These timelines are the minimum time required to start date with a client with and without benefits.

Employee start date		Employee benefits are always effective on the 1st of the month for new clients		Handover to Onboarding		Deadline for setting up the company on Prism		Employee Invited to Deel platform		Employee Onboarding deadline		Benefits Enrollment Window Starts		Benefits Enrollment Window Ends & Confirmation statements aggregated and posted on Prism		EDI file sent by Hub to the Benefits provider	
Tuesday	1-Apr	Tuesday	1-Apr	Friday	21-Feb	Friday	28-Feb	Monday	3-Mar	Friday	7-Mar	Friday	7-Mar	Friday	21-Mar	Wednesday	19-Mar
Thursday	1-May	Thursday	1-May	Friday	21-Mar	Thursday	27-Mar	Monday	31-Mar	Monday	7-Apr	Monday	7-Apr	Monday	21-Apr	Wednesday	23-Apr
Sunday	1-Jun	Sunday	1-Jun	Friday	18-Apr	Thursday	24-Apr	Monday	28-Apr	Monday	5-May	Monday	5-May	Monday	19-May	Wednesday	21-May
Tuesday	1-Jul	Tuesday	1-Jul	Friday	16-May	Thursday	22-May	Monday	26-May	Monday	2-Jun	Monday	2-Jun	Monday	16-Jun	Wednesday	18-Jun
Friday	1-Aug	Friday	1-Aug	Friday	20-Jun	Thursday	26-Jun	Monday	30-Jun	Monday	7-Jul	Monday	7-Jul	Monday	21-Jul	Wednesday	23-Jul
Monday	1-Sep	Monday	1-Sep	Friday	18-Jul	Thursday	24-Jul	Monday	28-Jul	Monday	4-Aug	Monday	4-Aug	Monday	18-Aug	Wednesday	20-Aug
Wednesday	1-Oct	Wednesday	1-Oct	Friday	15-Aug	Thursday	21-Aug	Monday	25-Aug	Monday	1-Sep	Monday	1-Sep	Monday	15-Sep	Wednesday	17-Sep
Saturday	1-Nov	Saturday	1-Nov	Friday	19-Sep	Thursday	25-Sep	Monday	29-Sep	Monday	6-Oct	Monday	6-Oct	Monday	20-Oct	Wednesday	22-Oct
Monday	1-Dec	Monday	1-Dec	Friday	17-Oct	Thursday	23-Oct	Monday	27-Oct	Monday	3-Nov	Monday	3-Nov	Monday	17-Nov	Wednesday	19-Nov