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for People™

BENNINGTON COLLEGE

Employee Self -Service Guide



Welcome and Overview

It's that time of the year again. Bennington College's Annual Benefits Enrollment.

This guide can be used as a general resource for navigating Bennington College's Annual Benefits Enrollment through ADP.

In order to view and/or enroll in benefits, employees must be registered in ADP. Use the **Forgot your user ID/password?** link if you need to recover your password or reset your user ID. Registration instructions can be found in the Registration Instructions section of this guide.

When you're ready to begin, log into ADP and you will be guided through the benefits enrollment process.

Log in to Workforce Now to access the Employee Self-Service* website: <http://workforcenow.adp.com>

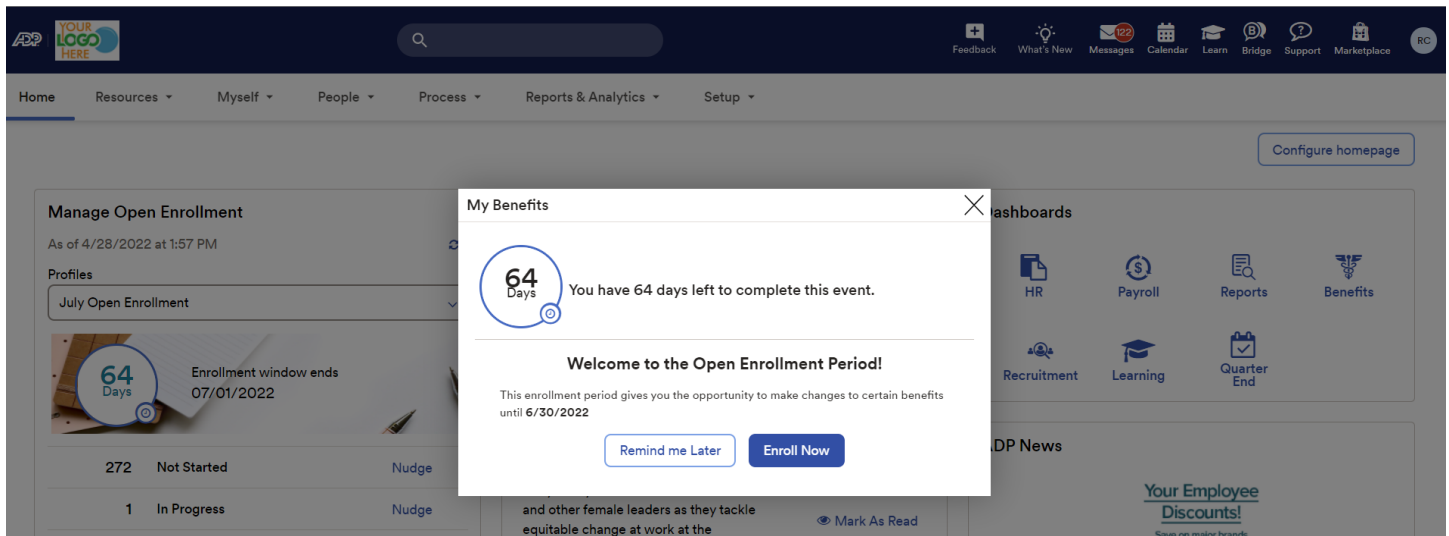
Upon logging in, you will be presented with a pop-up showing important information about this Open Enrollment period. You can click **Enroll Now** or **Remind Me Later**. Note: This pop-up is displayed each time you log in during the Open Enrollment period. 24-hours after submitting your selections the pop-up will no longer display.

Benefit changes can be made at any time during the enrollment period; ADP allows you to start and stop your review so you can move through the review at your own pace. You can return to the annual benefits enrollment by going to Myself > Benefits > Enrollments then click "START"



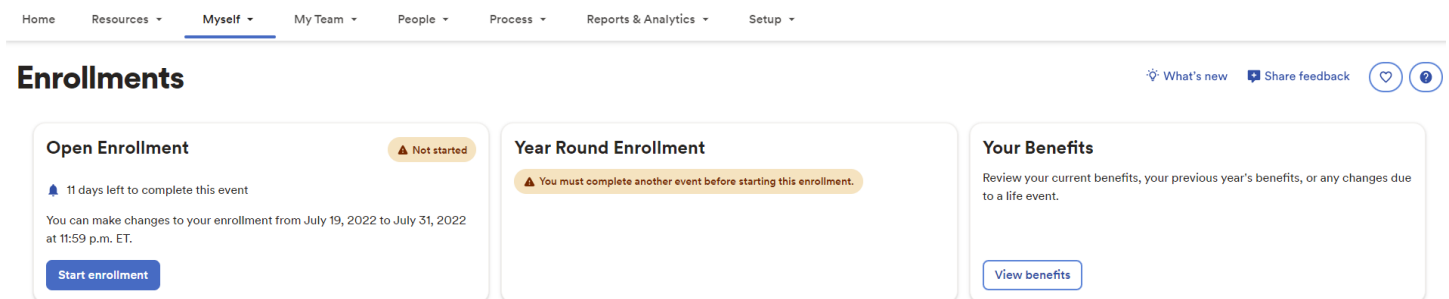
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The screenshot shows the ADP dashboard interface. A 'My Benefits' pop-up window is centered on the screen. The pop-up contains the following text: '64 Days You have 64 days left to complete this event.', 'Welcome to the Open Enrollment Period!', 'This enrollment period gives you the opportunity to make changes to certain benefits until 6/30/2022', and two buttons: 'Remind me Later' and 'Enroll Now'. The background dashboard shows a 'Manage Open Enrollment' section with a '64 Days' timer and an 'Enrollment window ends 07/01/2022' message. There is also a table with enrollment status: '272 Not Started' and '1 In Progress'. The top navigation bar includes 'Home', 'Resources', 'Myself', 'People', 'Process', 'Reports & Analytics', and 'Setup'. The right sidebar has icons for HR, Payroll, Reports, Benefits, Recruitment, Learning, and Quarter End.

Select **Enroll Now** will bring you to the Myself – Benefits – Enrollments screen where you can click **Start Enrollment**.



The screenshot shows the 'Enrollments' screen in the ADP system. The page has a navigation bar with 'Home', 'Resources', 'Myself', 'My Team', 'People', 'Process', 'Reports & Analytics', and 'Setup'. The main content area is titled 'Enrollments' and features three cards: 'Open Enrollment' (with a 'Not started' warning and '11 days left to complete this event'), 'Year Round Enrollment' (with a warning 'You must complete another event before starting this enrollment.'), and 'Your Benefits' (with a 'View benefits' button). The top right of the page has links for 'What's new', 'Share feedback', and a help icon.



You will be taken to the **Welcome Note**. Please review all information on this page, as there are important details regarding your Open Enrollment options. Click **Next** after reviewing the Welcome Note to move to **Manage Dependents**.

Open Enrollment

Welcome

Welcome

Manage Dependents

Welcome to the Open Enrollment period. This enrollment period gives you the opportunity to make election changes for certain benefits. During this enrollment period you can:

Select Benefits

- Make changes to plan contributions, such as health savings account (HSA) or retirement plans
- Add or change the level of your insurance coverage
- Add or update Beneficiary assignment
- Complete Beneficiary assignment

Upload Documents

Please review your options and costs carefully. Once the enrollment period has ended your choices will be final until the next enrollment period or until you have a qualifying life event. Contact your Human Resources department if you have questions.

Review and Submit

Back Next

The **Manage Dependents** page is where you can add/view/edit your dependent and beneficiaries. Select **“Add dependent or beneficiary”** to add a new dependent/beneficiary.

You would use the *3-dot* action icon to view/edit an existing dependent/beneficiary.

Open Enrollment

Welcome

Manage Dependents

Manage Dependents

Review your dependents before you enroll.

Select Benefits

Add dependent or beneficiary

Upload Documents

Review and Submit

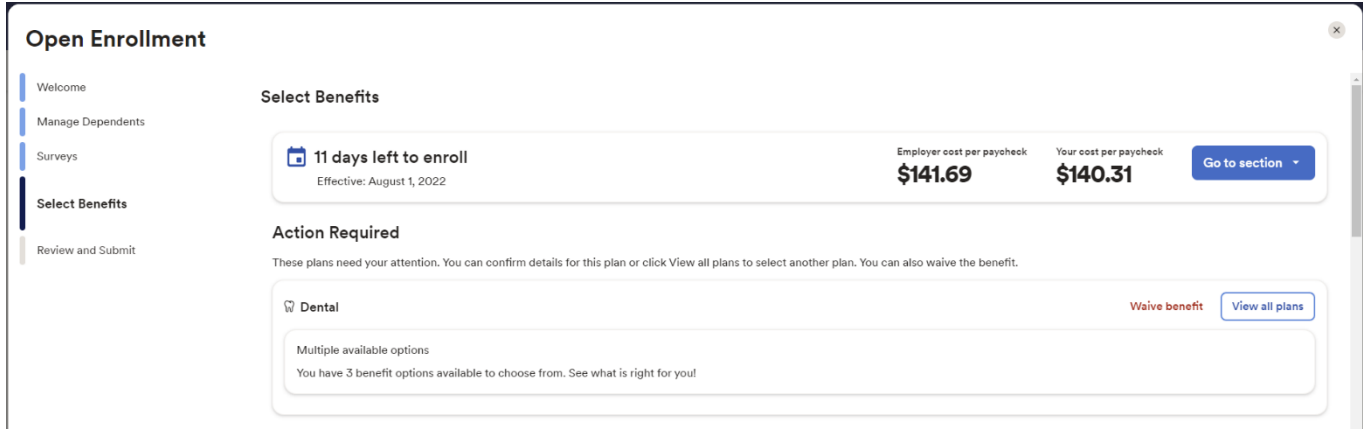
Sally Snow	:
Type	Dependent
Relationship	Spouse

Finish later Back Next



Employee Self Service is split up into three sections: Action Required, Selected Plans and Eligible Benefits.

- **Action Required** –*These are items that need to be reviewed to move forward. These plans could require a beneficiary to be designated or a waive reason to be provided.*



Open Enrollment

- Welcome
- Manage Dependents
- Surveys
- Select Benefits**
- Review and Submit

Select Benefits

11 days left to enroll
Effective: August 1, 2022

Employer cost per paycheck: **\$141.69**
Your cost per paycheck: **\$140.31**
[Go to section](#)

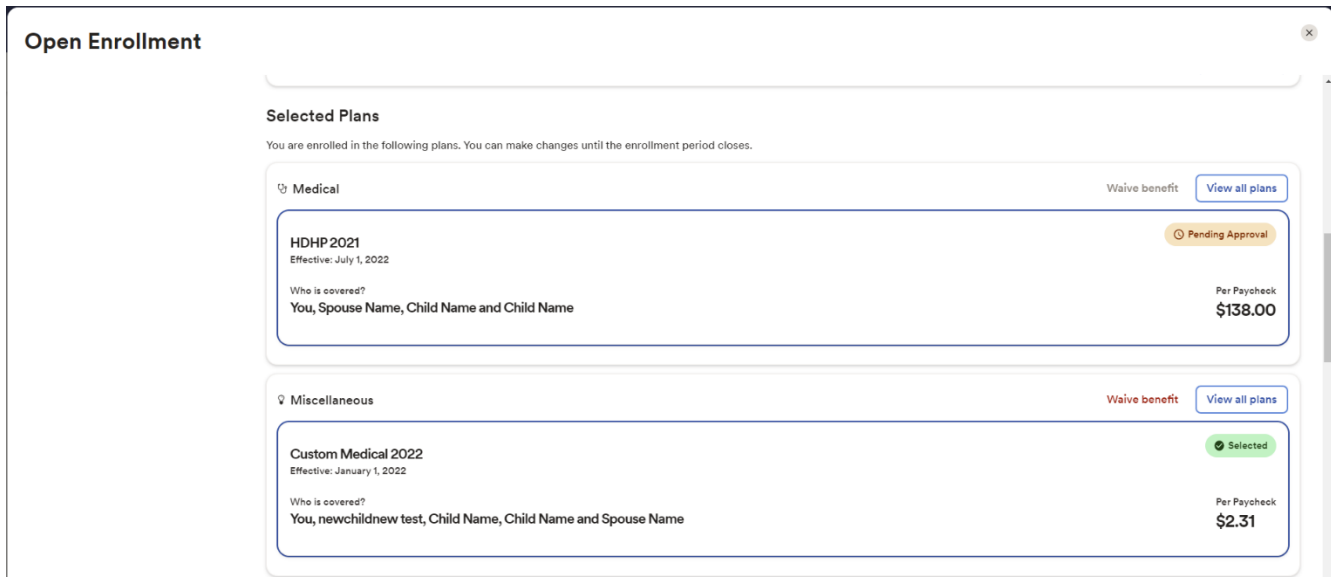
Action Required

These plans need your attention. You can confirm details for this plan or click View all plans to select another plan. You can also waive the benefit.

Dental [Waive benefit](#) [View all plans](#)

Multiple available options
You have 3 benefit options available to choose from. See what is right for you!

- **Selected Plans** –*These are benefit plans that you are already enrolled in and can make changes to. This section also displays any enrollments that are pending additional approval.*



Open Enrollment

Selected Plans

You are enrolled in the following plans. You can make changes until the enrollment period closes.

Medical [Waive benefit](#) [View all plans](#)

HDHP 2021 Pending Approval
Effective: July 1, 2022
Who is covered?
You, Spouse Name, Child Name and Child Name
Per Paycheck: **\$138.00**

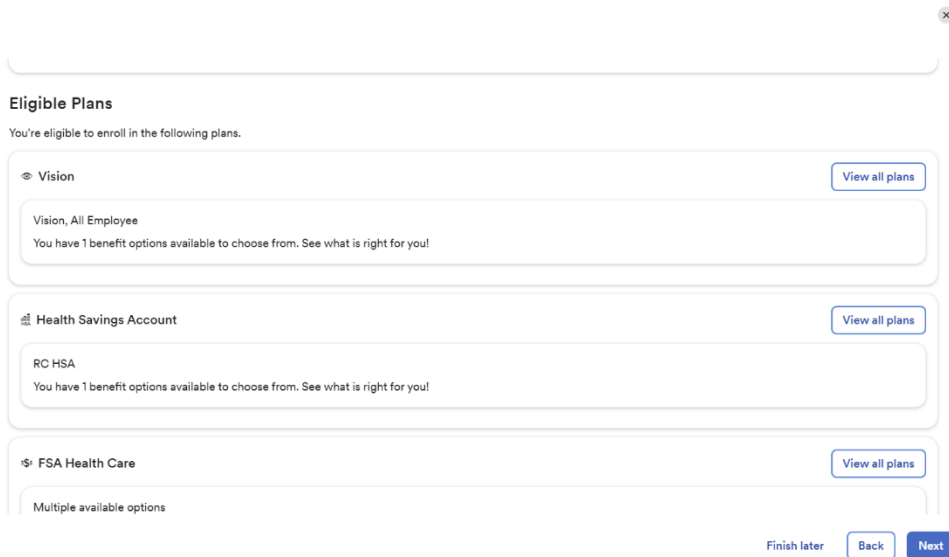
Miscellaneous [Waive benefit](#) [View all plans](#)

Custom Medical 2022 Selected
Effective: January 1, 2022
Who is covered?
You, newchildnew test, Child Name, Child Name and Spouse Name
Per Paycheck: **\$2.31**



- **Eligible Benefits** –*These are other benefit plans that are available for you to enroll in. If you select a benefit plan in the eligible benefits section, the enrollment will be moved to the Enrolled Benefits section.*

Open Enrollment



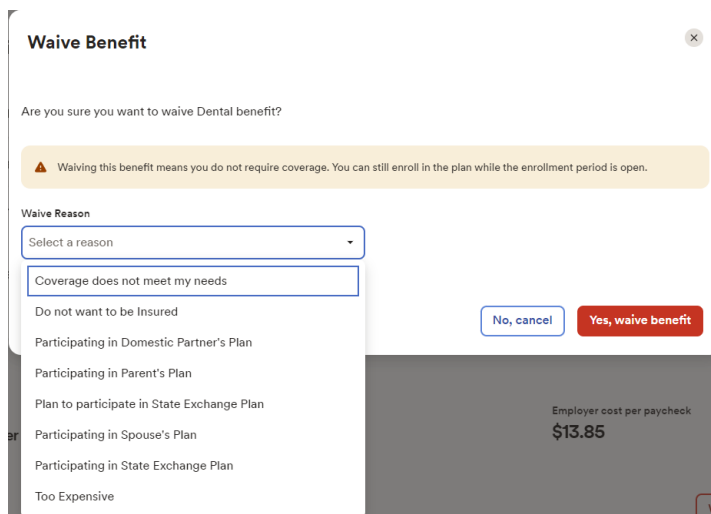
Eligible Plans
You're eligible to enroll in the following plans.

- Vision** View all plans
Vision, All Employee
You have 1 benefit options available to choose from. See what is right for you!
- Health Savings Account** View all plans
RC HSA
You have 1 benefit options available to choose from. See what is right for you!
- FSA Health Care** View all plans
Multiple available options

Finish later Back Next

Waive benefit should only display for benefit plan types that require a waive reason. Employees should only select **Waive benefit** if you do not want to continue enrollment in a benefit or are not enrolled currently and a waive reason is required.

If you chose to **waive** a benefit, you will be required to select a **Waive Reason**.



Waive Benefit

Are you sure you want to waive Dental benefit?

Warning: Waiving this benefit means you do not require coverage. You can still enroll in the plan while the enrollment period is open.

Waive Reason

Select a reason

- Coverage does not meet my needs
- Do not want to be Insured
- Participating in Domestic Partner's Plan
- Participating in Parent's Plan
- Plan to participate in State Exchange Plan
- Participating in Spouse's Plan
- Participating in State Exchange Plan
- Too Expensive

No, cancel Yes, waive benefit

Employer cost per paycheck: \$13.85



View all plans will allow the employee to view the plans that are available in that plan grouping.

Eligible Plans

You're eligible to enroll in the following plans.

🔗 Medical Waive benefit [View all plans](#)

Multiple available options
You have 3 benefit options available to choose from. See what is right for you!

While enrolling in a plan, please be sure to indicate which dependents should be covered in the **Covered Individuals** section, if applicable. Then proceed with your enrollment.

Available Plans

Medical

Select the plan that meets your needs and add the dependents you want to cover.

🔔 Your company requires you to enter a reason to waive this coverage.

Covered Individuals

John Snow (You) Sally Snow (Spouse)

4 Plans Available [↔ Plan comparison](#)

Aetna Choice PPO
(1 individual selected)

Provider Aetna Inc.	Employer cost per paycheck \$245.90	Your cost per paycheck \$112.52
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[Select plan](#)


RC HDHP
(1 individual selected) [Additional details](#)

[Waive benefit](#) [Back](#)

Note: The coverage level for your enrollment (Employee Only, Employee + Spouse, Employee + Child(ren), Employee + Family) is driven by which dependents you enroll.



When you choose to enroll in a plan, it will display the **Per Paycheck** cost for the employee and employer.

RC PPO, Medical PPO (1 individual selected)		
Provider Aetna Inc.	Employer cost per paycheck \$60.00	Your cost per paycheck \$57.00
 Confirm the details for this plan selection or waive this benefit.		Confirm details

Confirm details may include some additional information needed (i.e. PCP-ID).

Confirm Details ✕

Aetna Inc.: RC PPO
Medical PPO

Covered Individual
You

Primary Care Physician Details

John Snow
Enter Primary Care Physician Details

First Name Last Name ID Number


Per Paycheck Costs
Total Cost Per Paycheck
\$57.00

[Back](#) [Confirm](#)

Review your enrollment, costs, and covered individuals carefully before clicking on **Confirm**. Once confirmed, you will receive a confirmation message that you are now enrolled and the enrollment will be displayed under **Selected Plans**.

Select Benefits

You enrolled in RC PPO, Medical PPO.

 47 days left to enroll Effective: October 1, 2022	Employer cost per paycheck \$60.00	Your cost per paycheck \$57.00	Go to section
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Selected Plans

You are enrolled in the following plans. You can make changes until the enrollment period closes.

Medical [Waive benefit](#) [View all plans](#)

RC PPO Effective: October 1, 2022 Who is covered? You	Selected Per Paycheck \$57.00
---	---



Voluntary Life Elections and Beneficiaries:

When you elect Voluntary Life, you will also need to designate your beneficiaries. Start by clicking **View all plans**, and then choose the amount of coverage you want to elect from the drop down.

Available Plans ✕

Covered Individual

John Snow (You)

1 Plan Available

BT - Voluntary Life
(1 individual selected)

Provider
Guardian Life

Select Coverage Amount

Additional Coverage Total Actual Coverage Amount **\$240,000.00**

▲ Evidence of Insurability will be required for this enrollment.

▲ Over The Limit - Approval Required
The Total Actual Coverage Amount is over the guarantee issue amount of \$150,000.00. That amount requires Evidence of Insurability (EOI) and approval from the insurance carrier.

Per Paycheck Costs

	Employer cost per paycheck	Your cost per paycheck
	\$0.00	\$17.50

[Back](#)

If the amount selected is over the Guarantee Issue amount, additional approval will be required, and you will be asked to complete **Evidence of Insurability (EOI)** and submit it to your employer. Your full election amount will not be approved until this process is completed.

Next you will want to enter your beneficiary designation. Including **Primary** and **Secondary**, if applicable. All beneficiary delegation percentages combined must equal 100% for each category (Primary or Secondary).

Beneficiaries [Add beneficiary](#)

Allocate the percentages of your benefits payout. You can divide the percent paid to as many beneficiaries as you want, but the total must equal 100%.

Beneficiary	Primary	Secondary
Sally Snow <small>Spouse</small>	<input style="width: 50px;" type="text" value="100"/> %	<input style="width: 50px;" type="text" value="0"/> %
Total	100.00%	0.00%

▲ Confirm the details for this plan selection. [Confirm details](#)

Click **Confirm details** and review your selection and beneficiary delegations.



Then click **Confirm** to continue with your enrollment elections.

Confirm Details

Guardian Life: BT - Voluntary Life

Covered Individual	
You	
Coverage	
Total Actual Coverage Amount	
\$240,000.00	
Beneficiaries	
Sally Snow (Spouse)	Primary (100.00%)
Per Paycheck Costs	
Employer Cost	Your Cost
\$0.00	\$17.50


[Back](#) [Confirm](#)

Continue through each step until all elections are complete and all tasks under the **Action Required** section are addressed. When ready to proceed to the Summary page, click **Next** to proceed to **Review and Submit** step.

Open Enrollment

- Welcome
- Manage Dependents
- Surveys
- Select Benefits**
- Review and Submit

Select Benefits

 **46 days left to enroll**
Effective: October 1, 2022

Employer cost per paycheck
\$553.26

Your cost per paycheck
\$293.17

[Go to section](#)

Selected Plans

You are enrolled in the following plans. You can make changes until the enrollment period closes.

Medical
Waive benefit
View all plans

Aetna Choice PPO
Effective: October 1, 2022

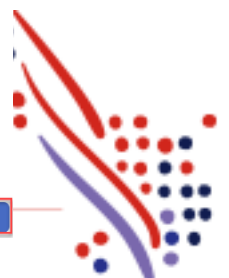
Who is covered?
You and Sally Snow

✔ Selected

Per Paycheck
\$253.17

Dental
View all plans

Finish later [Back](#) [Next](#)




Review all of your selections/changes. When you have confirmed them, click **Submit Enrollment**. Note that your benefit elections will not be processed until you click **Submit Enrollment**. If you click **Save for later** instead, these enrollments will not be submitted to your HR team until you fully submit the enrollment changes.

Open Enrollment

- Welcome
- Manage Dependents
- Surveys
- Select Benefits
- Review and Submit

Review and Submit

 **46 days left to enroll**
Effective: October 1, 2022


Employer cost per paycheck
\$553.26

Your cost per paycheck
\$293.17

Your benefit elections will not be effective until you click Submit enrollment.

Enrolled plans

You are enrolled in the following plans. You can make changes until the enrollment period closes.

 **Medical**
Effective: October 1, 2022
Aetna Choice PPO
Who is covered?
You and Sally Snow

Enrolled

\$253.17
Per Paycheck

Finish later
Back
Submit enrollment

There will be a pop-up confirming your submission notating the date and time of submission. Please ensure you receive the confirmation note indicating your elections have been submitted.

Submit enrollment

✕

You are about to submit your enrollment. Do you want to continue?

You can make changes until September 9, 2022 11:59 PM EDT.

No
Yes


Enrollments

✔

You have completed your enrollment.

You have successfully completed your Open Enrollment October 2022 enrollment.

Open Enrollment

 Submitted

🕒 46 days left to make changes

You can make changes to your enrollment from July 5, 2022 to September 9, 2022 at 11:59 p.m. ET.

[Manage enrollment](#)

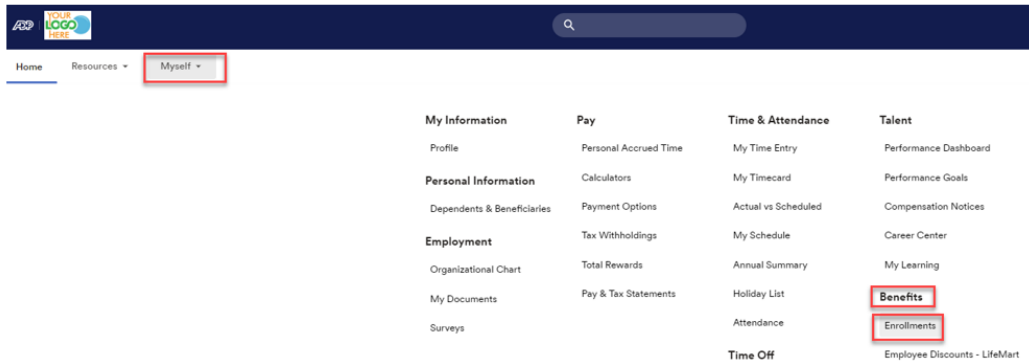
Your Benefits

Review your current benefits, your previous year's benefits, or any changes due to a life event.

[View benefits](#)



If you would like to make additional changes or modifications during the Open Enrollment Period, you may log in and navigate to **Myself > Benefits > Enrollments** and click the **Manage Enrollment** option in the Open Enrollment box. This will bring you back to the beginning of the profile to make any desired election changes.



Enrollments

Open Enrollment ✔ Submitted

🔔 47 days left to make changes

The enrollment period is still open. You can make changes until September 9, 2022 at 11:59 p.m. ET.

Manage enrollment [Reset event](#)

You may also navigate by finding the **My Benefits** tile on the homepage and select **Manage**. The tile will also reflect the “Submitted” status with the date and time of submission.

My Benefits ➤

47
Days

Open Enrollment

Submitted

7/25/2022 6:41 AM

Manage

As of 7/25/2022 at 6:41 AM ↻

👤
Medical
 Aetna Inc.

You

