

SEMI UNITED STATES HR SUITE OF SERVICES

Service	Summary
Employee Benefits Administration >>2-200 Eligible Employees	
Online Inquiry HR Administration Tool	<p>BenXcel® Lite is a powerful, internet-based inquiry tool. It allows HR to review employees' eligibility and benefit elections online. It gives HR online access to claims history for Flex Spending and/or self-funded accounts. In addition, the Employer's monthly invoice arrives electronically – for HR to review, print or download into their software for analysis.</p> <p>BenXcel Lite includes:</p> <ul style="list-style-type: none"> • Billing – Billing inquiry, access to review and/or export your complete monthly invoice • Claims History – Self-funded medical and dental claims, Flexible Spending Account inquiry • Flex Spending History – Review account activity and view pledge record • Reports – PDF's of reports (by request) • Eligibility - "Individual record" eligibility inquiry. View information such as: <ul style="list-style-type: none"> • Personal - name, address, social security number, age, sex, marital status • Employment - company, hire date, status, rehire, termination date • Coverage amounts - by job class or salary, by participant, spouse, dependent • Coverages - effective dates, change dates • Coverage Categories - history, effective dates • Claims Info - use Claims History Module for any claims information • Coordination of Benefits - status for medical, dental, vision... • Dependents - relationship to employee, SSN, name, age, sex, date of birth <p>Consolidated Billing and COBRA Administration Services are included; FSA Administration is available as an optional add-on service.</p>
Insurance Products	
Medical Options	Aetna – HMO/PPO/HRA Blue Shield – HMO/PPO/HRA Kaiser
Dental Options	SafeGuard – DHMO/PPO Assurant – DHMO/PPO
Vision Options	VSP SafeGuard
Life, LTD, STD Options	Prudential Assurant Jefferson Pilot Reliance Standard
Packaging Administration	Employers realize an approximate savings of 10% when packaging BCC Administrative Services with the select insurance carrier products listed above. (Member discount 10%)

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Benefits TS (Technical Support)	Everyone is busy and this is why Benefits TS was created. Benefits TS provides professional HR research to companies that need answers that are fast and correct. Benefits TS will provide answers within 48 hours. (Member discount 10%)
Business Travel Accident Insurance	Including war and terrorism coverage, this custom-designed employee benefit is offered to our member companies with excellent contract provisions and discounted pricing. Plus an additional voluntary program can be offered to employees. (Member discount 15%)
Immigration Services	Founded in 1951, FRAGOMEN has more than 145 attorneys and 500 professional immigration specialists and staff located in 24 offices in the Americas, Asia Pacific, and Europe. FRAGOMEN works in partnership with clients to facilitate the hiring and transfer of employees worldwide. (Members receive preferred client discount)
Pooling of Employee Benefits	Pooling is a system of bringing together the insurance coverage of selected benefits into one "POOL" to achieve experience rating and administrative savings. SEMI initiated this program to assist our members in reducing their employee costs. (Up to 30% dividend back to member)
High Tech Compensation	
IPAS Compensation Survey	Started in 1997, IPAS is a single source, US benchmark survey for the High Tech industry. It is the first product that allows a company to determine market values and position in the market using the WEB for data input and review. (Member discount: 10%)
Local Country Executive Recruiting	
Executive Search	Cornerstone International Group is the fourth largest executive search consulting network in the world...including a consortium of the top executive search and evaluation consultants around the US. (Member discount: 15%)
International Executive Development	
Team Process Questionnaire	(TPQ) measures human processes on teams. It provides a baseline for the team's current state of human process interactions. Against that baseline, companies can measure change, identify areas for improvement, compare their results to industry averages, and eliminate barriers to high performance. (Member discount: 25%)
Leadership Assessment Tool	Leaders often find too late the different assumptions among their management team members about their priorities in the business and their preferred management styles. Such issues concern the leader's sensitivity to local ideas about business goals and values, performance improvement systems, conflicts between quality and quantity, standards of customer service, work rules, decision making and information management. (Member discount: 20%)
Executive Coaching	Executive coaching is designed for senior managers, directors, VP's and high potentials. Coaching assists these individuals to acquire higher level management skills and to refine leadership competencies. Executives learn how to lead teams effectively and communicate clearly and decisively. They also learn to shoulder authority with more confidence, accountability and integrity. Coaching prepares leaders for succession and helps them achieve more personal satisfaction. (Member discount 15%)