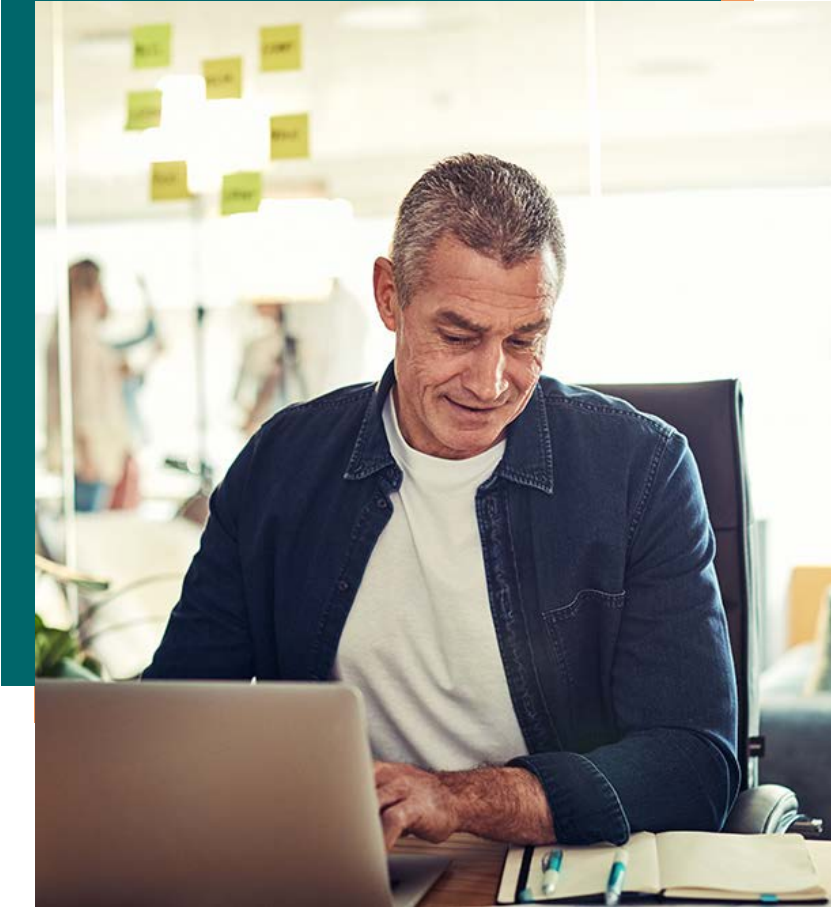
← Accrual Balances

Page 1 of 8 1 - 10 of 80 Rows Saved: Jess's View2

			First Name	Last Name	Time Off	Days Earned YTD	Days Taken YTD	Days Scheduled	Days Remaining	Start Date
			starts with	starts with	starts with	*	*	*	*	*
<input type="checkbox"/>			Keith	Owens	Vacation	22.13		0.00	22.13	05/01/2000
<input type="checkbox"/>			Keith	Owens	Sick	14.00	1.50	0.00	12.50	05/01/2000
<input type="checkbox"/>			Tony	Holder	Vacation	22.13	1.00	0.00	21.13	02/21/2004
<input type="checkbox"/>			Tony	Holder	Sick	14.00		0.00	14.00	02/21/2004
<input type="checkbox"/>			Ruby	Linel	Vacation	19.10		0.00	19.10	08/04/2013
<input type="checkbox"/>			Ruby	Linel	Sick	14.00		0.00	14.00	08/04/2013
<input type="checkbox"/>			Emelda	Fry	Vacation	22.13		0.00	22.13	05/01/2000
<input type="checkbox"/>			Emelda	Fry	Sick	14.00		0.00	14.00	05/01/2000
<input type="checkbox"/>			Jeanette	Stokes	Vacation	19.10		0.00	19.10	03/25/2012
<input type="checkbox"/>			Jeanette	Stokes	Sick	14.00		0.00	14.00	03/25/2012
Page Total						174.99	2.5	0	172.09	

Extras

- Scheduling component
- Leave of Absence Tracking





Q&A

- Are employees restricted to only one type of punching mechanism?
- We track employee travel times, is there a map component to see where employees were at the time of their punch?
- If we need to track hours against a department AND a project, can we do both in the system?



∴ MassMutual

Facts of Life Insurance

Life Insurance in US households¹

46% have none at all

34% have group life insurance

32% Nearly one in three say they need more

60% Of employees prefer to buy health and life insurance benefits at work²



¹ LIMRA Facts About Life, LIMRA, 2017.
² LIMRA U.S. Worksite Sales Survey 2015.

MassMutual@WORK is a new group whole life product available as part of the Prestige benefits package



Guaranteed level premium



Guaranteed increases in cash-value



Guaranteed death benefit



Simple Application



Dividend eligible³



Permanent and Portable for life. You own the coverage

³ Dividends are not guaranteed. The certificate is eligible to receive dividends beginning on the second anniversary

MassMutual@WORK Group Whole Life Insurance

Your maximum coverage options



Employees can
apply for up to
\$250,000

The first \$100,000 is
Guaranteed Issue!

MassMutual@WORK Group Whole Life Insurance

A simple application process



Answer just three underwriting questions to determine eligibility

- 1 Within the last 12 months have you used tobacco or other nicotine containing products?
- 2 Are you actively at work at your usual and customary location, maintaining your normal work schedule, performing all the duties of your occupation without limitation due to injury or sickness?
- 3 During the last 2 years, have you sought treatment for, been treated for, or been diagnosed by a member of the medical profession as having any of the following:
 - Cancer
 - Heart Attack, coronary artery, valve disease, heart failure or cardiomyopathy
 - Alcohol or drug abuse
 - Diabetes for which the recommended treatment is insulin
 - Chronic obstructive pulmonary disease, emphysema or other chronic lung disease
 - Stroke or transient ischemic attack
 - Chronic Kidney disease or kidney failure
 - Parkinson's disease or paralysis
 - Cirrhosis of the liver or hepatitis
 - AIDS or tested positive for HIV or its antibodies

Examples by age

For \$10,000 MassMutual@WORK Group Whole Life Coverage⁴



Helpful tip:

The amount you pay is based on your age, so premiums are lower if you buy sooner rather than later.

Over **50%** of people overestimate the cost of life insurance by **3 times**⁵

	Age 25	Age 45	Age 55
Cost per week	\$2.27	\$4.55	\$7.39
Guaranteed cash value at age 65	\$3,662	\$2,695	\$1,617

⁴ This is for illustrative purposes only and is not binding. This example is for non-tobacco unisex rates. Additional policy features, or riders, are not included in the examples above and may be available at an additional cost. Rates may vary based on age, tobacco status and state.

⁵ LIMRA 2017 Life Insurance Barometer Study.

Why would I buy Group Whole Life through my Employer?

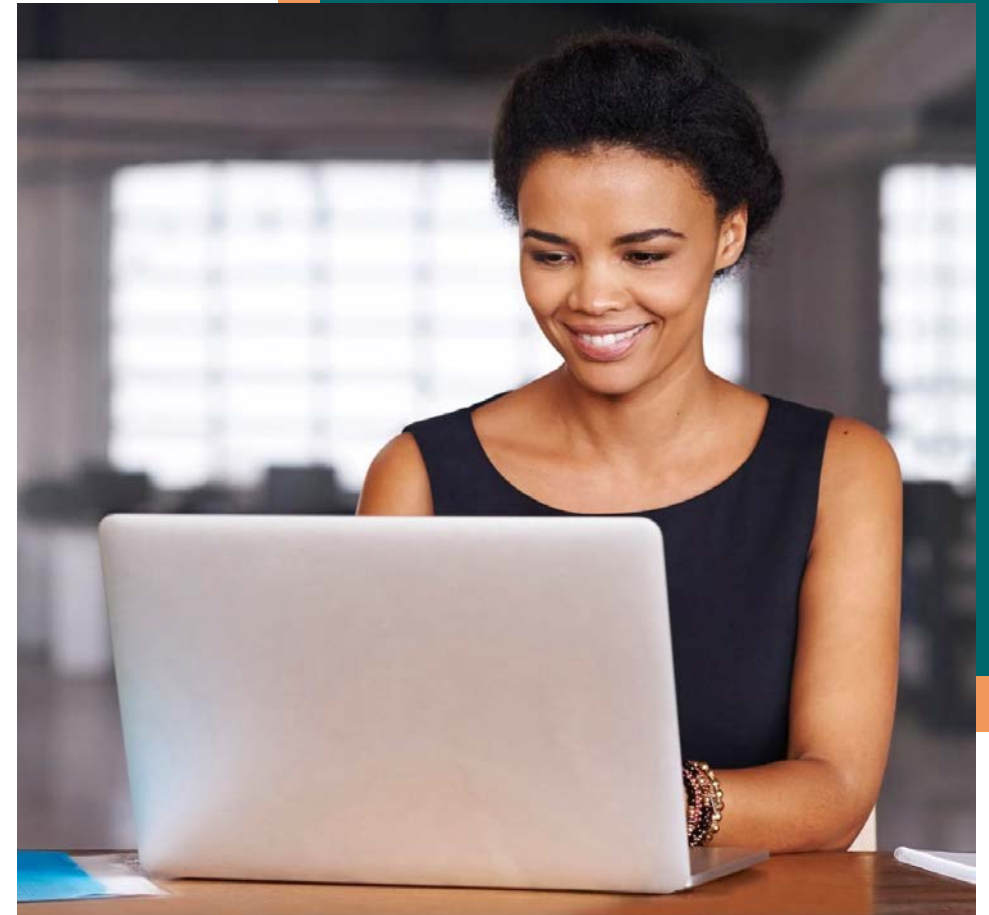
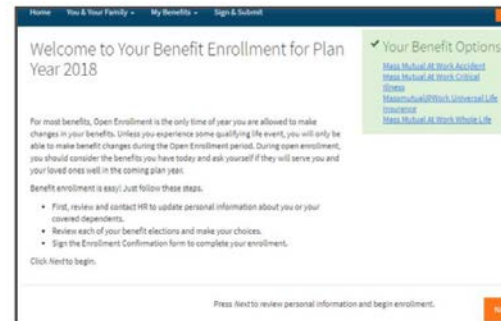
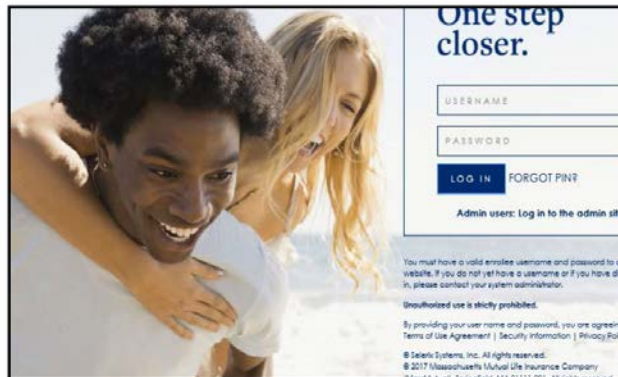
- The opportunity to buy what was traditionally an individual product sold only to Executives with extensive Medical Underwriting...is now available to the entire Employee Population on a simplified issue basis.
- Convenience of Payroll deduction through my Employer, no check writing or EFT from my bank account.
- Lock in at one price for the entire Life of the policy.
- No Medical Underwriting (No Doctors appointments, No Physical, No blood test...)
- Portable when I leave the company (new job or retire) at the price I originally purchased it at.



Simple & quick enrollment

Ready, set, enroll!

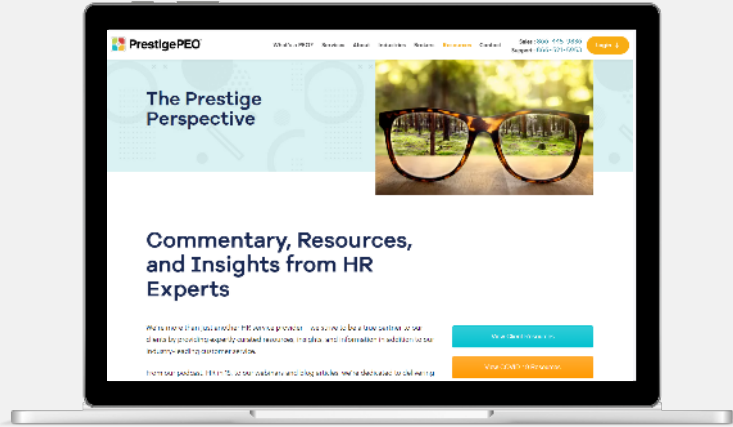
- Enroll in a secure, easy-to-use tool
- Electronic signature





Questions?

PrestigePEO Communications



- Today's presentation will be posted on **PrestigePEO.com** under **The Prestige Perspective** prestigepeo.com/blogs.
- Stay tuned for invitations to future webinars and more information on Open Enrollment season.
- Read our blog articles posted at prestigepeo.com/blogs.



Be on the look out for
our email newsletter,
PrestigePEO Insights



Join us on **Facebook**,
LinkedIn and **Twitter** to
receive event notifications
and weekly updates



Tune-in to our latest **"HR in 15"**
podcast episode found on your
favorite podcast app or at
"HRin15.com"



Reach out to your support teams –
HR and Compliance, Employee
Benefits, and Payroll directly from our
PrestigeGO mobile app



We Are Here For You



Human Resources, Employee Benefits, and Payroll Simplified

You started your business because you had a great idea. We started our business to handle the rest.