1. Do you have any 9-month employees that get paid over 12 months?
2. No, we do not.
3. What are your current Insurance providers?
4. Excellus Blue cross Blue Shield- medical

UMR - dental/vision

Guardian- life insurance/ short term disability

Hartford- Long term disability

1. For each different group of employees (FT, temp, PT student), will they all use the full scope of services, or are their differentiators between groups (ex: temps don’t get paid, just need to have access to HR records and time and attendance)?
2. Student employees will not use the performance or disciplinary/ counseling areas. Other than training which can be offered separately all employees will need the other services.
3. Confirming that the ideal set up for “Employee Development” also includes the ability to house training courses/material in the system with ability for employee to take/complete courses directly via the software?
4. Yes, we would like to be able to house our internal trainings on the platform. Ability to take the courses thru the software and on mobile devices is encouraged.
5. Please clarify what you mean by “interplay with union seniority” under “Applicant Tracking/ Onboarding”?
6. We have situations where we have internal and external bids for the same position, being able to tell internal from external is important. Secondarily for our union jobs we have to award most positions based entirely on seniority, any information on how the onboarding and awarding system will assist us with ensuring we are in seniority compliance, would be nice to see.