

THIRD PARTY DATA INTEGRATION

The HighRoads Third Party Data Integration solution leverages HR program documentation and pricing detail stored and managed in the Global Operations Center to enable efficient and error-free integration with HR suppliers and service providers.

- To/from benefits administrators:
 - o Plan design details
 - o Premium rates and administration fees
 - o Employee contributions
 - o Zip code files
 - o Summary Plan Descriptions
- To/from benefits vendors:
 - o Claims aggregation
 - o Plan design details
 - o Rates and contributions
 - o Zip code files
- To/from employee decision support tools
 - o Plan design details
 - o Rates and contributions
 - o Zip code files

Because HighRoads stores and manages HR and Benefits information required by external service providers and vendors, a simple data mapping technique transfers accurate, up-to-date information to the external party data format. The

automated process virtually eliminates the third party data collection and implementation requirements, thus reducing costs. And because the data is simply re-purposed as is, there is no risk of the human error that results in delays and unnecessary costs.

HighRoads offers a number of packaged solutions, depending upon your most immediate HR or benefits requirement. All solutions leverage the HighRoads Global Operations Center to achieve one system of record resulting in improved auditability, speed and accuracy of decisions and quality of service for employees.

Our packaged solutions include:

- Vendor management
- Procurement management
- Contract management
- SPD management
- Global data management
- Union negotiation management
- Merger and acquisition management
- Third party data integration

ABOUT HIGHROADS

HighRoads, Inc., is the only company providing employers year round access to real-time, unbiased benchmarking data for HR plans and pricing for complete market visibility. HighRoads HR managed service aggregates HR plan and supplier information into a central repository, dynamically fueling its real-time benchmarking tool, The Lab™, while automating the entire HR supplier management process. HighRoads has automated HR processes for more than 100 Fortune 500 employers along with 700 of their vendors, consultants and outsourced administrators. Clients include some of the world's largest companies, such as General Dynamics, Honeywell, IBM, Kraft, Staples and Textron. Founded in 1999, HighRoads is a privately held company headquartered in Woburn, Mass.