

2023 Benefits Open Enrollment -Part-time Associates

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

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 7th - November 18th** online via **Greenshades**. In 2023, we will continue to offer a Minimum Essential Coverage (MEC) Plan.

What is a Minimum Essential Coverage (MEC) Plan?

This is a type of medical plan offered at an affordable cost that you pay through payroll deductions. It includes minimum essential coverage (MEC), meaning they give you 100% coverage for preventative services required by law, have no annual fee or lifetime dollar amounts, and no pre-existing condition exclusions or limitations. In addition, it also helps you pay for a range of covered health care services.

For certain covered services, the plans will pay for a specific number of health care visits each year. You will only have a copay for each visit. Once you pay the specific copay for these services, you will not have to pay anything else. For other services, the plans will pay up to a maximum amount each year to help with costs. Please refer to your open enrollment materials for plan details.

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, 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*

***** You must complete the entire enrollment process and submit the election changes by November 18th 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.*

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 to receive advocacy services and to learn more about your benefit plans.