April 19, 2022

isolved™

Adaptive Employee Experience

Employee User Guide

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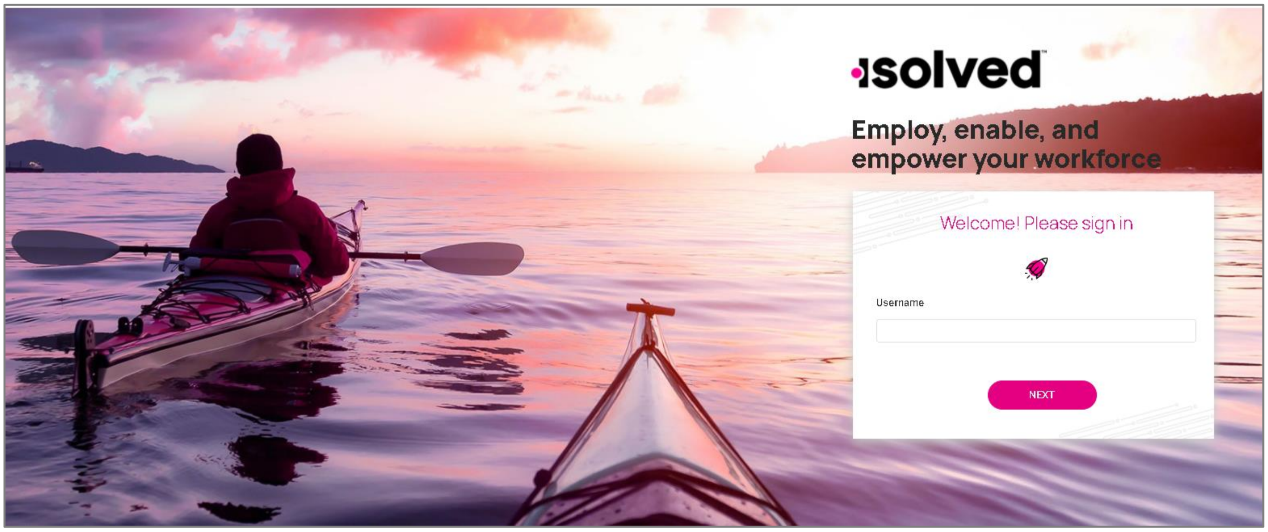
General Login and Navigation

Navigate to the isolved Adaptive Employee Experience (AEE) website using a web browser of your choice.



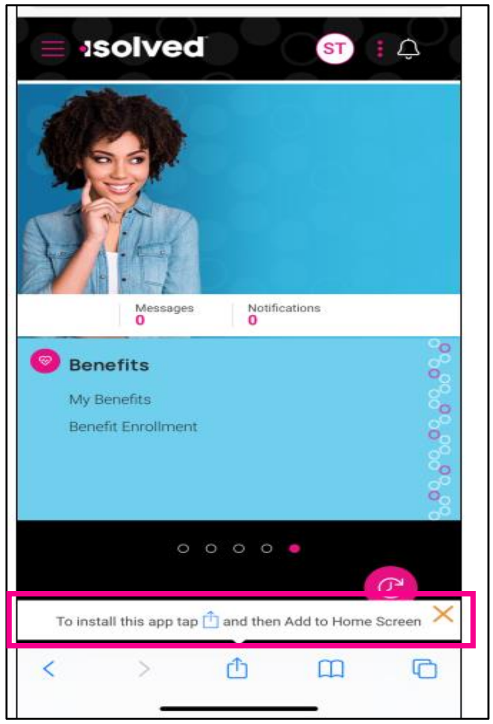
1. Key in your **Username** (this is your Self-Service email address).
2. Click on the **Next** icon after entering your username.
   Note: If you entered your username incorrectly, choose "This is not my username," which brings you back to the main login page.
3. Key in your **Password**.
   Note: If you have forgotten your password, choose "Forgot my password" which allows you to reset after answering your security questions.
4. Click on the **Next** icon which logs you into Adaptive Employee Experience.

Logging in on a SmartPhone

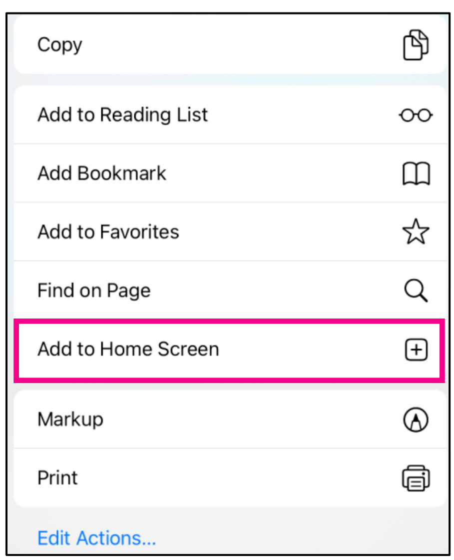
You may log in to AEE on a mobile device in two different ways:

1. Log into ESS and select the "Try our new look" link.

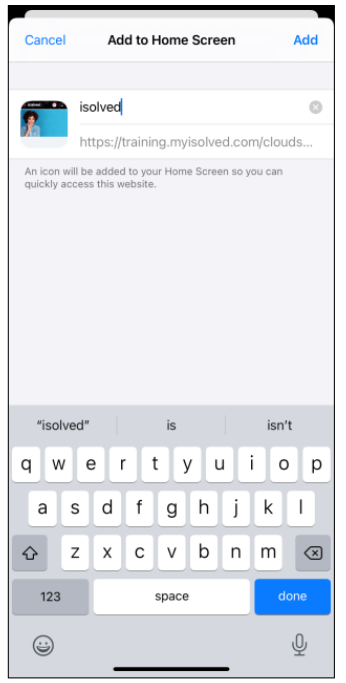
The screen below appears:



2. Key in the URL of the ESS plus "/cloudservice.com." This opens AEE where you can select to add it to your Home Page (see above image).
    a. For example, my normal ESS login is https://myisolved.com. For AEE I would use https://myisolved.com/cloudservice.
    b. Select if you'd like to add to the home screen:



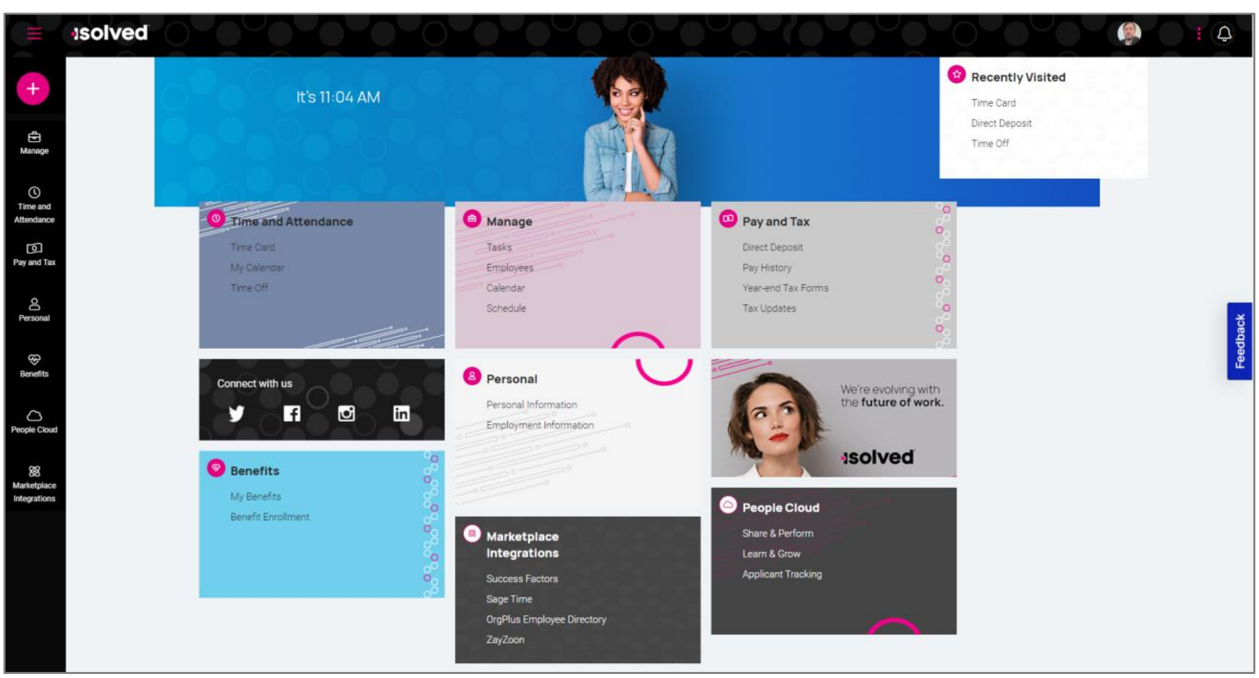
After you select the "Add to Home Screen" option, the screen below becomes available:



Click **Add** at the top of the phone screen.

Welcome Page Navigation

The **Welcome** page allows you to see all items you have access to in one screen.



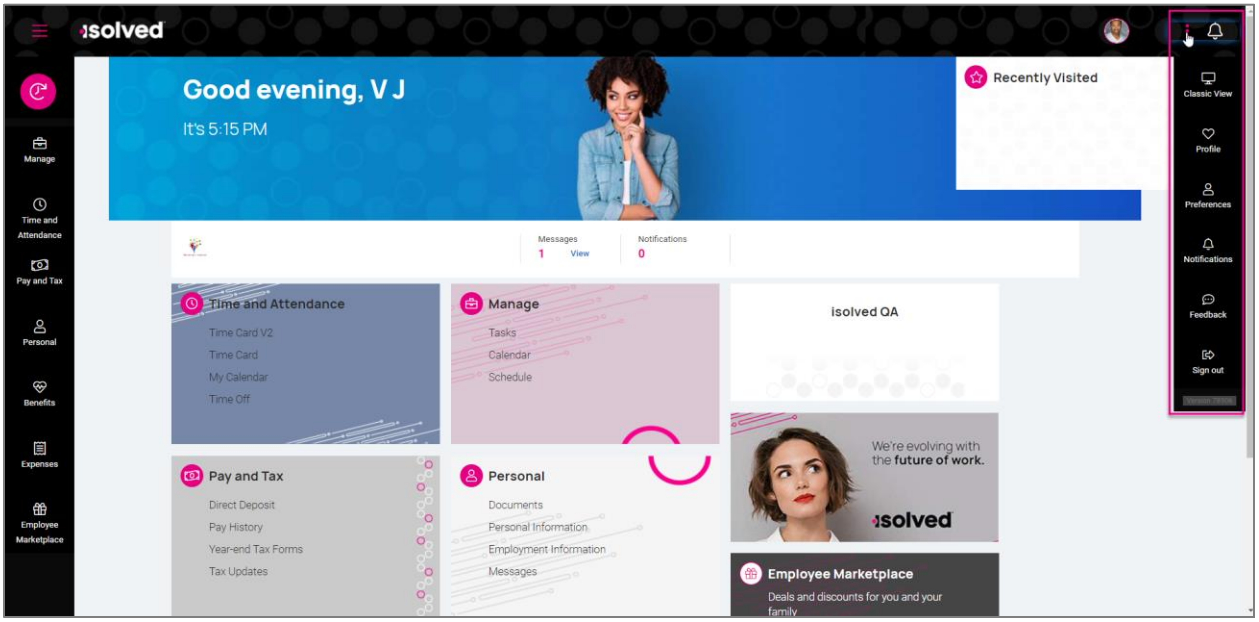
Each card is geared towards the general task you are looking to complete:

- Time and Attendance: Used for all standard time functions such as viewing and verifying your Time Card, requesting time off, and viewing your schedule.
- Personal: Used to update your personal information such as address, emergency contacts, dependents, beneficiaries, and federal reporting data.
- Pay and Tax: Used to view and edit direct deposit, pay history, year-end tax forms, and update your tax withholdings.
- Benefits: Used to view your benefits summary and link you to benefits enrollment.
- People Cloud: Has links to access Learn & Grow, Share and Perform, Benefit Services, and Applicant Tracking.
- Marketplace Integrations: Links you to any 3rd party or legacy isolved applications your company might use.

To navigate, you can use the icons on the left-hand side of the screen, click on the cards in the center, or use the recently visited card in the top right-hand corner which is populated by the cards you have visited recently.

The ellipses icon allows you to navigate to more preferences and items inside of People Cloud

- Switch Companies: If the employee is employed in multiple legal companies for one Client.
- Classic View: Allows you to toggle to the isolved Employee Self-Service "Classic View." This view is only available if you are using a Desktop and is not compatible with other devices. This view requires that the Self-Service classic view roles are set up to view and access any data or items. If this is not set up, the employee receives a message that this view is not configured.
- Profile: This allows the employee to view and update their profile information including:
  - Preferred Name
  - Pronouns
  - Mobile number
  - Password
  - Security Challenge
- Preferences: Allows the employee to update their "Electronic Consent for Communication and Delivery of Tax Forms."
- Notifications: Shows any current company notifications.
- Feedback: Provide Feedback on the site.
- Sign-out: Log out of the site.

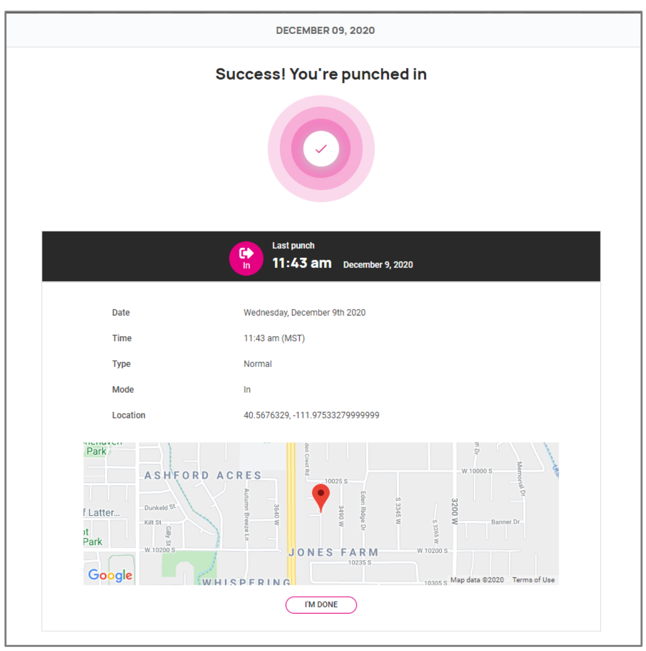


Self-Service Punching

Once logged in, you can immediately create a punch by using the pink symbol located at the top-left corner of the page, as seen below. In this menu, a punch can be created using two different methods:

Quick Punch

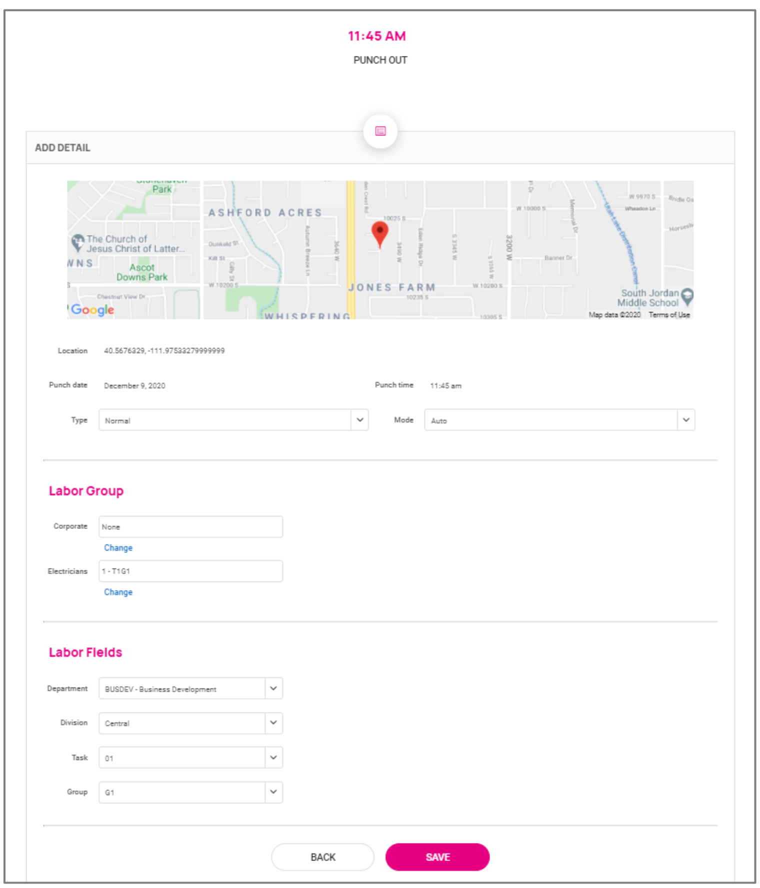
If you select "Quick Punch," the system immediately brings you to a page to create a punch for the current date and time, without the option to add punch notes or any other punch options. Once the page loads click the pink ✚ to create the quick punch. Once the punch is created you will see a punch confirmation on the screen as shown below:



Detailed Punch

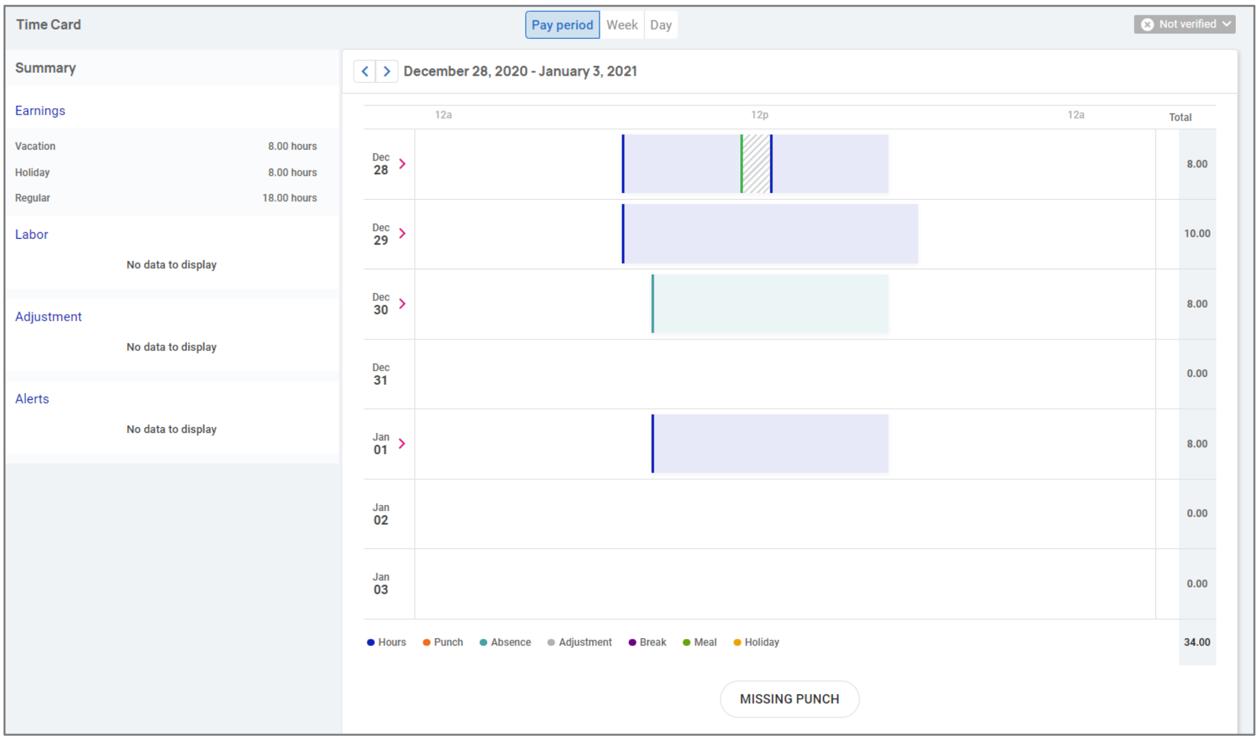
If you select "Detailed Punch," the system opens a creation screen and displays the current date and time. Note: The Date and Time fields are not editable during Self-Service punching. The punch options available in the detailed punch screen are as follows (options on this screen may differ based on your company permissions).

a. Type: Allows you to specify the Punch Type for the entry. The options are "Normal," "Meal," and "Break."
b. Mode: Allows you to specify if the punch is an "IN," "OUT," "AUTO," or "TRANSFER."
    a. IN means you are clocking in and is typically used when you are first in for the day or coming back from a break or meal.
    b. OUT means you are clocking out and is typically used when you are leaving for the day or leaving for your break or meal.
    c. AUTO allows the system to determine the status of the punch.
    d. TRANSFER allows you to move from one labor value to another without having to create multiple punches. When using the transfer option isolved creates two punches; one clocking you out of your current labor and one clocking you into the labor you transferred to.
c. Labor: If the option to enter labor allocations is enabled, select from the allowed labor levels when creating a punch. If no labor is selected, isolved uses your default labor allocation.
d. Notes: If notes are entered, anyone looking at the Time Card is able to view the details.



Time and Attendance > Time Card

The following is a breakdown of the different areas located on the Time Card and their functions:



Time Card Date Range

The default view of the Time Card is automatically set to the current "Pay Period." You can change the view by selecting the "Pay Period," "Week," and "Day" buttons in the top-center of the screen. You can toggle between dates by selecting the ‹ › buttons with the date next to them.

Data Summary

A breakdown of the "Earnings," "Labor," "Adjustments" (mileage, bonus or reimbursements) as well as a summary of alerts are located on the left-hand side of the screen.

Daily Breakdown

The default view of the Time Card is a Gantt chart of your time. You can select the › icon next to the date to expand the details. When expanded, you can see actual punch times, total hours, errors, and labor associated to the punches.

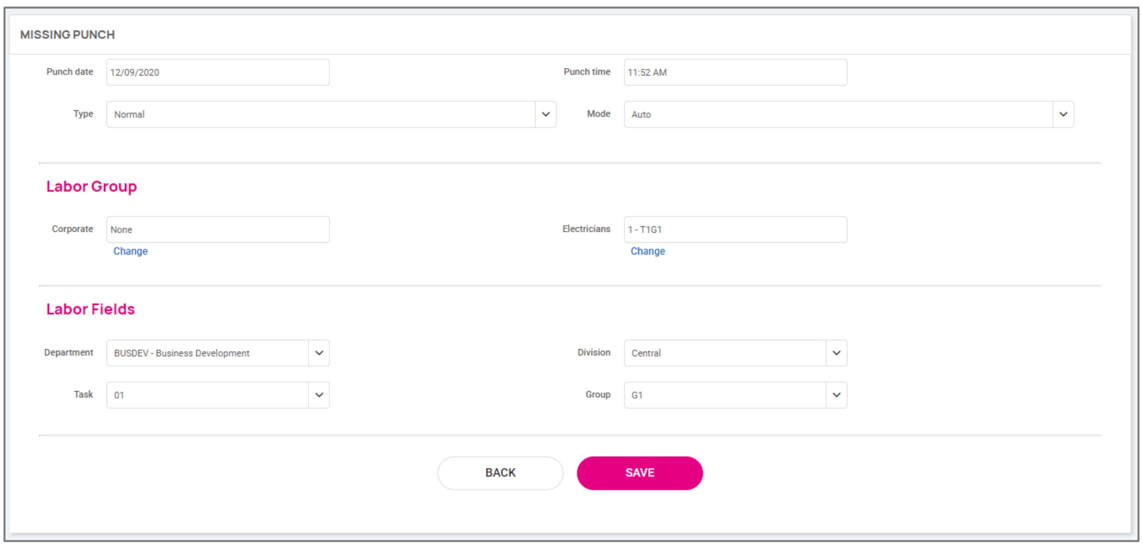
The color-coding of items on the Time Card are as follows:

Submitting a Missing Punch

Should you miss a punch at any time, you can select the **Missing Punch** button at the bottom of the Time Card. This option allows you to submit a request that routes directly to your manager/supervisor to approve the missing punch.

Once you select the **Missing Punch** button, fill in the requested details and select **Save.**

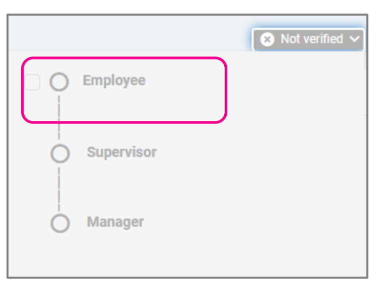
- **Punch Date:** Date of the missing punch.
- **Punch Time:** Time of the missing punch.
- **Type**: Designate if it should be a “Normal” (standard in/out), “Meal” or “Break” punch.
- **Mode**: “Auto,” “In,” “Out,” or “Transfer.”
- **Labor**: Should the time be tied to a certain labor field such as “Department,” “Job” or “Task.”
- **Notes**: Add any notes for your manager/supervisor to view during the approval process.



Time Card Verification

Time Card Verification is an optional feature that allows you to electronically sign off on the Time Card prior to the data being populated to the Time Entry Grid for payroll processing.

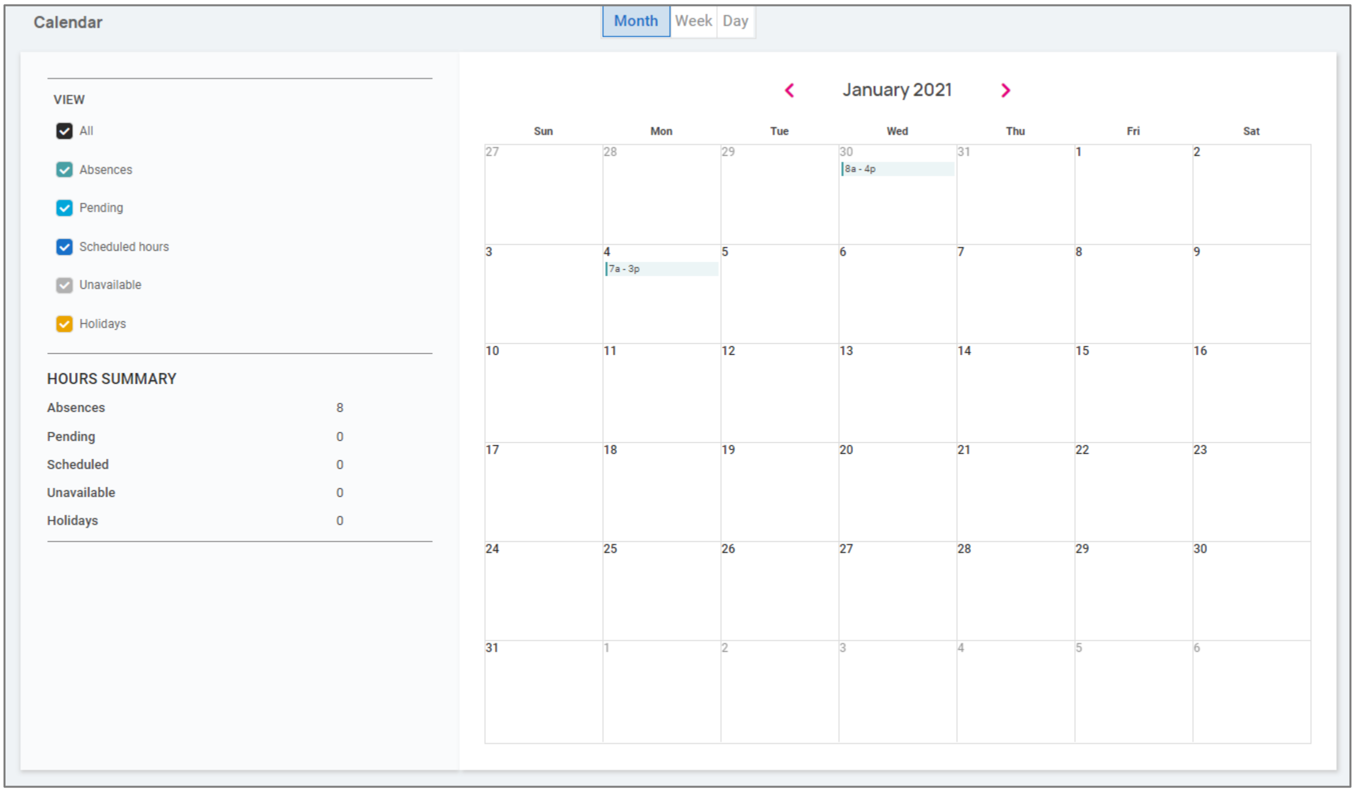
The button to verify is in the top right-hand corner of the Time Card. Select the square checkbox next to the Employee section to verify.



Note: The system does not allow you to verify your Time Card if there are outstanding high or critical alerts pending your manager or supervisor’s review.

Time and Attendance > My Calendar

My Calendar allows you to view your absences, scheduled hours, unavailable time, and holidays in a calendar format. Below is a screenshot and details of the My Calendar screen:



The calendar allows you to view items in a “Monthly,” “Weekly” or “Daily” format. Select the words at the top of the calendar to adjust your display.

The filters on the left-hand side of the screen allow you to determine what items you want to display on the calendar. The options are as follows:

- All: Displays all of the items listed below in the calendar view.
- Absences: Displays all approved absences.
- Pending: Displays all pending (not approved or denied) absences.
- Scheduled Hours: Displays the days and hours you are scheduled to work.
- Unavailable: Displays the days and hours you set yourself to “Unavailable.”
- Holidays: Displays company holidays.

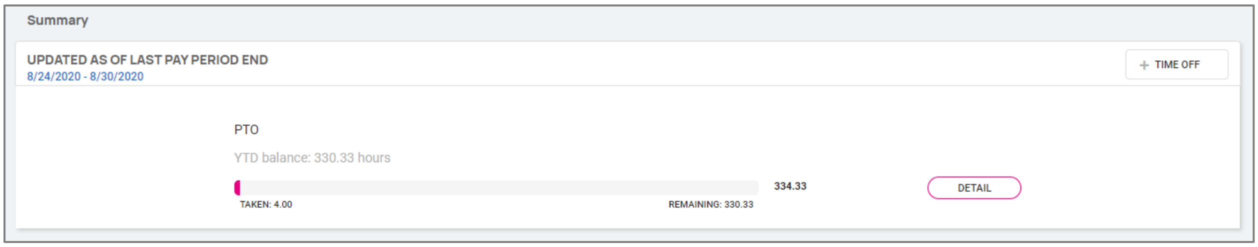
Note: Hours that are displayed as “Unavailable” are not guaranteed. Managers/Supervisors can still schedule you during these times.

The Hours Summary at the bottom of the screen totals up all the types and hours associated with your current calendar view.

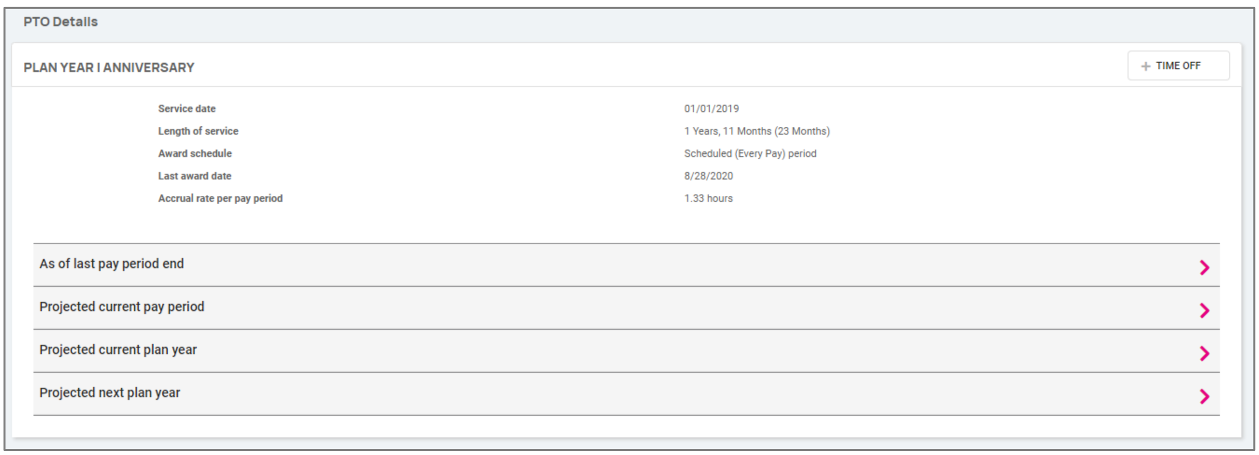
Time and Attendance > Time Off

The Time Off screen can be opened by selecting the Time Off button at the top of the Time Card view. This allows you to view details of your accrual plans, upcoming, pending, and past time off requests.

The first section provides a summary of your accrual plans with balances, and if selected, a detailed outline of when you last accrued time, any upcoming accrued time, etc.



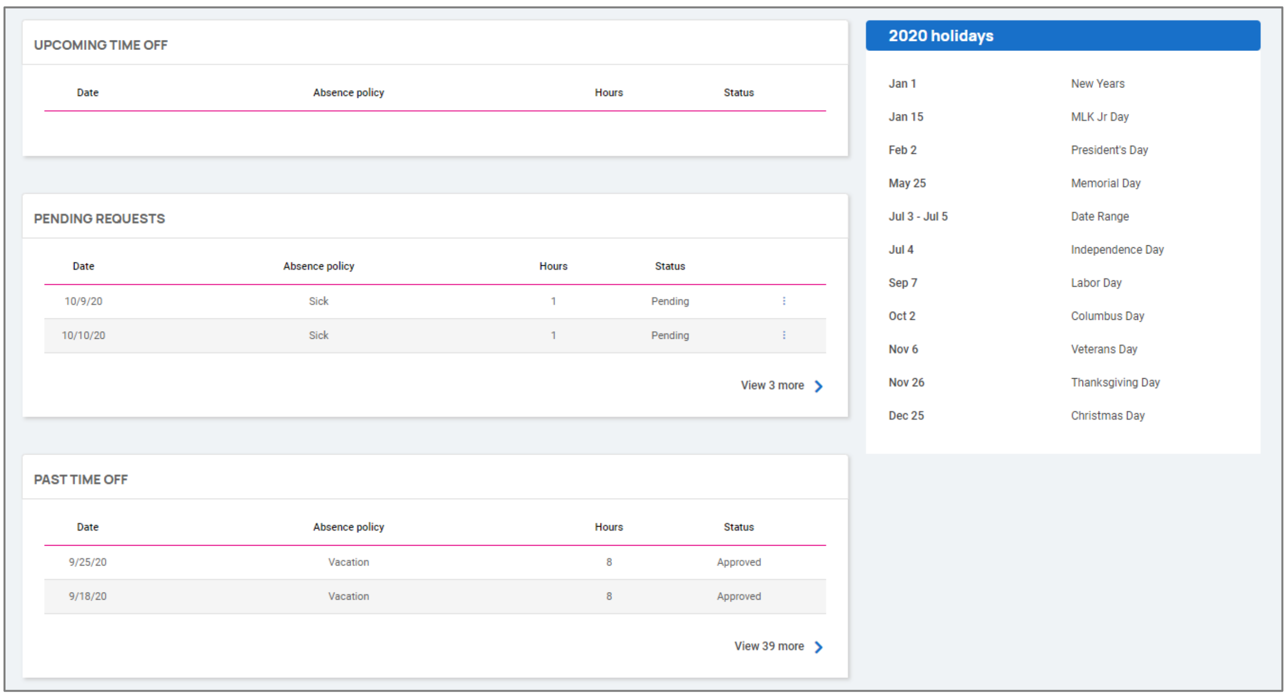
When you select the Detail button on the right-hand side, the details around that specific accrual plan will be outlined



- Service Date: This lists your hire date or rehire date, in some case where the accrual is being calculated from.
- Length of Service: Based on your Service Date, this calculates your length of service with the company.
- Award Schedule: This lets you know how frequently you are awarded the accrual time.
- Last Award Date: This displays the last date you were awarded time for this accrual.
- Accrual Rate: This displays how much time you earn on each award schedule.
- As of Last Pay Period End: Once expanded using the › on the right side, this displays your available balance as of the last pay period, hours used last pay period, and year to date.
- Projected Current Pay Period: Once expanded using the › on the right side, this displays projections for the current pay period. It displays how many hours were taken, how many hours will be accrued, and what hours are pending (requests that have not been approved or are in the future).
  Note: Pending hours are not included in your balance.

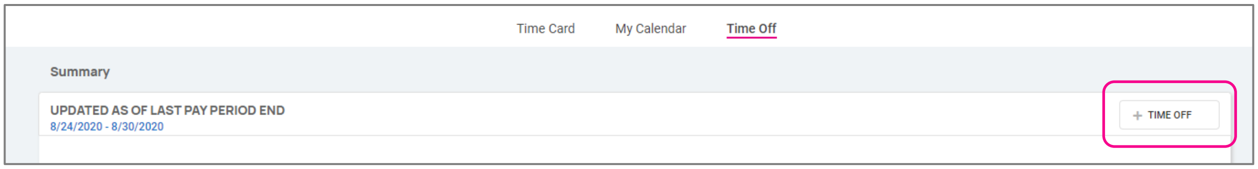
- Projected Current Plan Year: Once expanded using the › on the right side, this displays projections for the current plan year. It displays how many hours were taken, how many hours will be accrued, and what hours are pending (requests that have not been approved or are in the future).
  Note: Pending hours are not included in your balance.
- Projected Next Plan Year: Once expanded using the › on the right side, this displays projections for the next plan year. It displays how many hours were rolled over from the previous plan year, what your current balance is, how many absence hours are approved, how many hours will be accrued, and what hours are pending (requests that have not been approved or are in the future).
  Note: Pending hours are not included in your balance.

The bottom of the Time Off screen outlines any upcoming time off requests, pending requests, and historical time off entered into the system, as well as company observed holidays.



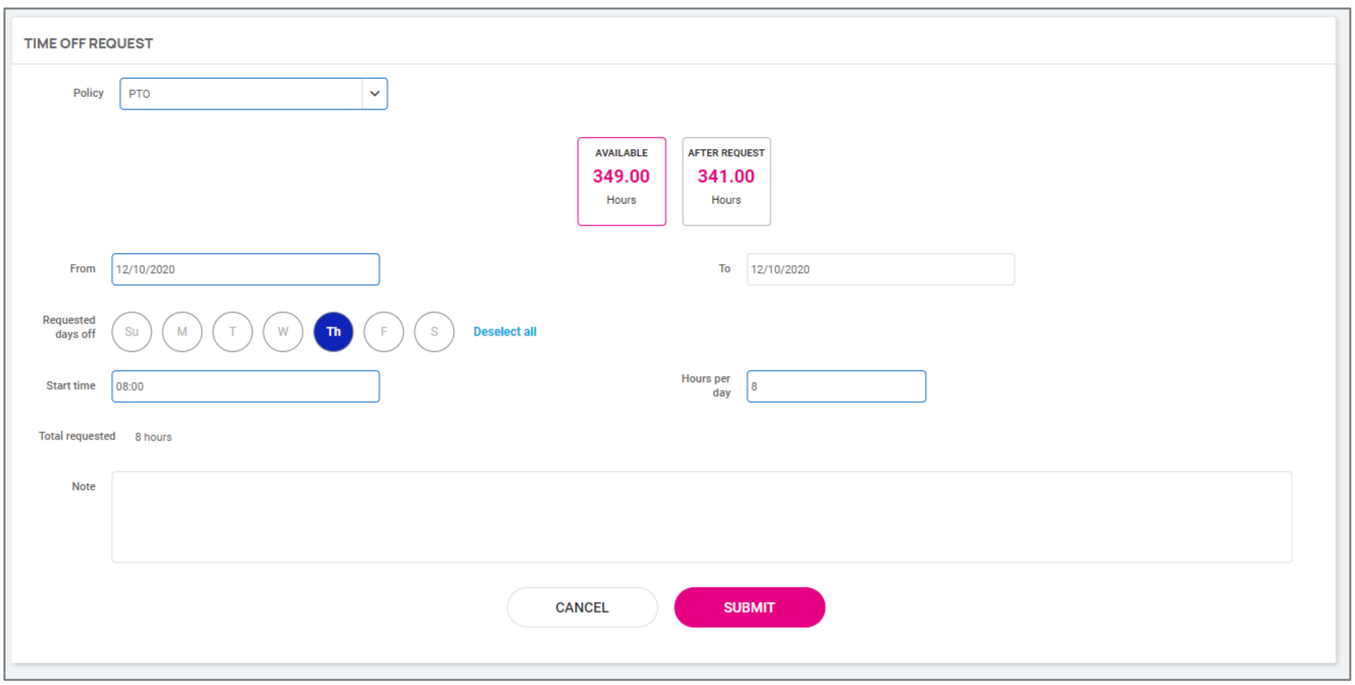
Requesting Time Off

To submit a time off request, select the **Time Off** button in the top-right corner of the screen.



- Select the **Absence Policy**.
- Select the **From** and **To** dates.
- Enter the **Start Time** for the request.
- Update the corresponding **Days of the week.**
- Enter the **Number of hours** per day you are requesting.
- Double check the **Total Requested Hours.**
- Enter any **Notes** you want the approver to see.
- Choose **Submit.**

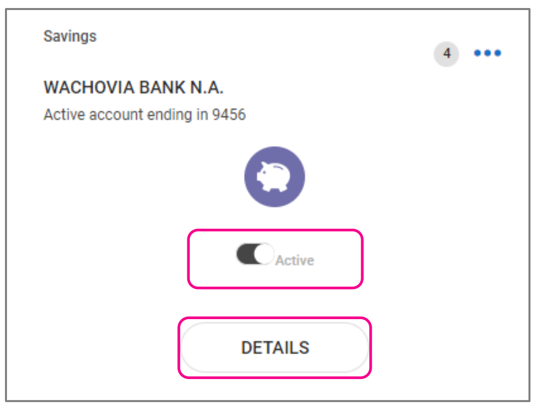
Once the request has been submitted, it goes through your company workflow process for approval.

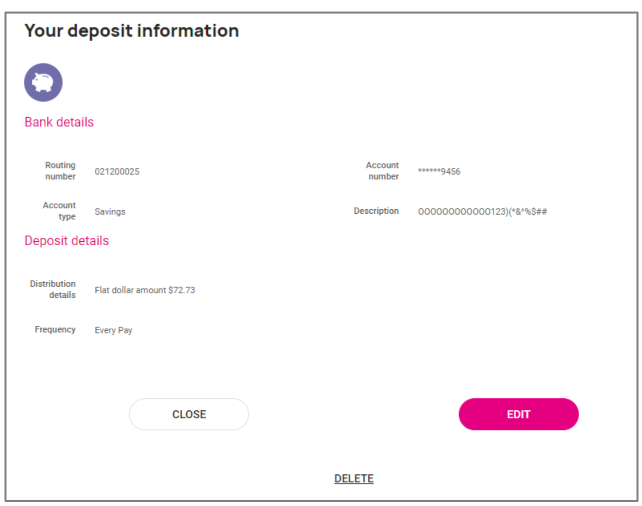


Pay and Tax > Direct Deposit

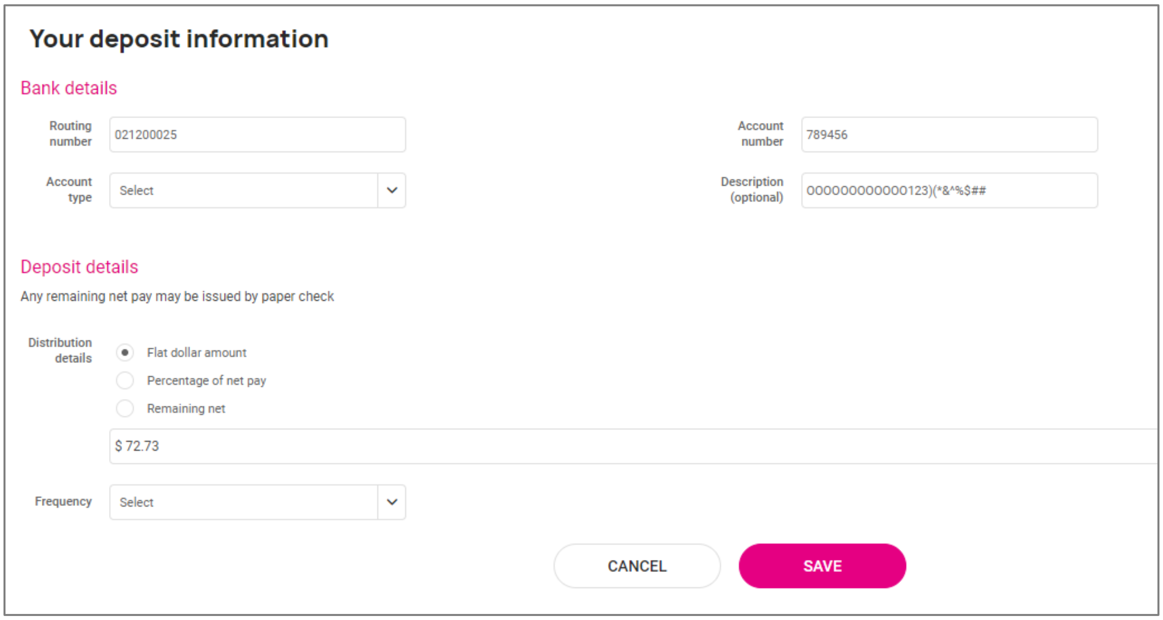
Your current Direct Deposit account(s) appear when you access this screen. The details are masked for confidentiality purposes. There are several options when using this screen

- In order to deactivate this account, click on the symbol. You receive a confirmation stating "Deactivate this account?" Click on Deactivate to agree. Cancel if you do not wish to deactivate this account.
- To view or edit your current accounts, click on the Details button.
    - Your Bank Details appear, including:
        - Routing Number
        - Masked Account Number
        - Account Type
        - Description (if applicable)
        - Distribution Details (net pay or partial amount)
        - Frequency of direct deposit





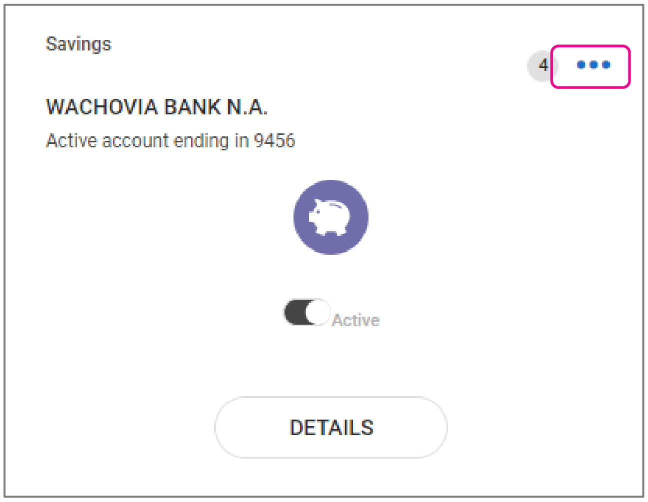
If you need to make an adjustment to the account select the Edit button, make your adjustments and choose Save



If you need to add a new direct deposit account, from the main direct deposit screen, click on the Add New button and add the following:

- Routing Number: If you enter an incorrect routing number, a message indicating "Routing number is invalid" appears. Correct the number to continue.
- Account Number: Enter the account number from your account.
- Account Type: Select the applicable check type.
- Distribution Details: Select either:
  - Flat dollar amount: If selected, enter the amount.
  - Percentage of Net Pay: If selected, enter the percentage.
  - Remaining Net (you may only have one Remaining Net account)
- Frequency: Select how often you want the funds in this account.
- Click on Save.

If you have multiple bank accounts and wish to re-sort the order in which they are used for Direct Deposit, click on the ••• symbol in the upper right-hand corner. Instructions appear on how to reorder your accounts. It is a simple drag-and-drop process. See the instructions below.

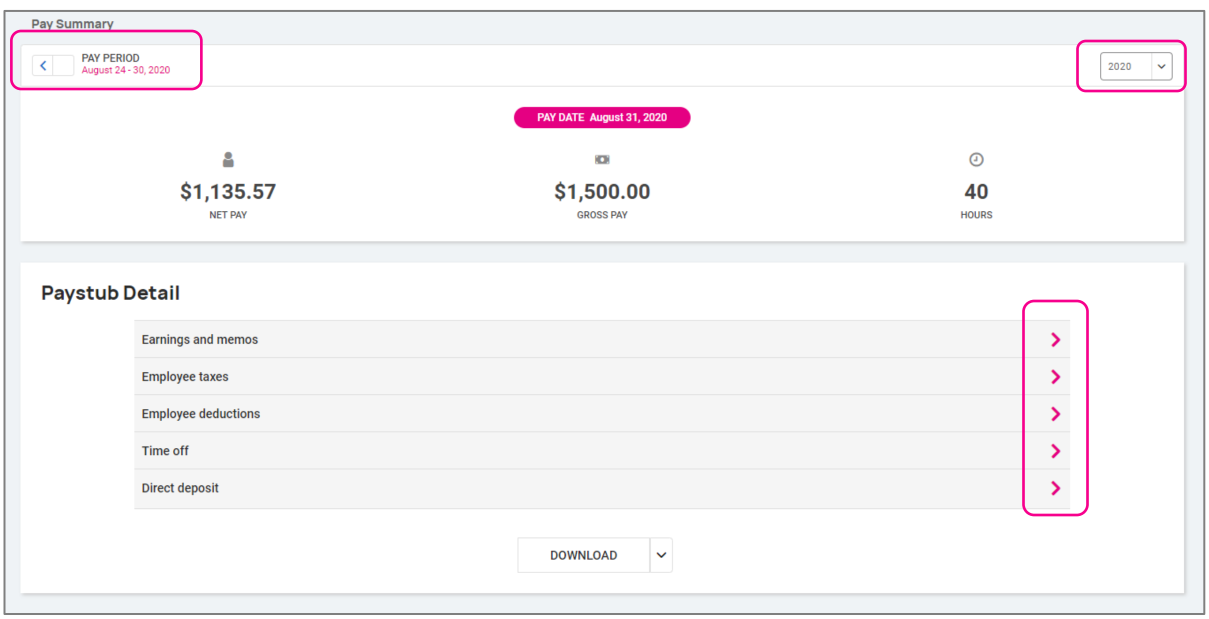


Payroll and Tax > Pay History

The Pay History screen is where you can obtain and download copies of your check stubs. Your most recent Pay Summary appears at the top of the screen and for confidentiality purposes, only the “Gross” and “Net Pay” displays, along with the hours you worked (if applicable). The “Pay Date” also appears in the center.

In order to see the details of your check, you may click on any of the sections of your Paystub Detail. Please make sure you are viewing in a private location. The details include:

- Earnings
- Employee Taxes
- Employee Deductions
- Direct Deposit

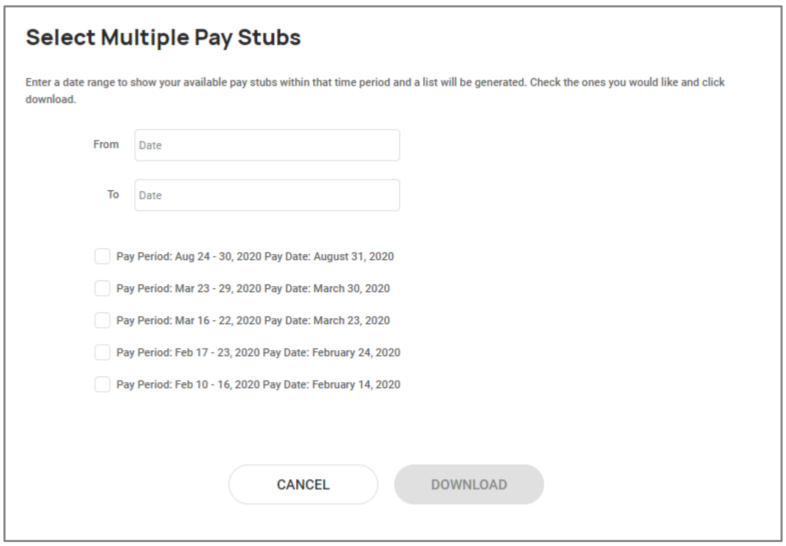


If you choose the › next to the details section, the area will expand with full details.

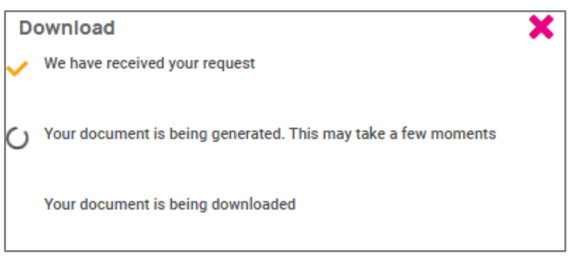
You can change the check detail by using the ‹ in the top left-hand corner to move backward through pay dates. You can also toggle between years on the right-hand side of the screen.

To download a copy of your pay stub, navigate to the bottom of the screen and click the arrow next to Download.

- If Multiple Pay Stubs are selected, a list of checks in the current year appears. You may also add a date range at the top of the screen. Select the checks you wish to download by clicking on the box in front of the check date.
- Once your selection is complete, click on Download.



- If you select "This Check," a copy of your current check begins downloading.
- Once the file has been downloaded, open the PDF version of your Pay Stub and save or print.



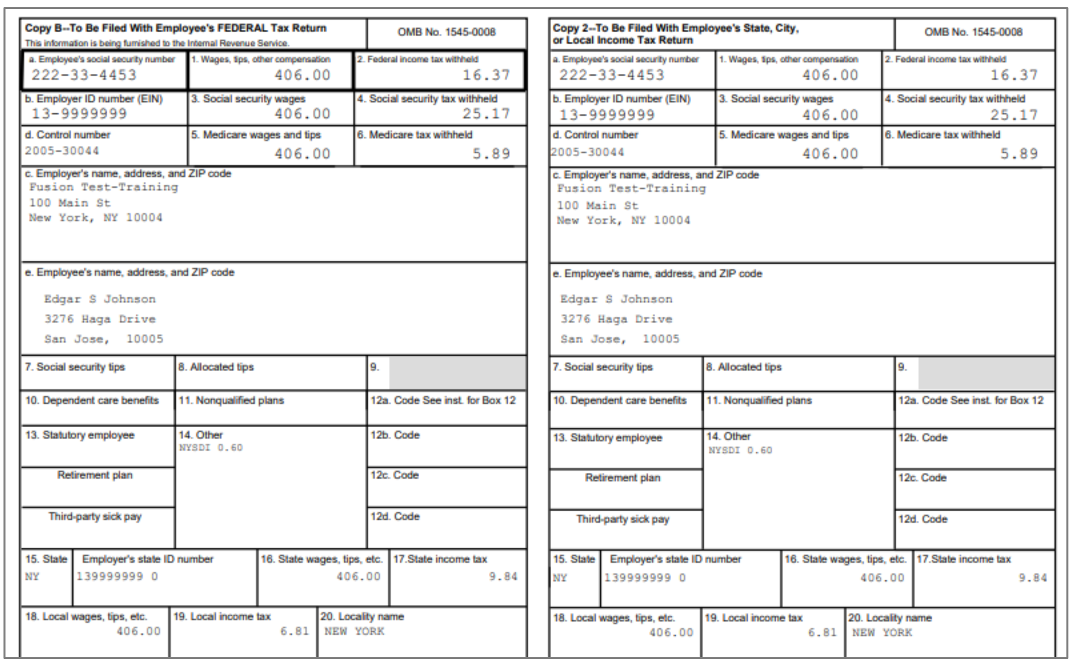
Pay and Tax > Year-end Tax Forms

The **Year-end Tax Forms** screen displays forms for the current year (if closed) and the past years. All forms are displayed in the summary layout.

Summary

Name	Year	Instructions
1095-C	2019	View
W-2	2019	View

To view your Year-end Tax Form, click on the **Name** of the form in the first column. A pop-up appears indicating that your form is generating. Once available, the form is available in PDF. Open the PDF and view and/or print your Year-end Tax Form. Here is an example of a W-2 stored in this section.



Copy B--To Be Filed With Employee's FEDERAL Tax Return
This information is being furnished to the Internal Revenue Service.
OMB No. 1545-0008

a. Employee's social security number 222-33-4453	1. Wages, tips, other compensation 406.00	2. Federal income tax withheld 16.37
b. Employer ID number (EIN) 13-9999999	3. Social security wages 406.00	4. Social security tax withheld 25.17
d. Control number 2005-30044	5. Medicare wages and tips 406.00	6. Medicare tax withheld 5.89

c. Employer's name, address, and ZIP code
Fusion Test-Training
100 Main St
New York, NY 10004

e. Employee's name, address, and ZIP code
Edgar S Johnson
3276 Haga Drive
San Jose, 10005

7. Social security tips	8. Allocated tips	9.
10. Dependent care benefits	11. Nonqualified plans	12a. Code See inst. for Box 12
13. Statutory employee	14. Other NYSDI 0.60	12b. Code
Retirement plan		12c. Code
Third-party sick pay		12d. Code

15. State	Employer's state ID number	16. State wages, tips, etc.	17. State income tax
NY	139999999 0	406.00	9.84

18. Local wages, tips, etc.	19. Local income tax	20. Locality name
406.00	6.81	NEW YORK

Copy 2--To Be Filed With Employee's State, City, or Local Income Tax Return
OMB No. 1545-0008

a. Employee's social security number 222-33-4453	1. Wages, tips, other compensation 406.00	2. Federal income tax withheld 16.37
b. Employer ID number (EIN) 13-9999999	3. Social security wages 406.00	4. Social security tax withheld 25.17
d. Control number 2005-30044	5. Medicare wages and tips 406.00	6. Medicare tax withheld 5.89

c. Employer's name, address, and ZIP code
Fusion Test-Training
100 Main St
New York, NY 10004

e. Employee's name, address, and ZIP code
Edgar S Johnson
3276 Haga Drive
San Jose, 10005

7. Social security tips	8. Allocated tips	9.
10. Dependent care benefits	11. Nonqualified plans	12a. Code See inst. for Box 12
13. Statutory employee	14. Other NYSDI 0.60	12b. Code
Retirement plan		12c. Code
Third-party sick pay		12d. Code

15. State	Employer's state ID number	16. State wages, tips, etc.	17. State income tax
NY	139999999 0	406.00	9.84

18. Local wages, tips, etc.	19. Local income tax	20. Locality name
406.00	6.81	NEW YORK

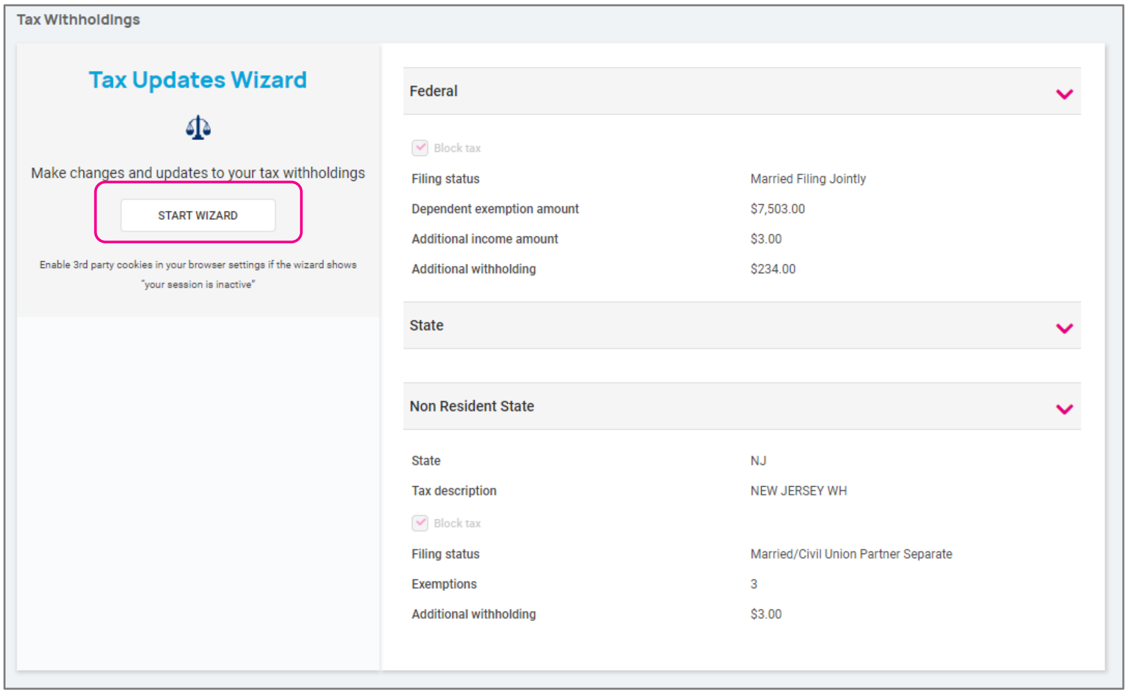
Also available under **Summary** are the Instructions for the Year-end Tax form selected. Simply choose the **View** icon on the right-hand side for them to populate.

Summary

Name	Year	Instructions
1095-C	2019	View
W-2	2019	View

Pay and Tax > Tax Updates

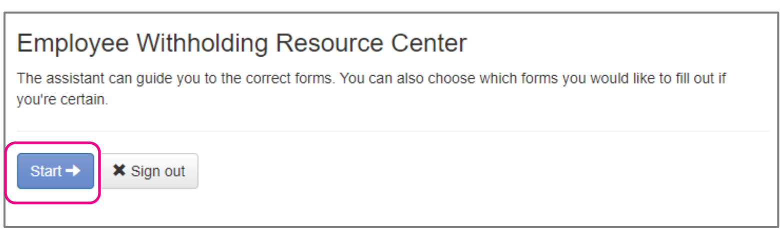
The Tax Updates screen allows you to begin the process of updating your withholdings. Your current Tax Withholdings for Federal, State, and Local (if applicable) appear when you access the screen.



If you need to change your Tax Withholdings and complete a new tax form, click on the Start Wizard button on the left-hand side of the screen as outlined above.

Note: Please read the message below Start Wizard to ensure you have the correct settings in your browser.

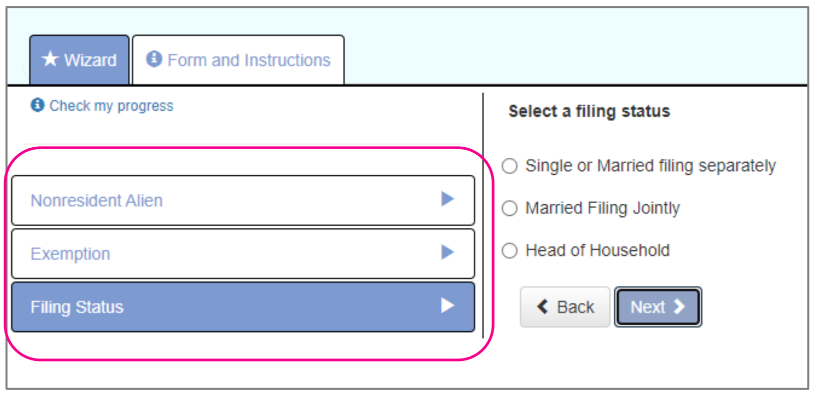
Once you select Start Wizard, you are presented with the Tax Withholdings screen to start or sign out. To start a new form, click Start.



You can then choose the jurisdiction by selecting the radio buttons and clicking on Continue. If you wish to change your Federal withholding, click on "Help me determine which withholding forms apply to me" and take the Survey.

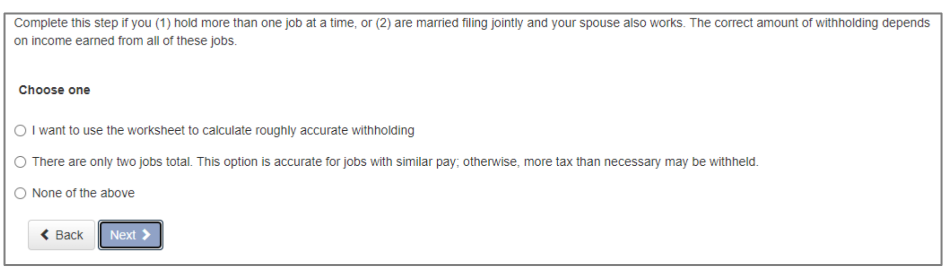
Once the survey is complete, click on the **Start** icon in the **Federal-Summary** screen.

You can click on the **Back** button if you made an error on your survey, or move forward and complete each section in the form by responding to questions on the screen and clicking the **Next** icon. Your progress is saved on the left side, and you can return to any section by using the **Back** button or the side menu.



The next page gives you the following options:

- "I want to use the worksheet to calculate roughly accurate withholding."
- "There are only two jobs total. The option is accurate or jobs with similar pay, otherwise more taxes than necessary may be withheld."
- "None of the above."

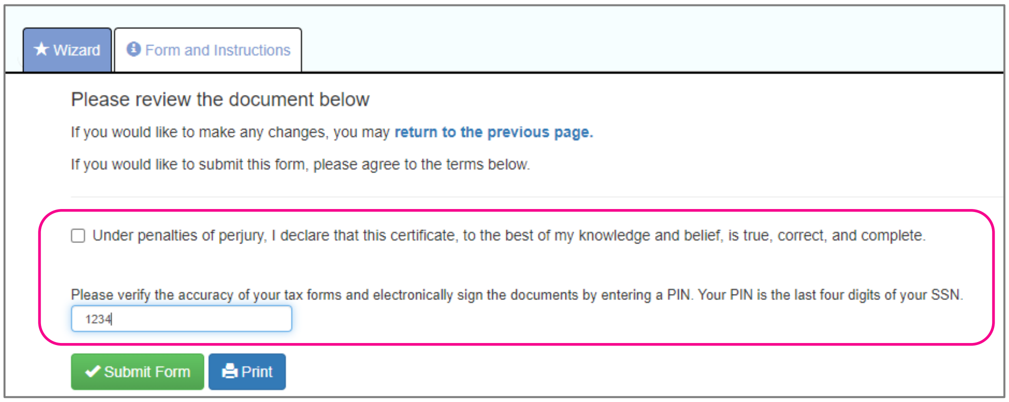


Select the desired option and click on **Next**. Depending on your selection, different options may appear. In the example below, "None of the above" was selected since the Forms and Instructions were already used to determine the withholding.

Complete each section by responding to the questions on the screen and clicking on **Next**.

Once complete, you are able to view or print your completed W-4. You must also attest to the accuracy of the W-4 by clicking on:

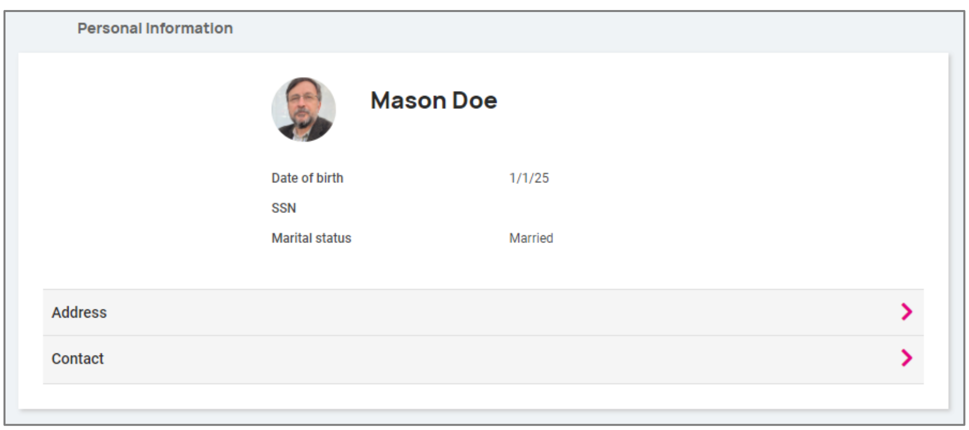
- "Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete."
- Enter your PIN in the box provided by entering the last 4 digits of your SSN.
- Once complete, click on **Submit Form.**



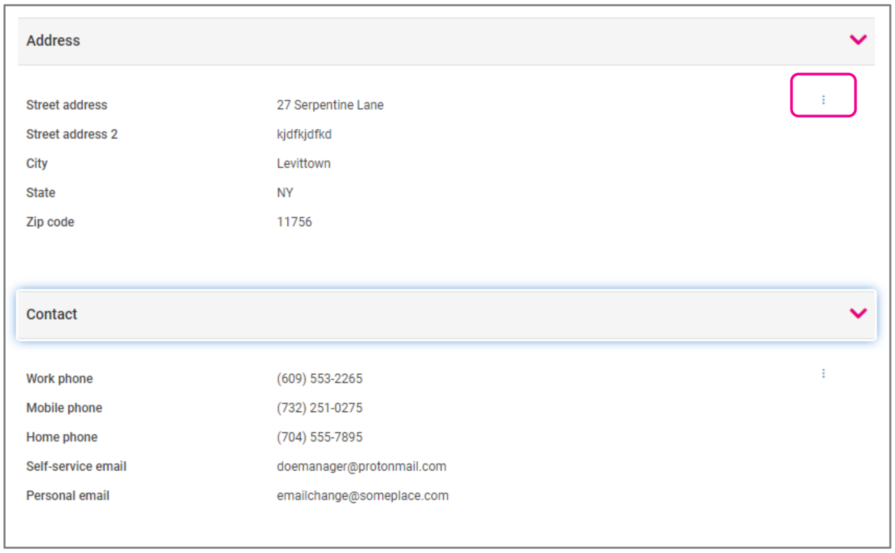
You receive a confirmation stating "Your form has been submitted. All sections are completed." If you have additional jurisdictions to complete, follow the same procedures.

Personal > Personal Information

The **Personal Information** screen allows you to view your "Name," "Date of Birth," "SSN" (masked), and "Marital Status." There is also a drop-down menu for viewing your "Address" and "Contact" information.

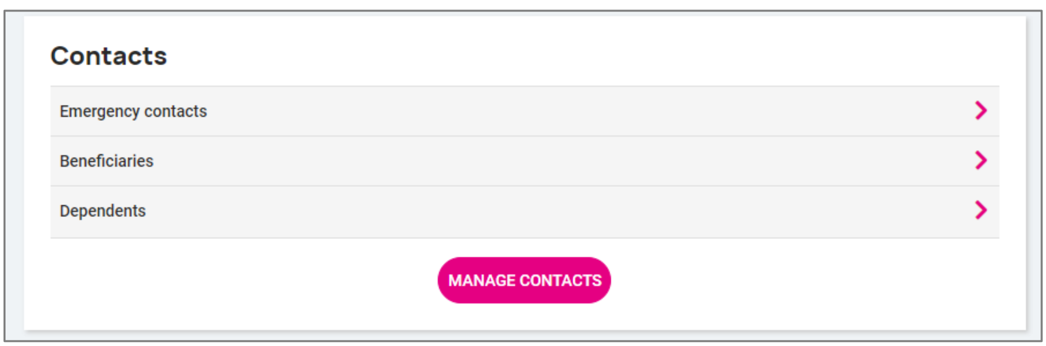


By selecting the › you can expand your address and contact info to see the details on file. If your company allows you to edit/update this information, the ⋮ icon appears on the right-hand side, allowing you to edit the details.

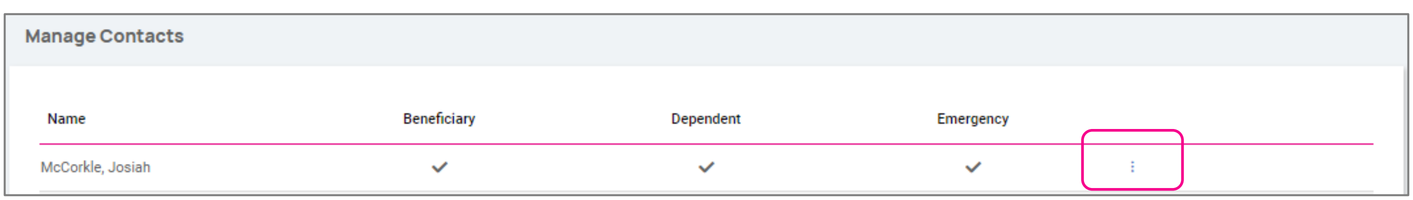


Contacts

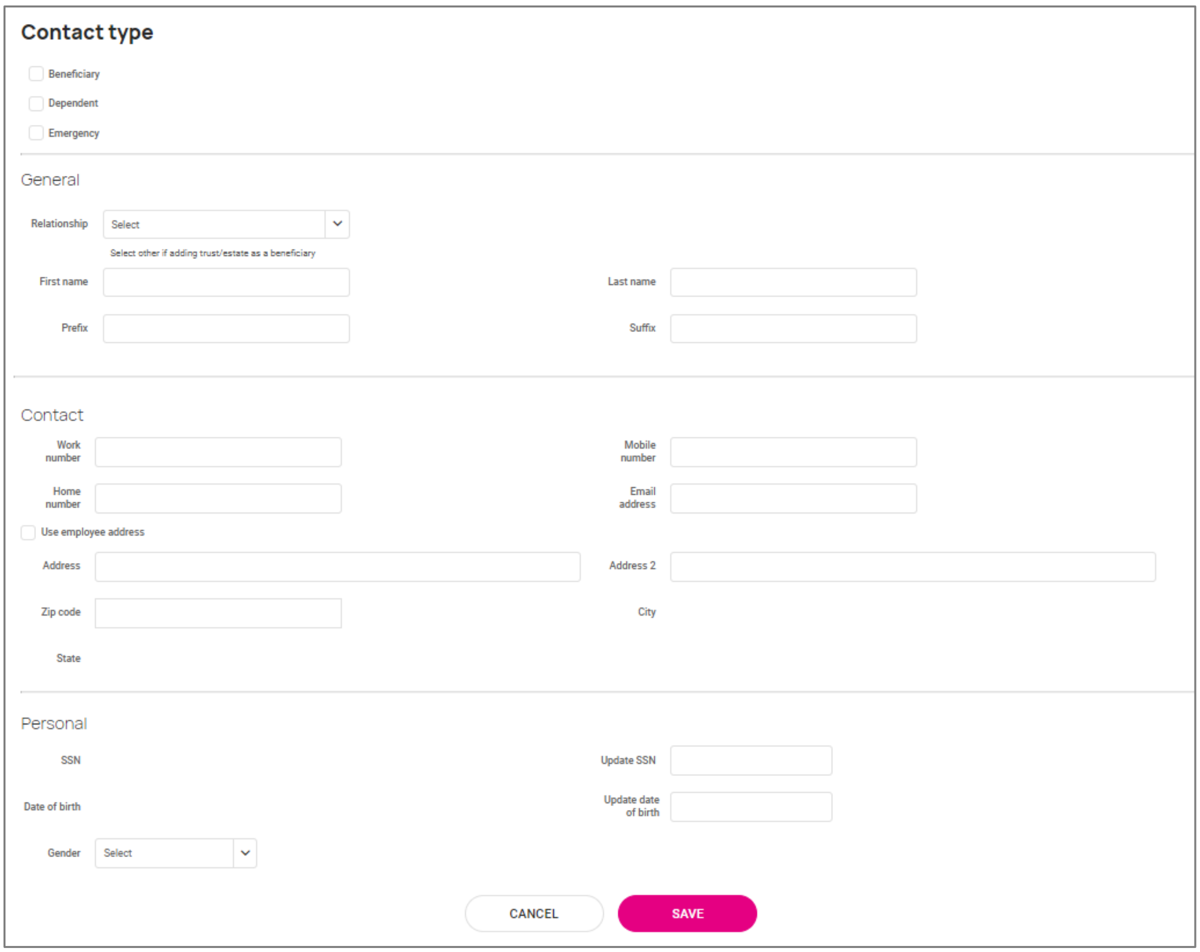
The next section, labeled **Contacts,** stores any existing "Emergency Contacts," "Beneficiaries" and "Dependents" available. If you need to add to any of the categories, click on the **Manage Contacts** button. A new page appears which allows you to **Add New** or **Edit** contacts.



The ⋮ symbol allows you to edit or delete the contact on file if needed.



If you need to **Add New,** choose the button at the bottom of the screen and fill out the form that opens



Note: You are able to check "Use employee address" or key in a different address.

Once saved, the information appears under the drop-down menu for the appropriate contact type.

Federal Reporting Data

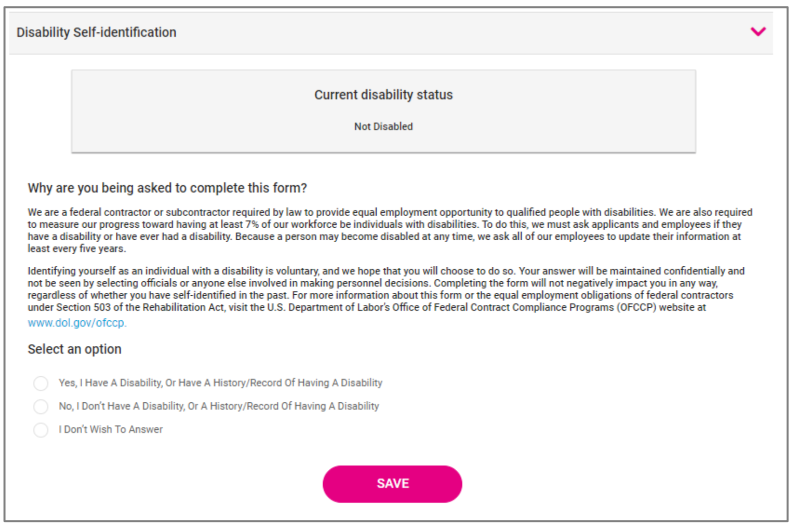
There are three options under **Federal Reporting Data**:

- Disability Self-Identification
- EEO Self-Identification
- Veteran Self-Identification

By using the arrow **>** symbol, you are able to view the information that your employer currently has recorded for these categories. If you wish to add or change any of the categories, click on the arrow.

Disability Self-Identification

If available, your "Current disability status" is displayed. You are also given the reason why you are being asked to provide this information.



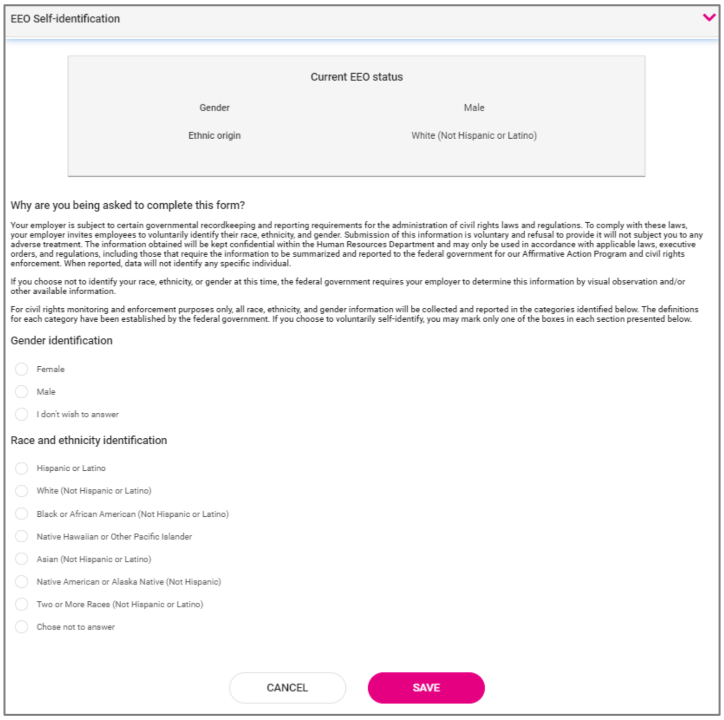
After reading, you can decide to respond:

- "Yes, I have a disability, or have a history/record of having a disability."
- "No, I don't have a disability or a history/record of having a disability."
- "I don't wish to answer."

Make your selection and click on **Save**. The information provided displays as your "Current disability status" upon saving.

EEO Self-Identification

If available, your "Gender" and "Ethnic Origin" displays. You are also given the reason why you are being asked to provide this information.



After reading, you can decide to respond to the Gender Identification using the following selections:

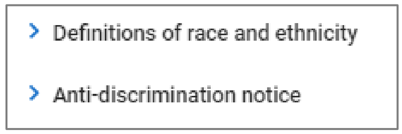
- Female
- Male
- I don't wish to answer

You can then decide to respond to Race and Ethnicity Identification using the following selections:

- Hispanic or Latino
- White (Not Hispanic or Latino)
- Black or African American or other Pacific islander
- Asian (Not Hispanic or Latino)
- Native American or Alaska (Not Hispanic)
- Two or more races (Not Hispanic or Latino)
- Chose not to answer

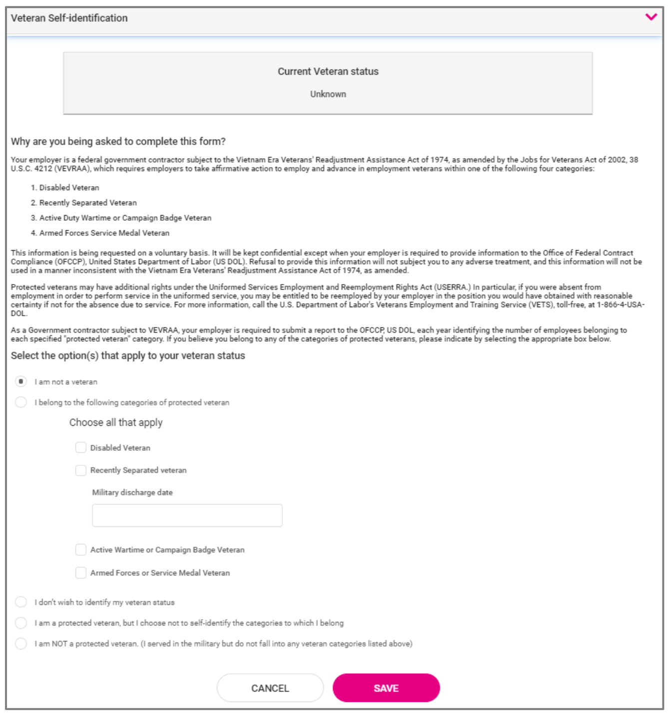
If you want to add or change your information, make your selections and click on Save.

For more information about the Race and Ethnicity selections or to read the "Anti-Discrimination Notice," select the following:



Veteran Self-Identification

If available, your "Current Veteran Status" displays. You are also given the reason why you are being asked to provide this information.



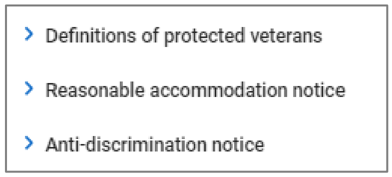
After reading the reason, you can add or edit the information by selecting the Veteran status that applies:

- "I am not a veteran."
- "I belong to the following categories of protected veteran:"
  - Disabled Veteran
  - Recently Separated Veteran (discharge date)
- "I don't wish to identify my veteran status."
- "I am a protected veteran, but I choose not to self-identify to which I belong."
- "I am NOT protected veteran, I served in the military but do not fall into the veteran categories listed above."

After making your selections, click on **Save**.

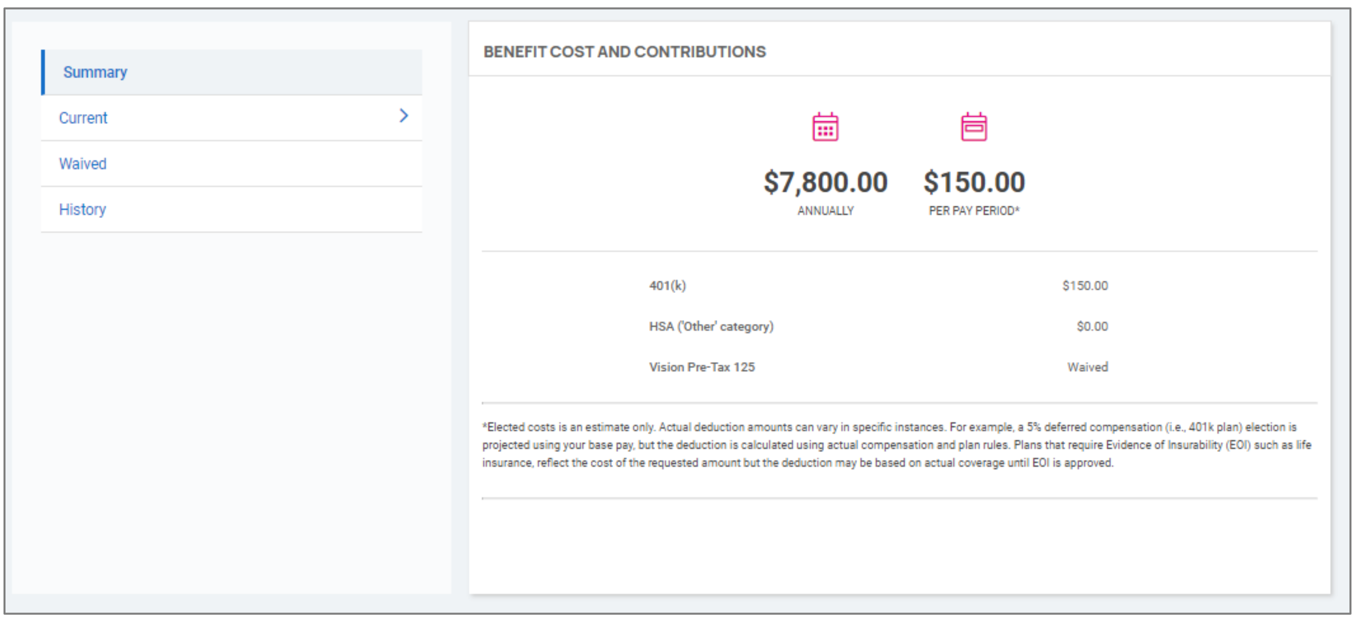
Once the information is saved, it will replace your "Current Veteran Status."

For more information on the "Definition of protected veteran," "Reasonable accommodation notice" and "Anti-Discrimination note," click on the following:

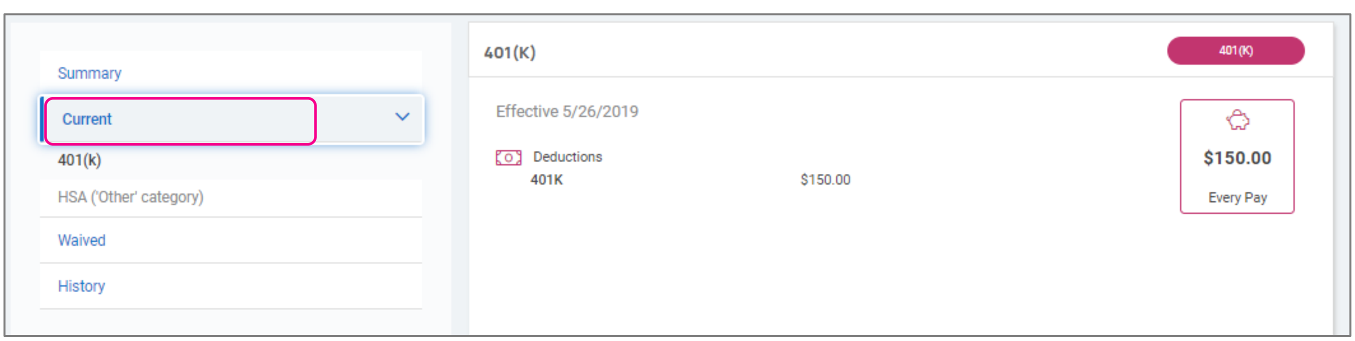


Benefits > My Benefits

The **My Benefits** screen allows you to assess your elected personal benefits package and at a quick glance, view your annual and per pay deductions for those benefits.



By selecting the **Current** tab on the left-hand side, you will see the benefits you are currently enrolled for in a detailed view with effective dates, per pay amounts, and frequencies.



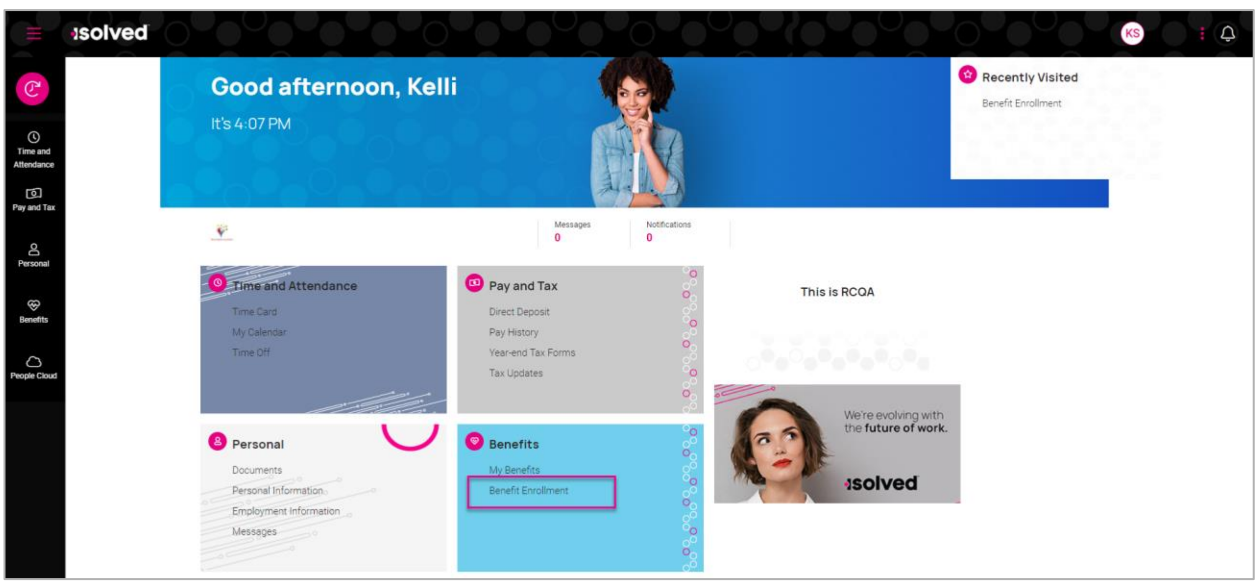
When you select the **Waived** tab on the left-hand side, you see the information on plans that you have waived and the date the waiver took effect.

Benefits > Benefit Enrollment

This topic goes over Open Enrollment from an employee's perspective for Adaptive Employee Experience isolved People Cloud. This Benefit Enrollment adapts to your computer and most mobile devices and provide a truly unique benefit enrollment experience.
Note: Screen images may differ based on the mobile device used.

Employee Self-Service Benefit Enrollment

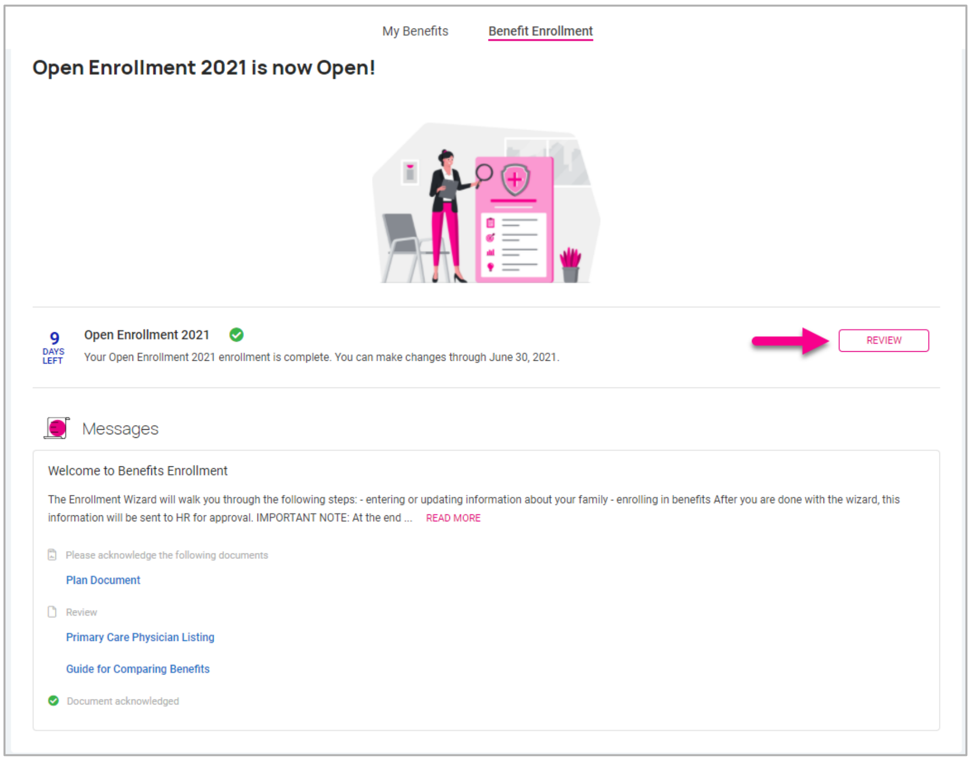
- Log in to isolved using your Employee Self-Service People Cloud login credentials.
- To access your enrollment, select "Benefit Enrollment" in the **Benefits** tile.



Your Information

You will be moved into the Benefits Enrollment Wizard **Welcome** screen.

- See the timeframe for your enrollment so you can be aware of when your enrollment must be finalized.
- You will be able to select the **Next** or **Review** buttons to move through the enrollment screens and start your enrollment.

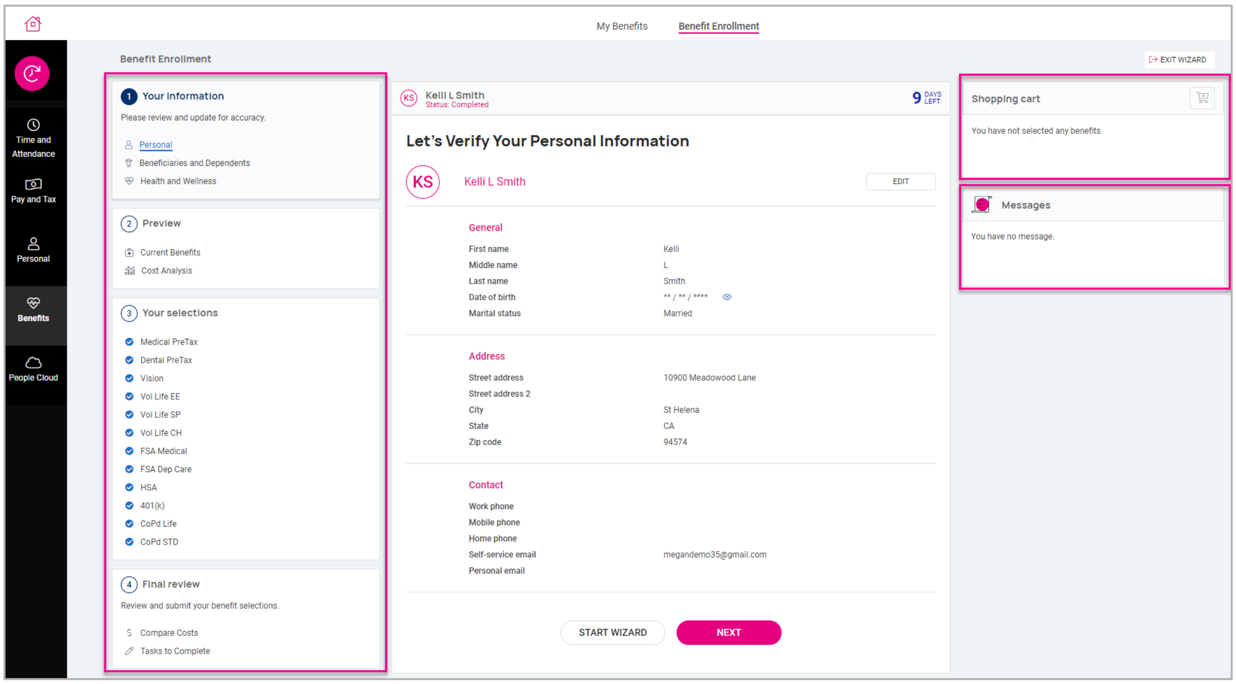


Any messages from your employer are displayed below the enrollment period(s) available. These messages display helpful information such as messages, documents, forms, and links from your employer.

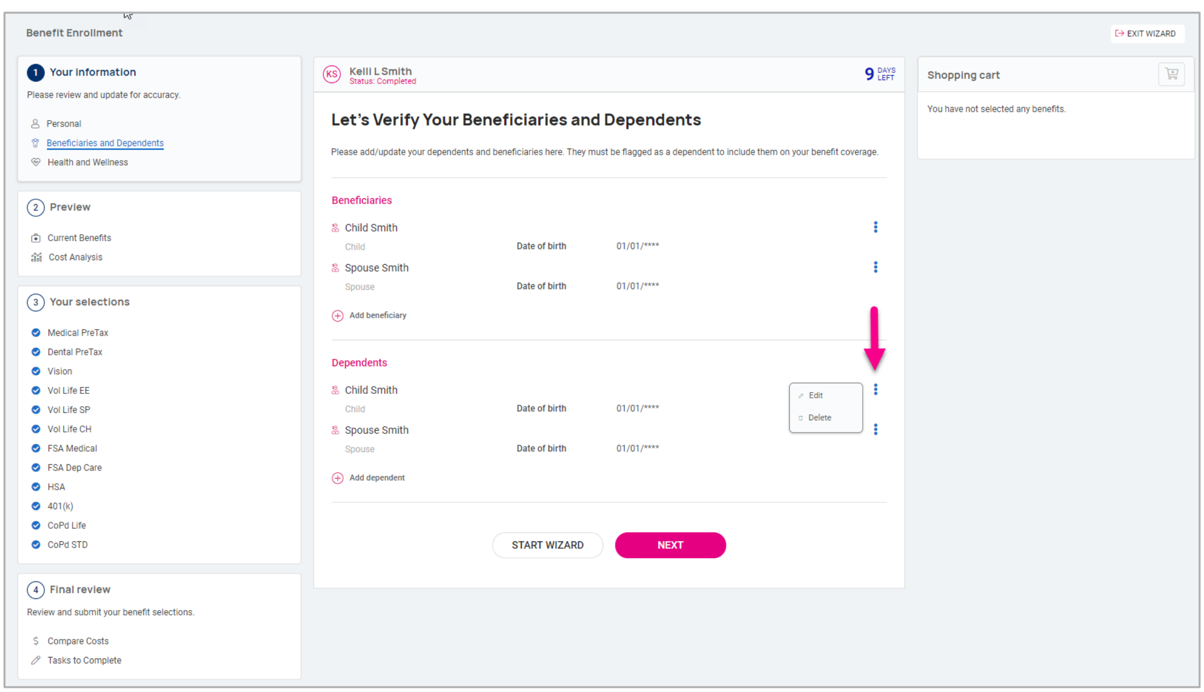
- If a document is posted that requires acknowledgment appears in its own section, prompting you to acknowledge that document.
- Select the document name to review.

Once reviewed, select **Acknowledge,** and if you certify that you have read and understood the content of the document. Select **OK**.

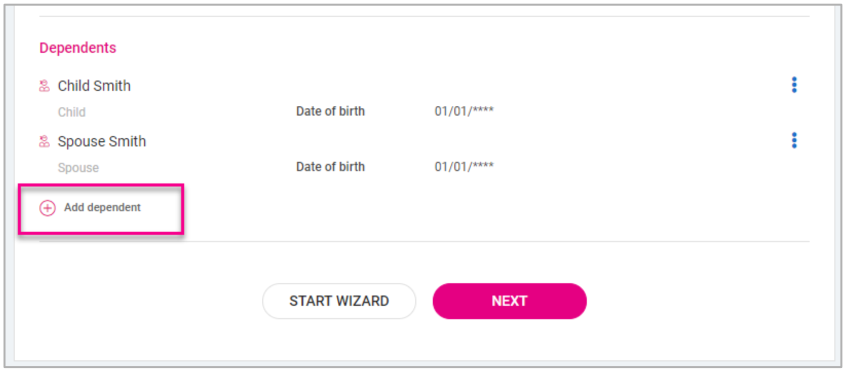
You are moved into the Benefits Enrollment Wizard where you are able to see your navigation and process on the left-hand side. Your **Shopping Cart** displays your elections so far and any messages attached to the page or item you are on will be displayed in their own boxes on the page.



Personal Beneficiaries and Dependents



- You can update or add beneficiaries/dependents so that you can attach them to your coverages, as needed.
- If you have dependents/beneficiaries listed already, click on the three ellipses to edit or delete any information.

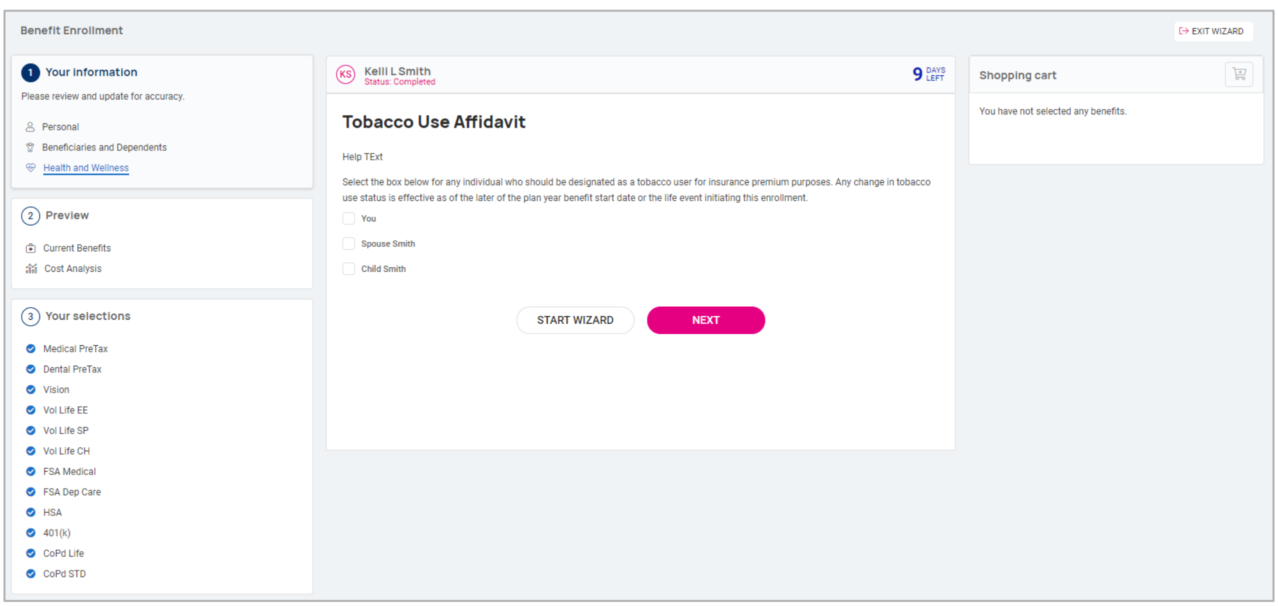


- To add a new dependent/beneficiary:
    1. Select the plus sign next to **Add dependent**.
    2. Use the drop-down menu to select the **Relationship** type.
    3. Choose **Dependent** if they are eligible to participate in your benefits coverage.
    4. Choose **Beneficiary** if they may be selected as a beneficiary on applicable plans.
    5. Complete the remainder of the information, noting the required fields.

    Note: If you do not have a social security number, please do not use a fake number as a placeholder, as this can cause issues for future reporting.

Health and Wellness

Note: This may not be an option on your employer's setup.

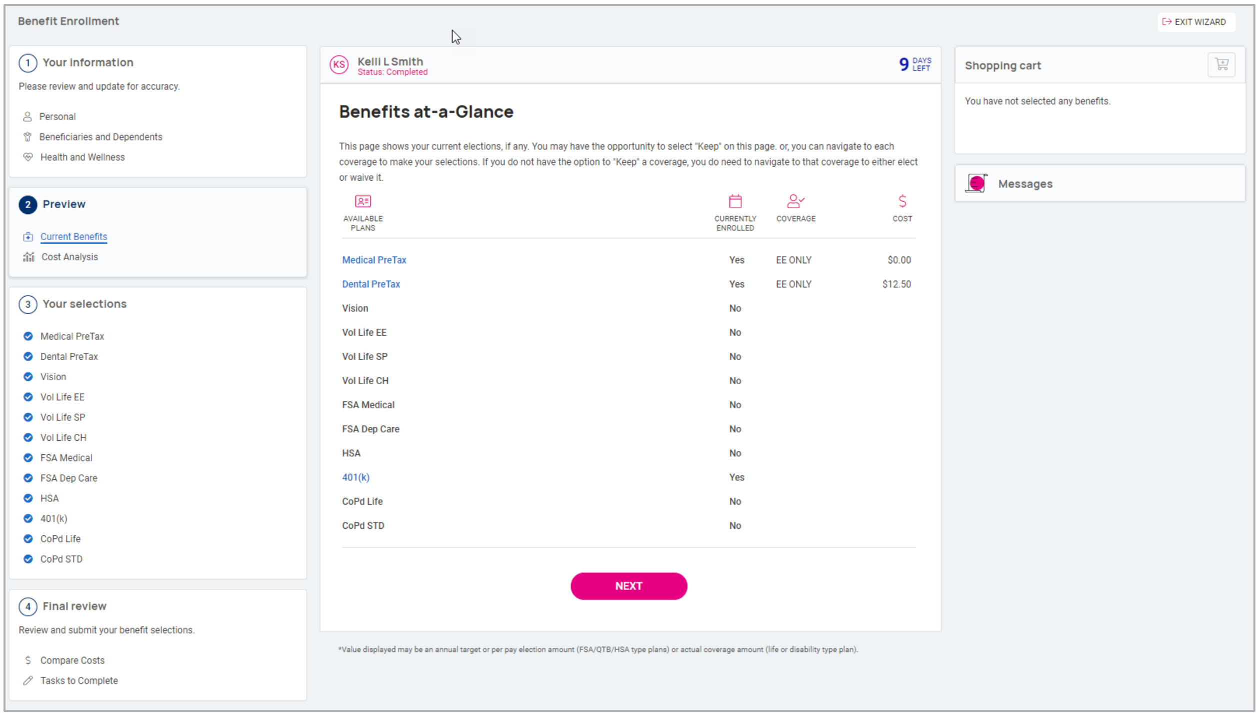


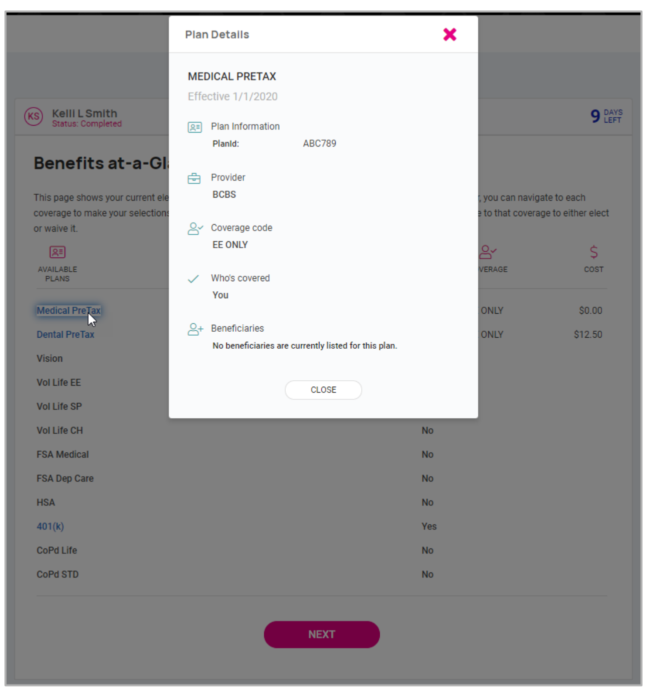
- Select the contacts who are tobacco users.

Preview

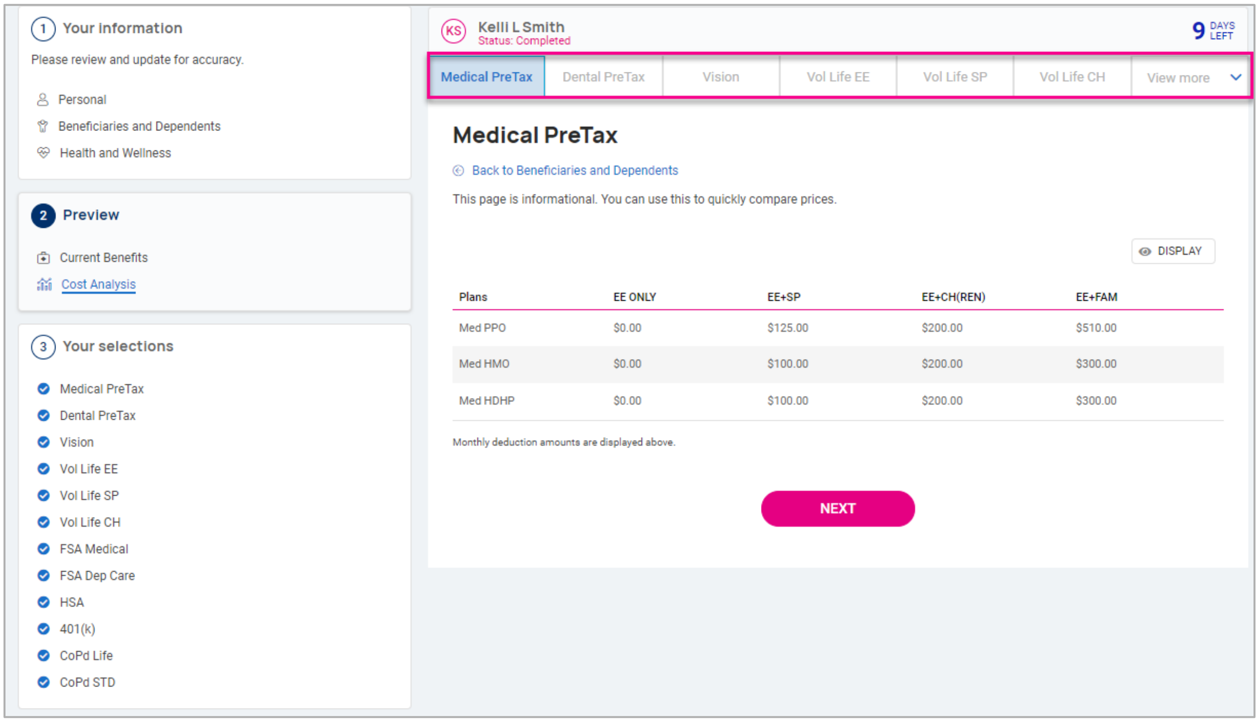
Current Benefits

This option may vary based on your employer's setup. Your **Benefits at-a-Glance** are listed here. Select any plans highlighted in blue to open more detailed information on that benefit.





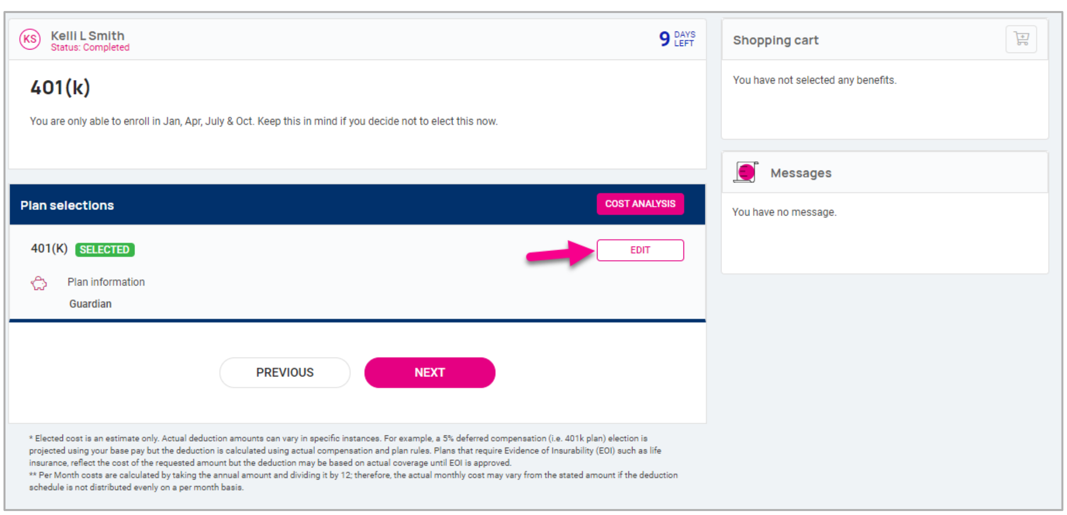
Cost Analysis



- Displays the cost of coverages you are eligible to select.
- You can choose to view each plan type from the tabs across the top.

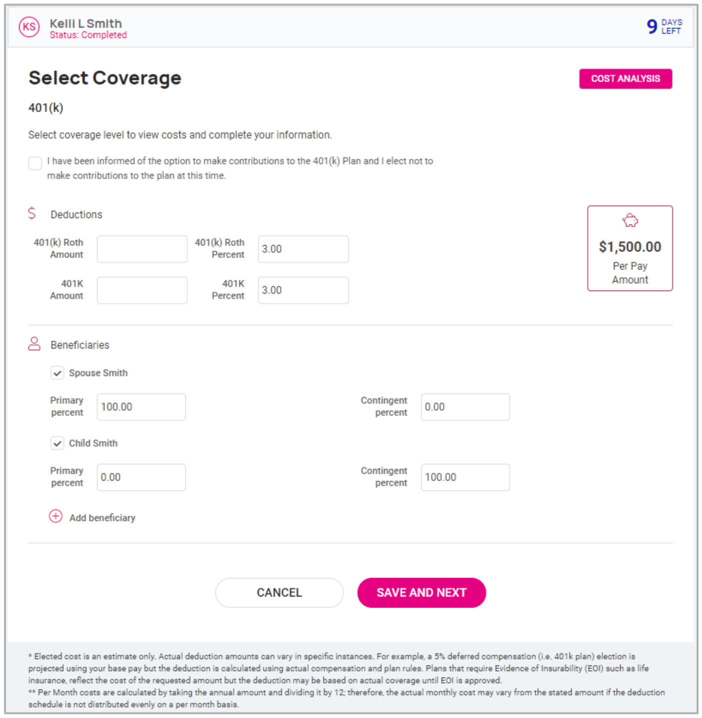
Your Selections

Deferred Compensation

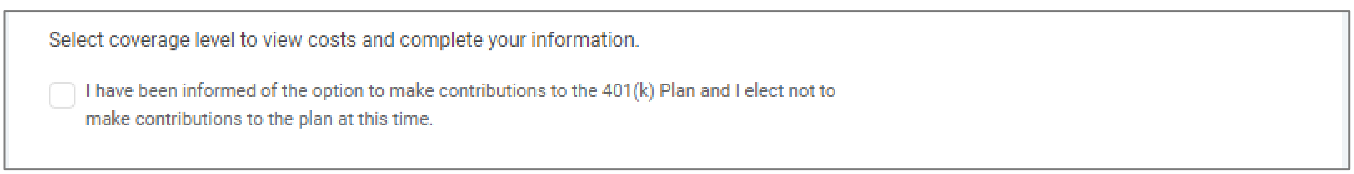


- Select **Edit** to contribute to the plan or waive.

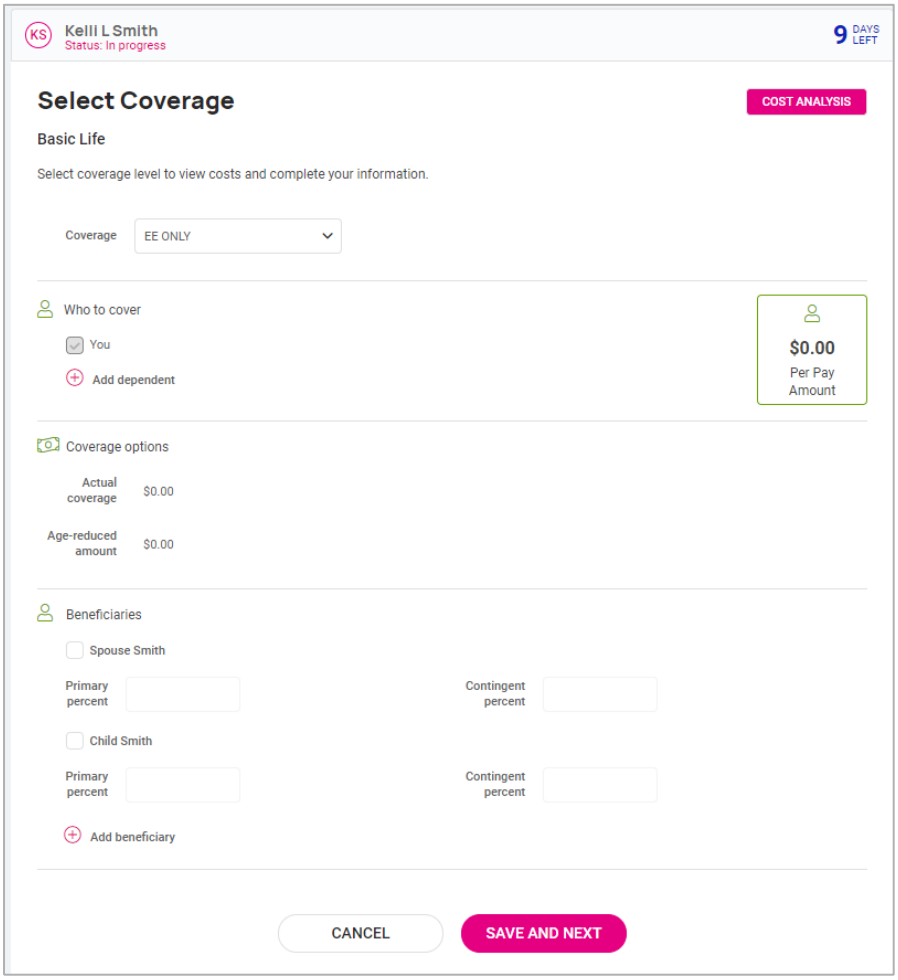
- If selected, you must enter in a contribution amount and beneficiary designation, and percentage. The beneficiary percentages must equal 100%.



If wishing to not contribute to your deferred compensation plan, select the button at the top.

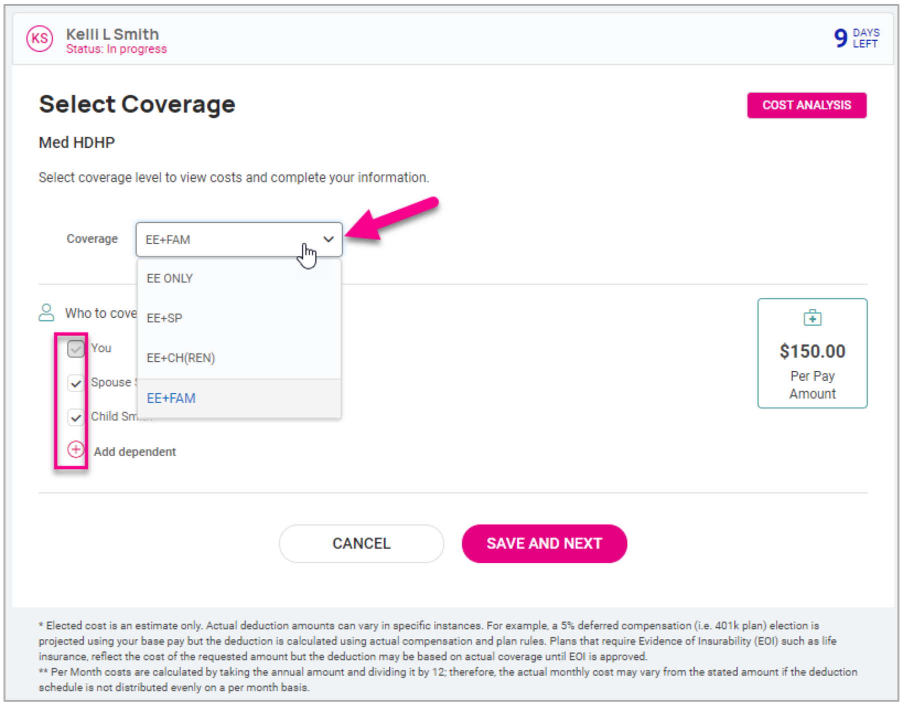


Company-Paid Benefits



- If your employer offers benefits such as company-paid life insurance, you may not have an opportunity to waive the coverage.
- Select the coverage and, if available, enter beneficiary designation and percentage.

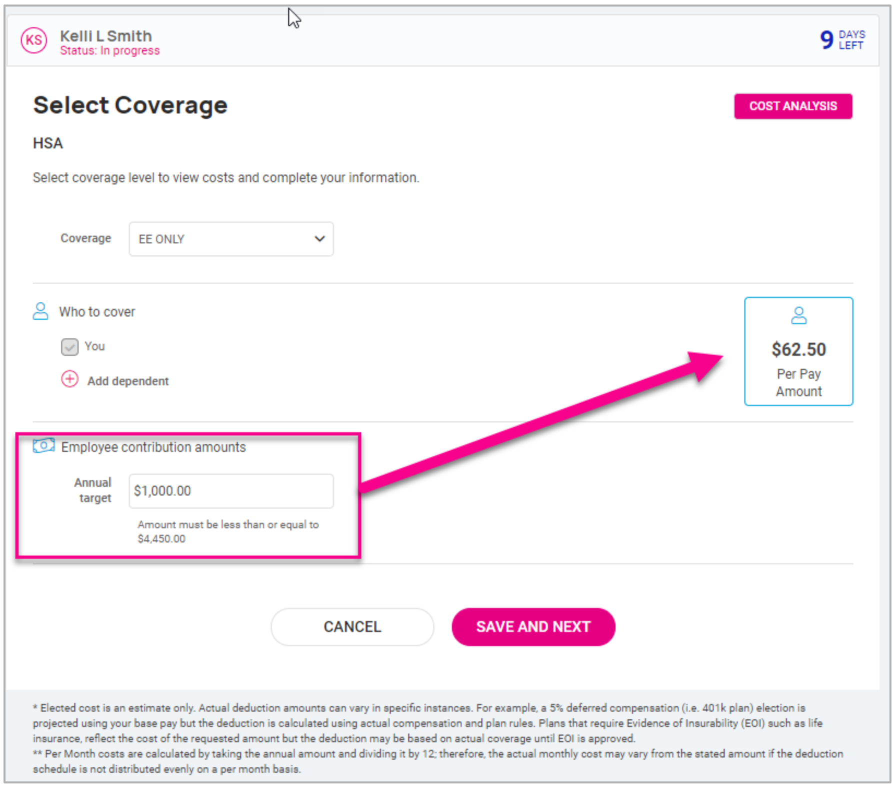
Medical, Dental, and Vision



- If you select Coverage Waived, you may be required to select a waive reason from the drop-down menu.
- Once on the waived screen, you can go back to the election screen by selecting the Back option.
- Select a plan using the Select Plan option and use the drop-down to select the Coverage option.
- Any dependents you may have are listed. Select the dependents you wish to add to the plan. Dependents can be selected based only on the coverage option you choose. For example, if you choose “employee + spouse,” only your spouse can be selected.
- If you do not see your dependents listed, select Add dependent. Remember to check the “dependent” box when adding dependents that will be added to your plans.

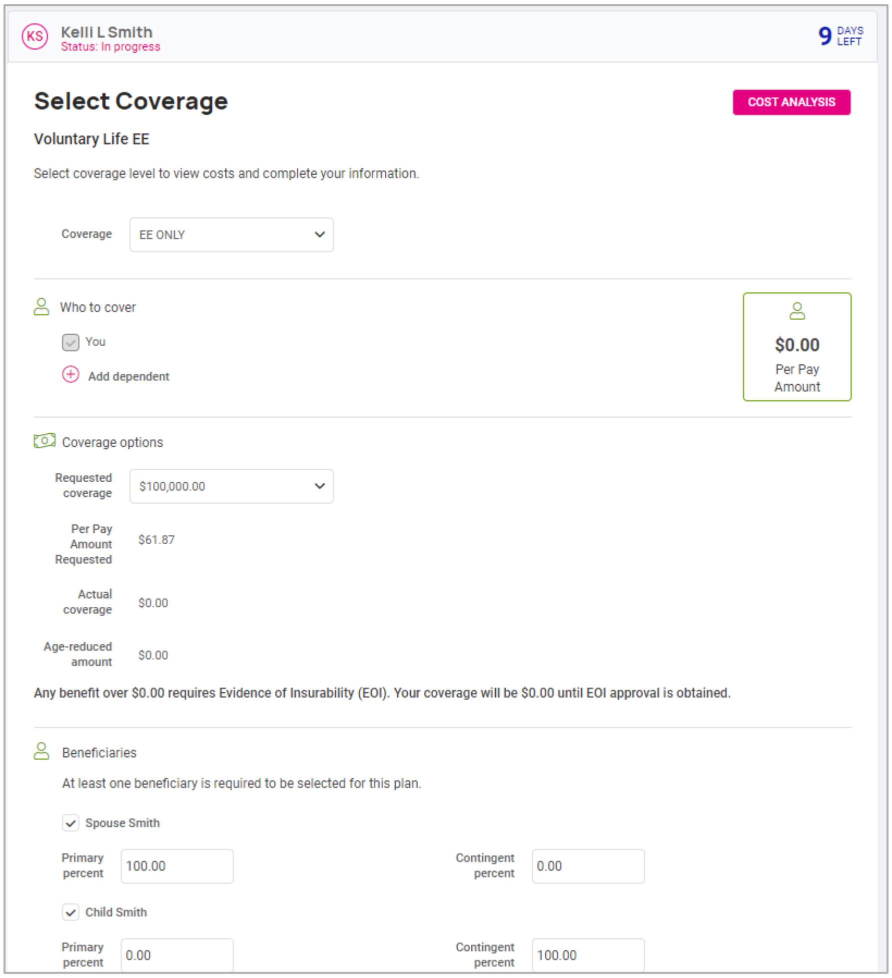
HSA/FSA

- When electing HSA, you must select the level of coverage that matches the level of coverage for your medical HDHP plan, whether that plan is offered by your employer or is provided by outside coverage.
- Enter in the amount you would like to contribute under Amount Per Scheduled Pay or Annual Target Amount.
- Based on your company's configuration, you may receive a message that you are not eligible for the FSA since you enrolled in the HSA. Otherwise, you would have the option to enroll in the FSA.



Voluntary Life, Spouse Life, and Child Life

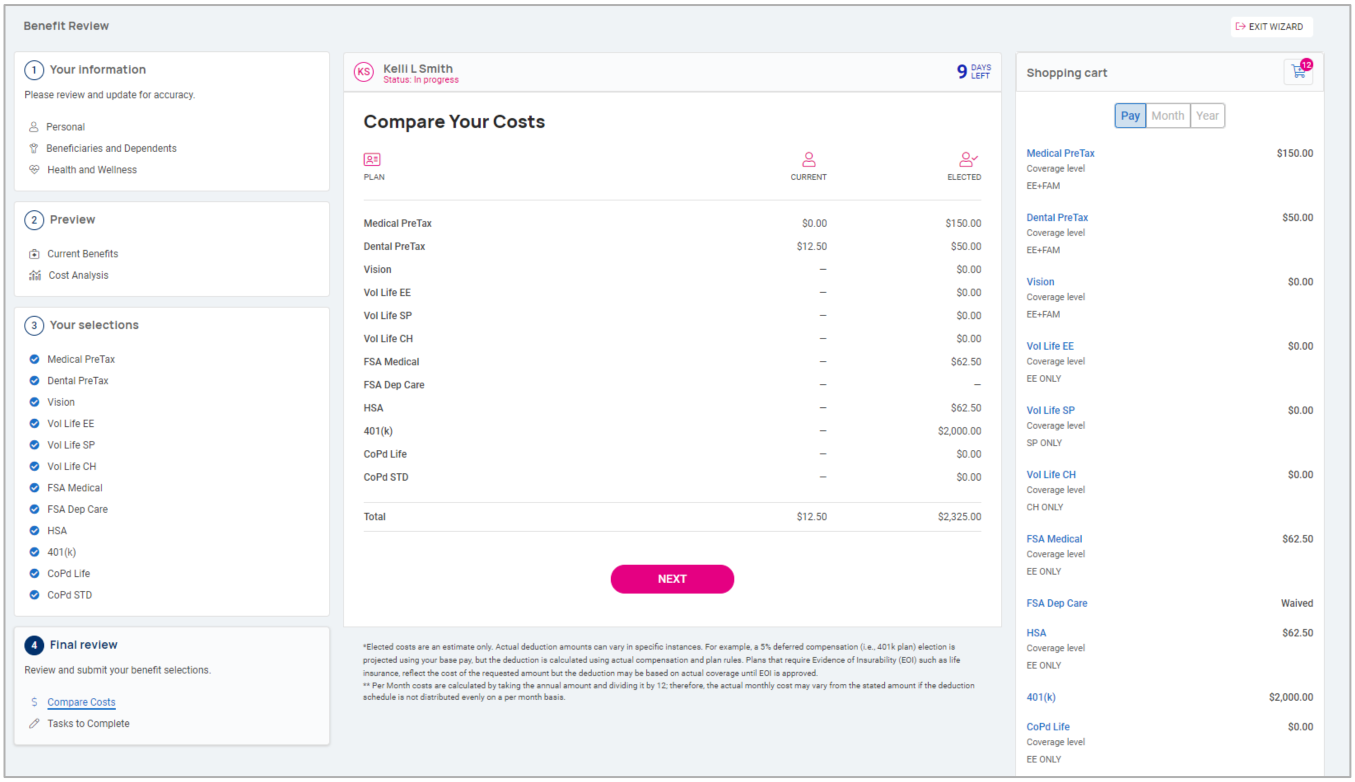
- Your plan may be configured to alert you if you select an amount over the guaranteed amount that would require evidence of insurability (EOI).
- The message includes the amount your coverage is allowed up to until the EOI approval is obtained.
- Select beneficiaries and/or those dependents covered by the related plan.



Final Review

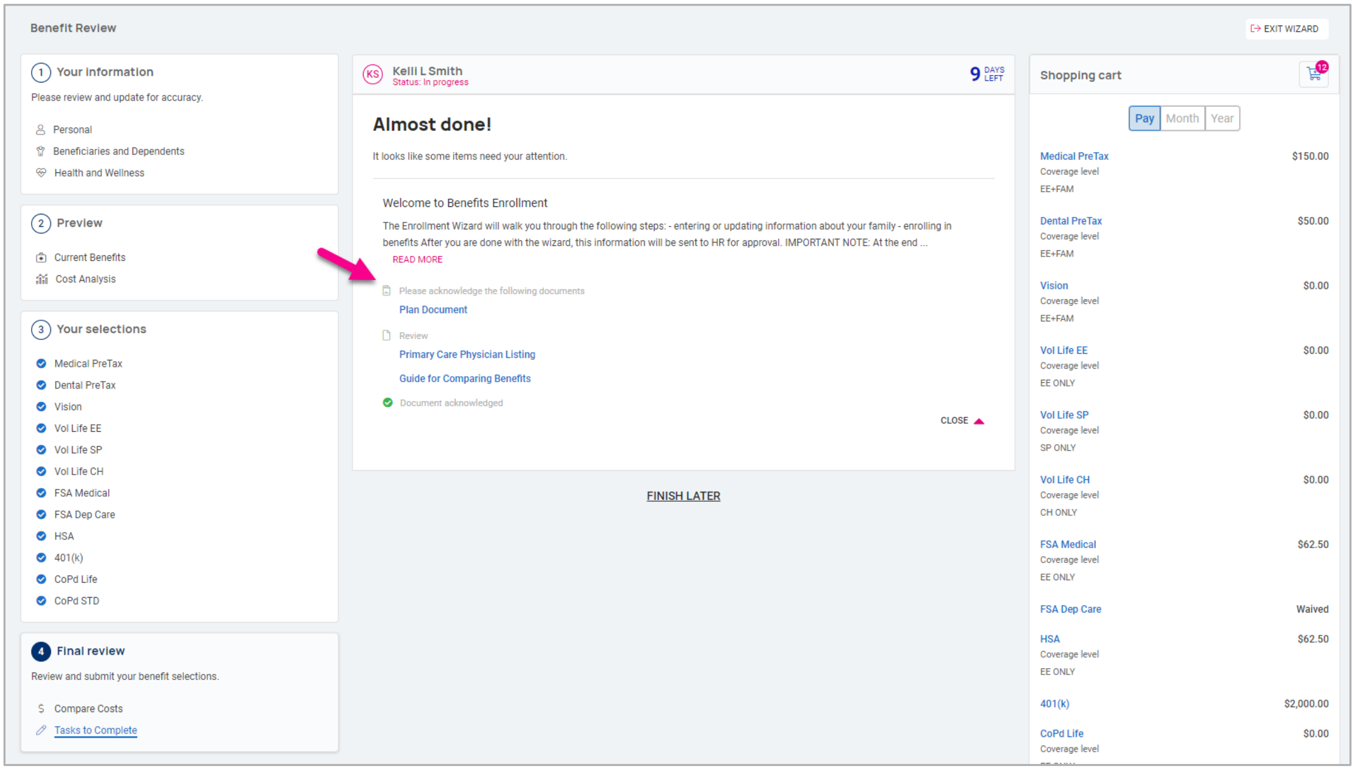
Compare Costs

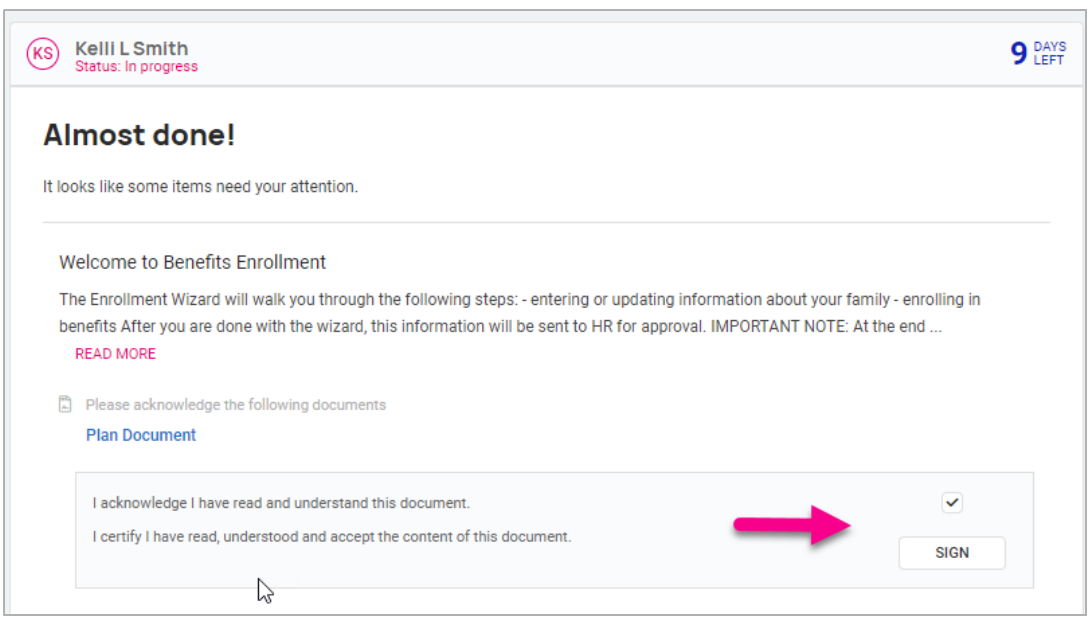
Move to compare your costs. This takes your shopping cart and puts in a "current vs. elected" cost analysis for you.



Tasks to Complete

View any task that still requires your attention, such as unverified documents or forms, incorrect plan enrollment, missing required information such as beneficiaries or PCP information. Once all tasks have been completed you are allowed to finish your enrollment. You may leave and come back and finish your enrollment at any time during the enrollment period. The wizard will save your place.


Benefit Review
EXIT WIZARD
1 Your information
Please review and update for accuracy.
Personal
Beneficiaries and Dependents
Health and Wellness
2 Preview
Current Benefits
Cost Analysis
3 Your selections
Medical PreTax
Dental PreTax
Vision
Vol Life EE
Vol Life SP
Vol Life CH
FSA Medical
FSA Dep Care
HSA
401(k)
CoPd Life
CoPd STD
4 Final review
Review and submit your benefit selections.
Compare Costs
Tasks to Complete
KS Kelli L Smith
Status: In progress
9 DAYS LEFT
Almost done!
It looks like some items need your attention.
Welcome to Benefits Enrollment
The Enrollment Wizard will walk you through the following steps: - entering or updating information about your family - enrolling in benefits After you are done with the wizard, this information will be sent to HR for approval. IMPORTANT NOTE: At the end ...
READ MORE
Please acknowledge the following documents
Plan Document
Review
Primary Care Physician Listing
Guide for Comparing Benefits
Document acknowledged
CLOSE
FINISH LATER
Shopping cart
Pay Month Year
Medical PreTax $150.00
Coverage level
EE+FAM
Dental PreTax $50.00
Coverage level
EE+FAM
Vision $0.00
Coverage level
EE+FAM
Vol Life EE $0.00
Coverage level
EE ONLY
Vol Life SP $0.00
Coverage level
SP ONLY
Vol Life CH $0.00
Coverage level
CH ONLY
FSA Medical $62.50
Coverage level
EE ONLY
FSA Dep Care Waived
HSA $62.50
Coverage level
EE ONLY
401(k) $2,000.00
CoPd Life $0.00
Coverage level


KS Kelli L Smith
Status: In progress
9 DAYS LEFT
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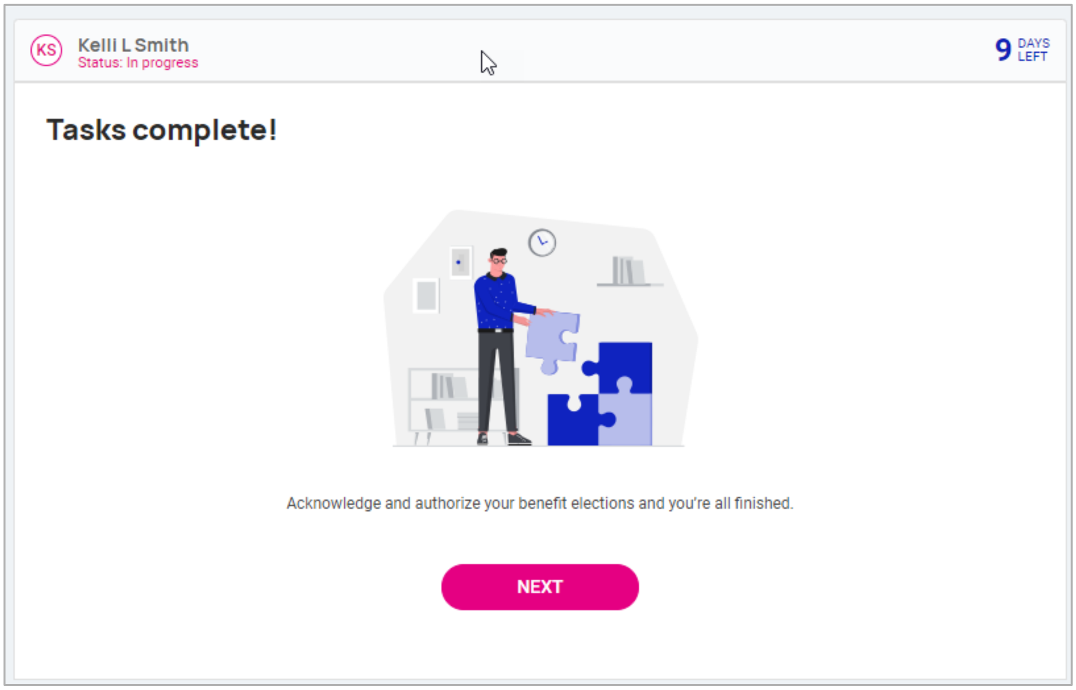
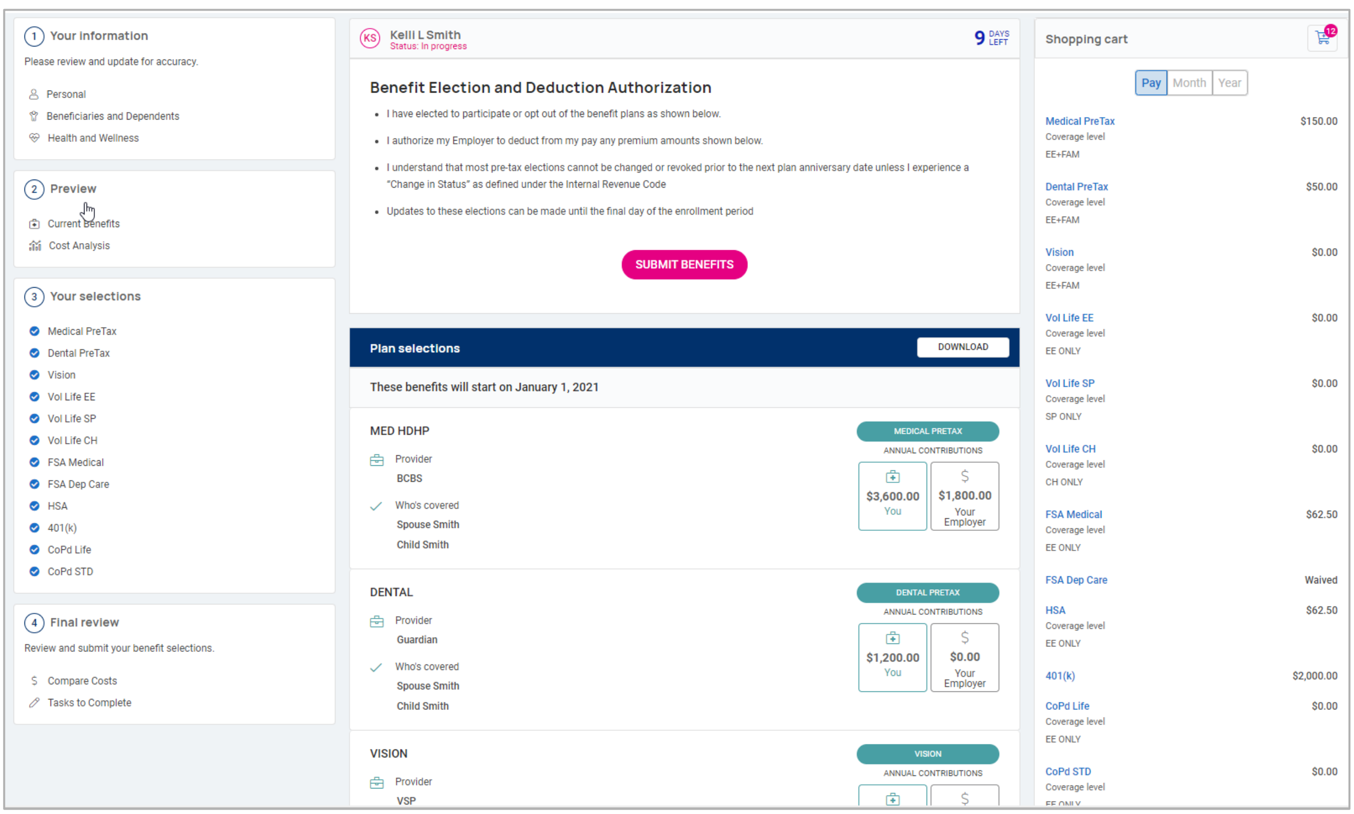
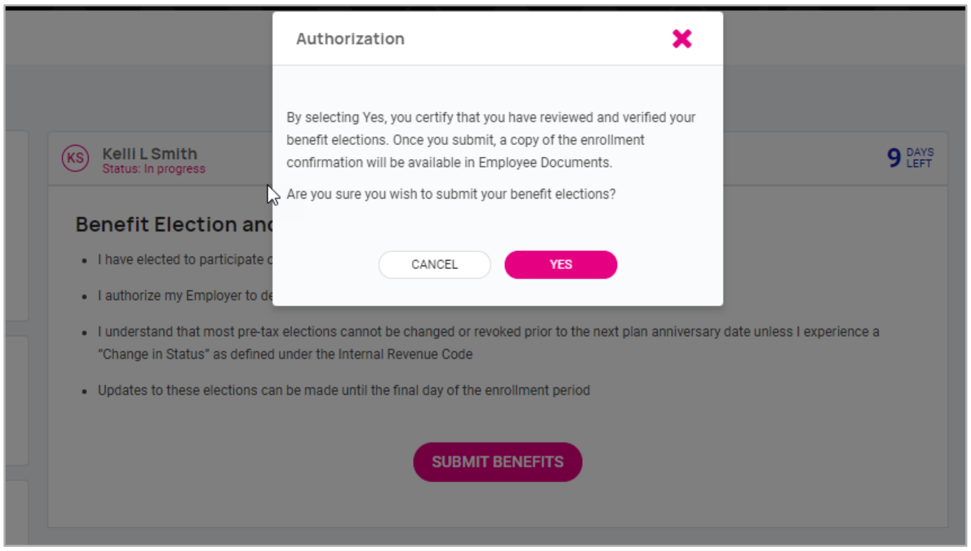
The Enrollment Wizard will walk you through the following steps: - entering or updating information about your family - enrolling in benefits After you are done with the wizard, this information will be sent to HR for approval. IMPORTANT NOTE: At the end ...
READ MORE
Please acknowledge the following documents
Plan Document
I acknowledge I have read and understand this document.
I certify I have read, understood and accept the content of this document.
SIGN

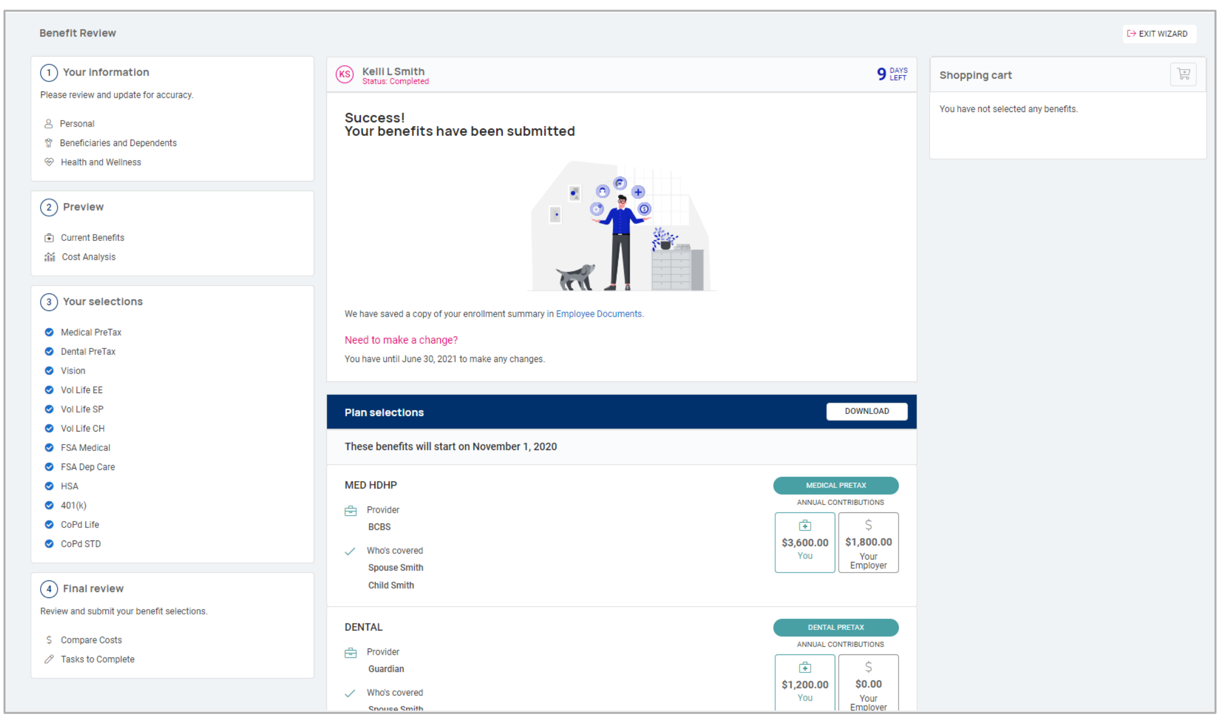

KS
Kelli L Smith
Status: In progress
9 DAYS LEFT
Tasks complete!
Acknowledge and authorize your benefit elections and you're all finished.
NEXT


1 Your information
Please review and update for accuracy.
Personal
Beneficiaries and Dependents
Health and Wellness
2 Preview
Current Benefits
Cost Analysis
3 Your selections
Medical PreTax
Dental PreTax
Vision
Vol Life EE
Vol Life SP
Vol Life CH
FSA Medical
FSA Dep Care
HSA
401(k)
CoPd Life
CoPd STD
4 Final review
Review and submit your benefit selections.
Compare Costs
Tasks to Complete
Kelli L Smith
Status: In progress
9 DAYS LEFT
Benefit Election and Deduction Authorization
I have elected to participate or opt out of the benefit plans as shown below.
I authorize my Employer to deduct from my pay any premium amounts shown below.
I understand that most pre-tax elections cannot be changed or revoked prior to the next plan anniversary date unless I experience a "Change in Status" as defined under the Internal Revenue Code
Updates to these elections can be made until the final day of the enrollment period
SUBMIT BENEFITS
Plan selections
DOWNLOAD
These benefits will start on January 1, 2021
MED HDHP
Provider
BCBS
Who's covered
Spouse Smith
Child Smith
MEDICAL PRETAX
ANNUAL CONTRIBUTIONS
$3,600.00
You
$1,800.00
Your Employer
DENTAL
Provider
Guardian
Who's covered
Spouse Smith
Child Smith
DENTAL PRETAX
ANNUAL CONTRIBUTIONS
$1,200.00
You
$0.00
Your Employer
VISION
Provider
VSP
VISION
ANNUAL CONTRIBUTIONS
Shopping cart
Pay
Month
Year
Medical PreTax $150.00
Coverage level
EE+FAM
Dental PreTax $50.00
Coverage level
EE+FAM
Vision $0.00
Coverage level
EE+FAM
Vol Life EE $0.00
Coverage level
EE ONLY
Vol Life SP $0.00
Coverage level
SP ONLY
Vol Life CH $0.00
Coverage level
CH ONLY
FSA Medical $62.50
Coverage level
EE ONLY
FSA Dep Care Waived
HSA $62.50
Coverage level
EE ONLY
401(k) $2,000.00
CoPd Life $0.00
Coverage level
EE ONLY
CoPd STD $0.00
Coverage level

- When you have finished making your benefit elections, the confirmation page displays.
- Scroll down to see a full list of your elections.
- Select Download at the right of the page to download your elections.
- Select Submit Benefits when you are ready to complete your enrollment.
- A message appears to ensure you reviewed and verified your elections and will remind you that a copy of the enrollment confirmation is available to you in Documents.
- If you wish to submit your benefit elections, select Yes. If you wish to go back, select Cancel.



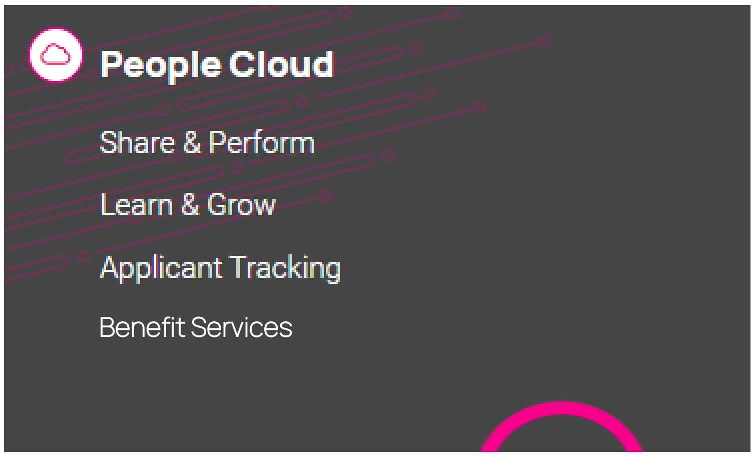
- Once you submit, the Enrollment Progress message at the top-right of the screen changes to "Completed."



People Cloud

The links within the People Cloud tile log you in through SSO (single sign-on) to other isolved modules:

- Share & Perform: This takes you to the engagement management platform.
- Learn & Grow: This takes you to the online LMS (learning management system).
- Applicant Tracking: This takes you to the applicant tracking platform.
- Benefit Services: This takes you to COBRA.



Marketplace Integrations

The links within the Marketplace Integrations tile log you in through SSO (single sign-on) to any integrations your company may have set up with 3rd party companies, or companies isolved partners with.