



Viventium

Cloud-based Human Capital Management (HCM) platform purpose-built for the healthcare industry, specializing in complex payroll, HR, and compliance.

<https://viventium.com/>

Overview

Viventium is a comprehensive, cloud-based Human Capital Management (HCM) solution designed specifically as a trusted ally for the healthcare industry, particularly post-acute care, including home health, skilled nursing, and senior living . The platform is built to simplify the complexities of healthcare payroll, HR, and compliance, allowing providers to focus on patient care .

Key Features and Capabilities:

Specialized Payroll: Intuitive, customizable payroll processing that handles multi-state compliance, tax filing, direct deposit, and complex healthcare pay calculations such as blended rates, retroactive pay, FLSA overtime, and cross-company overtime .

Compliance Management: Robust tools for ACA (Affordable Care Act) compliance tracking, PBJ (Payroll-Based Journal) reporting for CMS, and continuous monitoring of legislative updates at the federal, state, and local levels .

Talent Management: Includes a full suite of tools from Applicant Tracking System (ATS) for recruitment, paperless Onboarding with custom workflows, and a Learning Management System (LMS) with compliance-ready training .

Core HR & Benefits: Features for employee records, benefits administration, HR policy management, and employee engagement surveys .

Time & Attendance: Integrated time tracking, employee scheduling, and manager/employee self-service portals (ESS) .

Business Intelligence (BI): Powerful reporting and analytics tools that provide real-time workforce insights and data extraction capabilities .

Target Market & Use Cases: Viventium is suitable for small to medium-sized businesses (SMB) up to enterprise-level organizations . Its primary focus and expertise are in the healthcare sector, specifically in home health, hospice, skilled nursing, senior living, and ABA therapy . The main use case is to replace generic HCM solutions with a purpose-built platform that automates industry-specific

compliance and complex pay rules, ensuring accuracy and reducing administrative burden . The company supports over 500,000 healthcare employees across all 50 states .

Key Features

- Payroll Processing (Multi-state, Tax Filing, Direct Deposit)
- ACA Compliance Tracking & PBJ Reporting
- Blended Rate & Cross-Company Overtime Calculation
- Applicant Tracking System (ATS)
- Employee Onboarding & Self Service (ESS)
- Time and Attendance & Employee Scheduling
- Benefits Administration
- Learning Management System (LMS)
- Business Intelligence & Real-time Reporting

Pricing

Model: enterprise

Custom quote-based pricing. Contact sales to receive a personalized quote based on your organization's size, modules required, and industry specialization.

Target Company Size: small, medium, enterprise

Integrations

EasyShifts, QuickBooks Online, AlayaCare, ShiftCare, ADP Workforce Now, Microsoft 365

Compliance & Certifications

SOC 2 Type 2, ACA Compliance, CMS PBJ Reporting

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