

## 2023 Benefits Open Enrollment -*Full-time Associates*

To: All Eligible Full-time Associates  
From: Human Resources  
Date: November 2, 2022  
Re: 2023 Benefits Open Enrollment

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At Impellam Group North America, we know how important it is to have comprehensive, affordable health benefits. That's why we offer competitive plans that can provide protection, peace of mind and savings.

It is that time of year again, so mark your calendars! **Open Enrollment** will be conducted **November 7<sup>th</sup> - November 18<sup>th</sup>** online via **Greenshades**.

### 2023 Benefits Package

- Three Medical Plans through Anthem Blue Cross Blue Shield
- One Minimum Essential Coverage (MEC) medical plan through Anthem Blue Cross Blue Shield
- Integrated prescription benefits with all plans offered
- Two stand-alone PPO dental plans through Guardian – one including orthodontia benefits for adults
- Two stand-alone vision plans – *State-specific*
  - Michigan and Ohio residents (only) will be offered a vision plan through **Heritage**
  - All other states will be offered a vision plan through **EyeMed**

### What Will I Need to Do?

This year is a passive enrollment, meaning that your current 2022 benefit elections will automatically rollover to 2023 if no action is taken. You can view the new 2023 rates when you log into Greenshades. You will only need to complete the online enrollment if:

- You are enrolling in benefits for the first time;
- You need to change your elections; or
- You need to add/drop any dependents.

**\*\*\* You must complete the entire enrollment process and submit the election changes by November 18<sup>th</sup> for them to take effect on January 1, 2023 \*\*\***

**NOTE:** Once Open Enrollment is closed, your next opportunity to enroll or make changes is during our next annual open enrollment or if you experience a qualifying life event. You will be responsible for weekly payroll deductions and any missed deductions will automatically be scheduled for payment.

### How Do I Enroll?

Your Enrollment is completed online through **Greenshades**. You can login to Greenshades in one of two ways:

- Login directly to Greenshades at [www.greenemployee.com](http://www.greenemployee.com), Company name: CER
- Login through the Employee Self Service (ESS) portal at <https://ess.impellam.com/>
  - Login to your Account
  - Click **My Employment** and select *Greenshades – 2023 Benefits Open Enrollment*

### Where Can I Learn More?



- For additional information about our benefits, please visit the Associate Benefits website: <https://www.impellamna.com/benefits/associate/associate.shtml>
- **Updates will be available November 7, 2022**

**Benefits Resource Center (BRC):**

With Impellam Group's benefit plans, you have access to personal benefit specialists who are ready to provide individualized assistance for a range of benefits and insurance related needs.

**Services include:**

- **Plan Support** - Answer questions regarding general plan inquiries for health and other benefits
- **Employee Advocacy Services** - Transfer and facilitate calls with insurance vendors/carriers
- **Claims Appeal Help** - Provide claim appeals information and help resolve claim payment issues

**Convenient Access:**

Personal benefit specialists are available Monday through Friday between 8 a.m. and 5 p.m. EST and CST at 855-874-0835. You can also send an e-mail to [BRCSouth@usi.com](mailto:BRCSouth@usi.com) to receive advocacy services and to learn more about your benefit plans