



BENEFITS, PAYROLL & HR SUPPORT

More support for your people. Less work for your team.

Give your employees clarity and your team room to focus. Guru brings benefits, payroll and compliance support together in one partnership.

A PARTNERSHIP THAT WORKS FOR YOU

Simpler administration. A more supported workforce.

Explore the services included with Guru



Clearer benefits. Better-informed decisions.

Make your benefits easier to navigate, then use market insight and employee feedback to plan what comes next.

MAKE BENEFITS CLEAR

Your brand. Clear answers.

A branded benefit guide gives employees a clear, easy-to-use reference for every benefit your company offers.

Benefits at their fingertips.

A secure, client-branded benefits portal lets employees enroll, manage elections, access documents and update personal information.

PLAN WITH PURPOSE

Get ahead of renewal.

Annual claims reviews, plan optimization and a market analysis of every available carrier help inform your options. Personalized open enrollment includes in-person presentations, Zoom sessions and customized, on-demand YouTube videos.

Know where you stand.

Benchmarking compares your benefits with competitors and similarly sized companies to identify opportunities to improve.

Hear what matters.

Customized employee satisfaction surveys turn feedback into actionable insights for your benefits strategy.

Less administration. More room to focus.

Keep benefits and payroll connected, with hands-on support for the details that demand your team's attention.

PAYROLL INTEGRATION

Connected systems. Fewer manual updates.

Automatic new-hire and termination updates • Real-time deductions
Demographic data shared between payroll and benefits

Carrier changes, handled.

Complete benefits administration includes submitting and tracking carrier changes, maintaining accuracy across systems and reducing your team's administrative burden.

COBRA, coordinated.

End-to-end COBRA administration covers required notices, premium collection directly from participants and corresponding carrier updates.

Documents, maintained.

Section 125 Premium Only Plan documents for pre-tax deductions, ERISA Wrap documents and Summary Plan Descriptions, with ongoing federal compliance support.

ACA reporting, supported.

1094/1095 reporting and filing, Applicable Large Employer (ALE) status tracking, and monitoring of affordability metrics and offers of coverage.

Helpful answers. Human support.

Give employees a place to turn and equip your HR team with resources for the questions that come up every day.

A real person to turn to.

Live employee support provides a single point of contact to answer questions, explain options and help with enrollments and claims.

Meet Benefit Guru AI.

Our proprietary AI assistant knows your company's benefits and carriers, providing instant, employee-specific guidance and answers.

HR expertise on call.

The HR consultant hotline connects your team with live, SHRM-certified advisors for real-time guidance on HR challenges, compliance issues and best practices.

Policies that keep pace.

A living employee handbook is continually updated to reflect federal, state and local laws, helping keep your policies current and compliant.

LET'S TALK ABOUT YOUR TEAM

Make your next step a conversation with Guru.

Connect with your Guru representative to discuss your benefits, payroll and HR needs, and the services included in your partnership.