

isolved™

Adaptive Employee Experience

Employee Guide

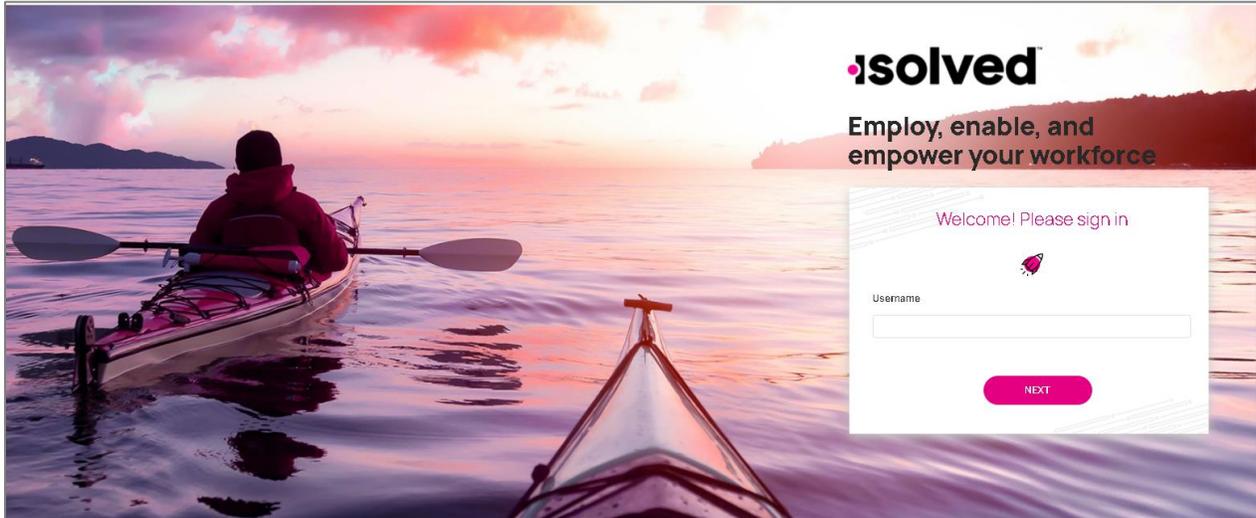


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General Login and Navigation

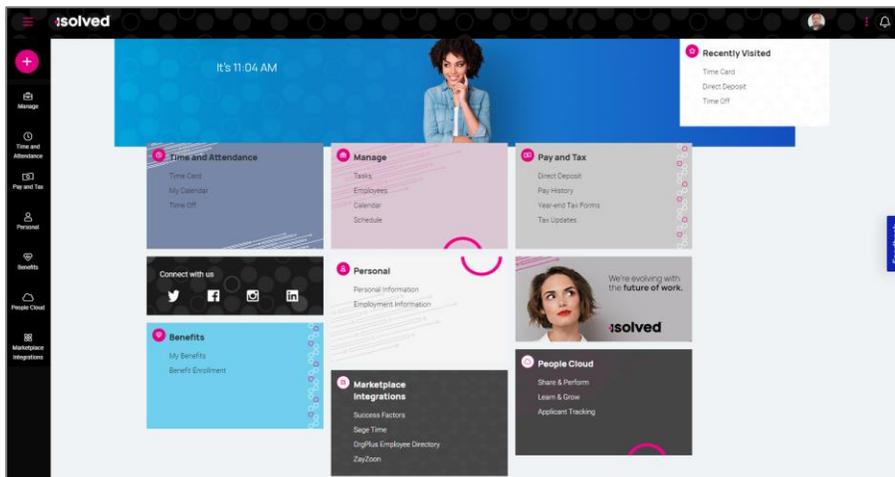
Navigate to the isolated Adaptive Employee Experience website using a web browser of your choice.



1. Key in your username (this is your self-service email address)
2. Click on the **Next** icon after entering your username
 - a. **Note:** If you entered your username incorrectly, choose "This is not my username" which will bring you back to the main login page.
3. Key in your password
 - a. **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 will log you into Adaptive Employee Experience

Welcome Page Navigation

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



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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:** Will link you to any 3rd party or legacy isolved applications your company might use.

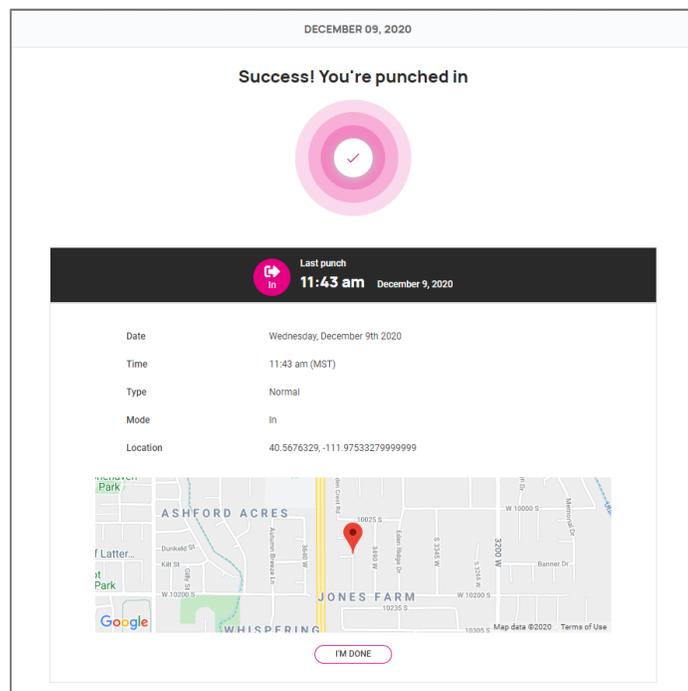
To navigate, you can use the icons on the left-hand side of the screen, click on the cards in the center, or use the recently visited card in the top right-hand corner which is populated by the cards you have visited recently.

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 will immediately create a punch for the current date and time, without the option to add punch notes or any other punch options. Once the punch is created you will see a punch confirmation on the screen as shown below:



Help Docs

Detailed Punch

If you select detailed punch, the system will open a creation screen and display 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:

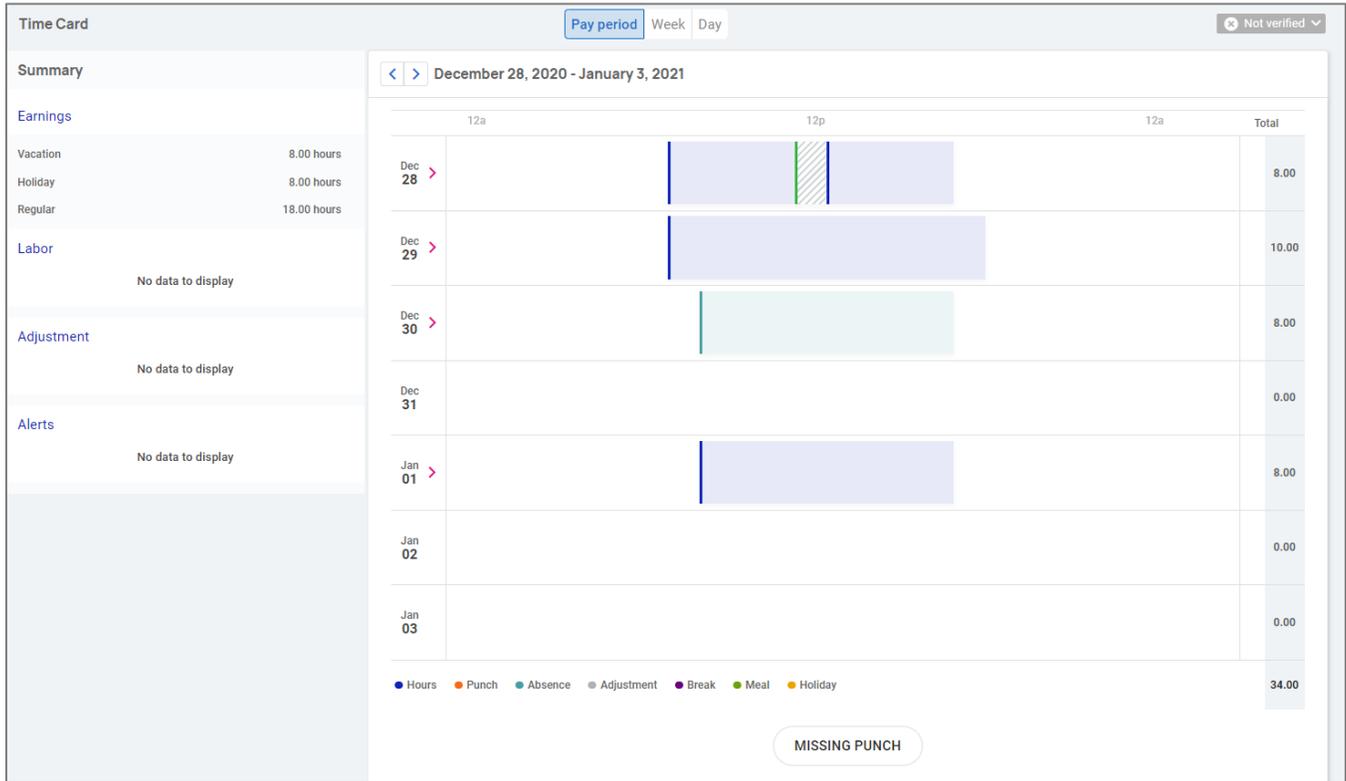
Note: options on this screen may differ based on your company permissions.

- 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
 - d. TRANSFER allows you to move from one labor value to another without having to create multiple punches. When using the transfer option isolved will create 2 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, you will select from the allowed labor levels when creating a punch. If no labor is selected, isolved will use your default labor allocation.
- d. **Notes:** If notes are entered, anyone looking at the Time Card will be able to view the details.

The screenshot shows the 'ADD DETAIL' punch screen. At the top, it displays '11:45 AM' and 'PUNCH OUT'. Below this is a map showing the current location, with a red pin and a location name 'JONES FARM'. The map includes street names like 'W 10000 S' and 'W 10005 S'. Below the map, the location is listed as '40.5676329, -111.9753279999999'. The punch date is 'December 9, 2020' and the punch time is '11:45 am'. The 'Type' is set to 'Normal' and the 'Mode' is set to 'Auto'. There are two sections for labor: 'Labor Group' with 'Corporate' set to 'None' and 'Electricians' set to '1-T1G1', and 'Labor Fields' with 'Department' set to 'BUSDEV - Business Development', 'Division' set to 'Central', 'Task' set to 'G1', and 'Group' set to 'G1'. At the bottom, there are 'BACK' and 'SAVE' buttons.

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:



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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, you will fill in the requested details and select **Save**.

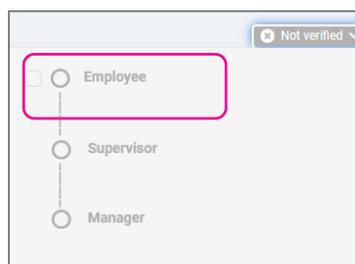
- **Punch Date:** Date of the missing punch
- **Punch Time:** Time of the missing punch
- **Type:** Designate if it should be a normal (standard in/out), meal or break punch
- **Mode:** Auto, In, Out, or Transfer
- **Labor:** Should the time be tied to a certain labor field such as department, job or task
- **Notes:** Add any notes for your manager/supervisor to view during the approval process

The screenshot shows a web form titled "MISSING PUNCH". It contains several input fields and dropdown menus. The "Punch date" is set to 12/09/2020 and "Punch time" is 11:52 AM. The "Type" is set to "Normal" and "Mode" is "Auto". There are two sections: "Labor Group" with "Corporate" set to "None" and "Electricians" set to "1-T1G1", and "Labor Fields" with "Department" set to "BUSDEV - Business Development", "Division" set to "Central", "Task" set to "01", and "Group" set to "G1". At the bottom of the form are two buttons: "BACK" and "SAVE".

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.

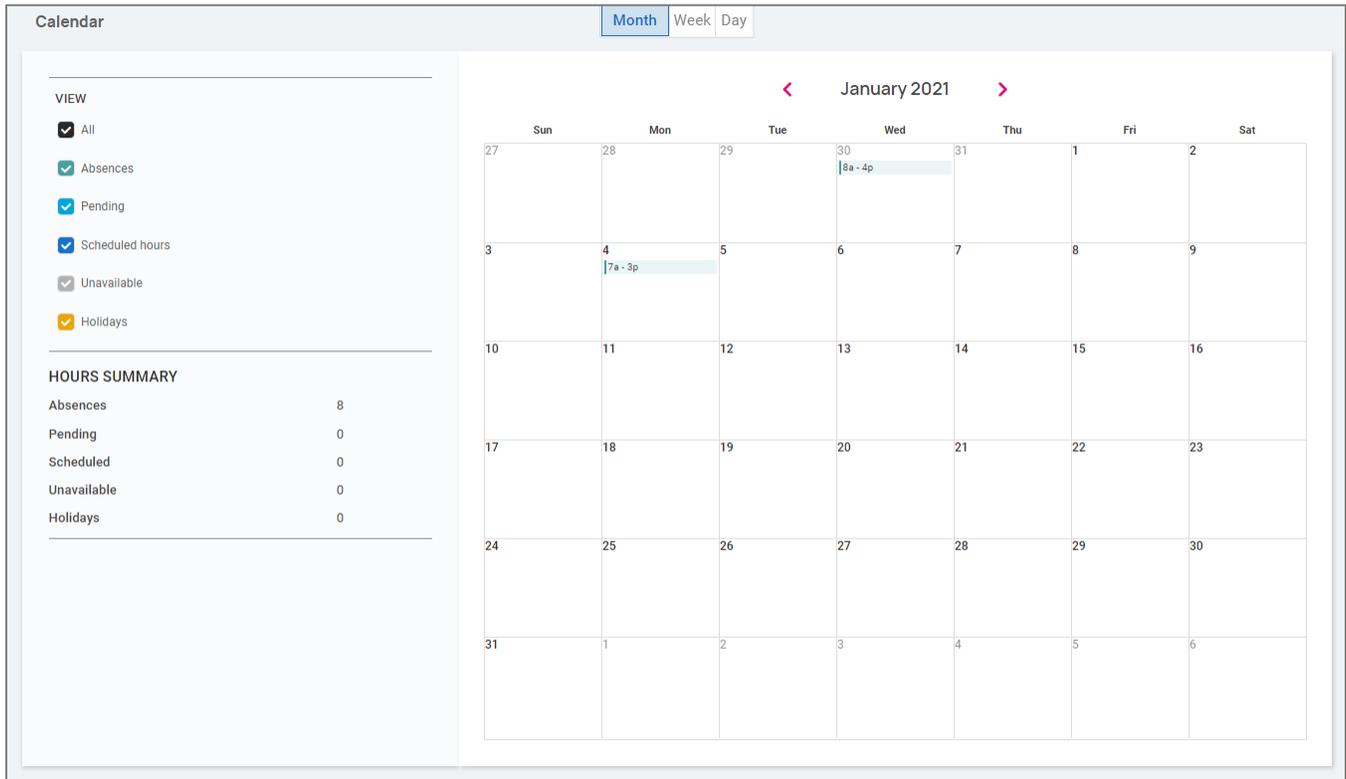
The button to verify is in the top right-hand corner of the timecard. You will select the square checkbox next to the Employee section to verify.



Note: The system will not allow you to verify your Time Card if there are outstanding high or critical alerts pending your manager or supervisors 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.

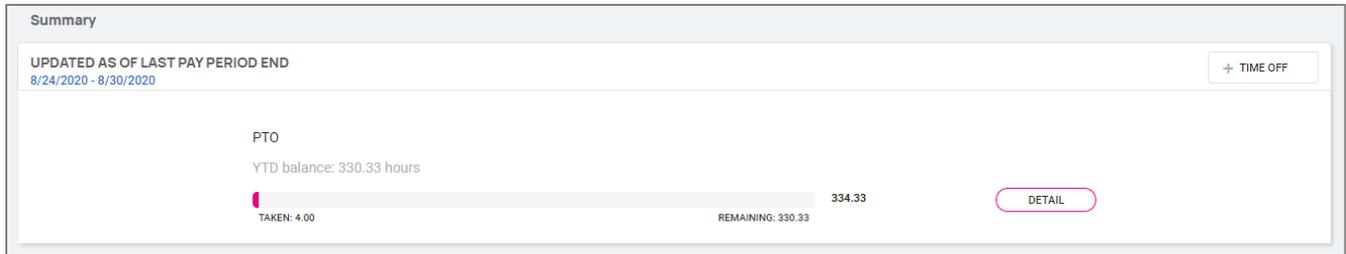
Note: Hours that are displayed as "Unavailable" are not guaranteed. Manager/Supervisors can still schedule you during these times.

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

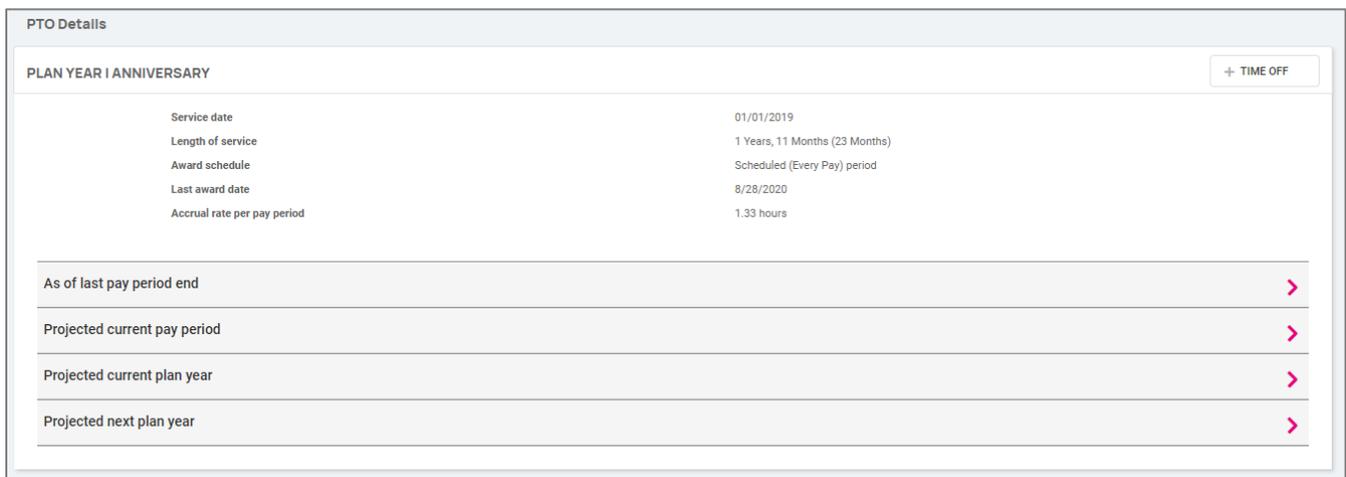
Time and Attendance > Time Off

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 on 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.

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- **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.

The screenshot displays the Time Off interface with four main sections:

- UPCOMING TIME OFF:** A table with columns: Date, Absence policy, Hours, Status.
- PENDING REQUESTS:** A table with columns: Date, Absence policy, Hours, Status. It lists two pending requests for Sick leave on 10/9/20 and 10/10/20, each for 1 hour. A "View 3 more" link is present.
- PAST TIME OFF:** A table with columns: Date, Absence policy, Hours, Status. It lists two approved requests for Vacation on 9/25/20 and 9/18/20, each for 8 hours. A "View 39 more" link is present.
- 2020 holidays:** A list of holidays including New Years, MLK Jr Day, President's Day, Memorial Day, Date Range, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.

Requesting Time Off

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

The screenshot shows the top navigation bar with "Time Card", "My Calendar", and "Time Off" (highlighted). Below is a "Summary" section with the text "UPDATED AS OF LAST PAY PERIOD END" and "8/24/2020 - 8/30/2020". A red box highlights the "+ TIME OFF" button in the top right corner.

- Select the **Absence Policy**
- Select the **From** and **To** dates
- Enter the **Start Time** for the request

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- 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 will go through your company workflow process for approval.

TIME OFF REQUEST

Policy: PTO

AVAILABLE: 349.00 Hours
AFTER REQUEST: 341.00 Hours

From: 12/10/2020 To: 12/10/2020

Requested days off: (Su) (M) (T) (W) (Th) (F) (S) Deselect all

Start time: 08:00 Hours per day: 8

Total requested: 8 hours

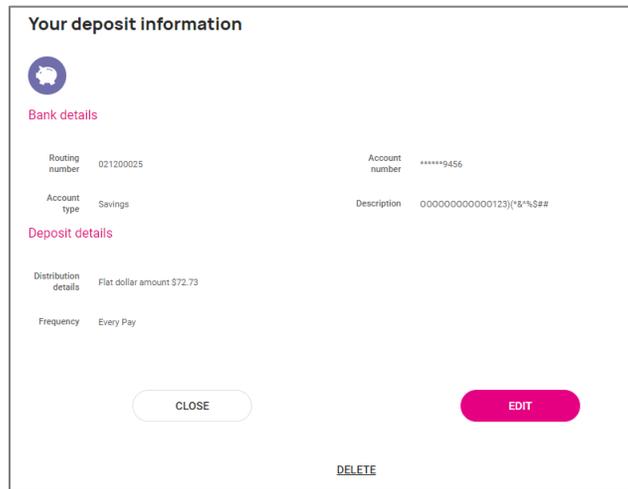
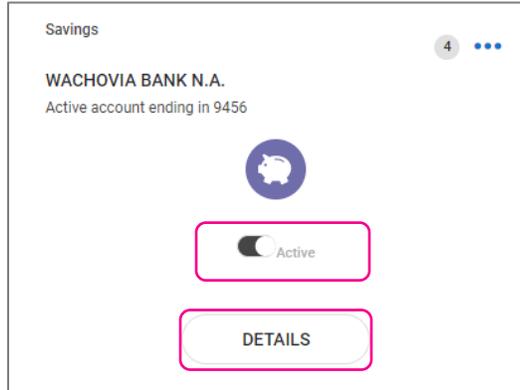
Note: [Text Area]

CANCEL SUBMIT

Pay and Tax > Direct Deposit

Your current Direct Deposit account(s) will 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 symbol. You will 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 will 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 adjustments and choose **Save**

Your deposit information

Bank details

Routing number	<input type="text" value="021200025"/>	Account number	<input type="text" value="789456"/>
Account type	<input type="text" value="Select"/>	Description (optional)	<input type="text" value="000000000000123)(*%\$##"/>

Deposit details

Any remaining net pay may be issued by paper check

Distribution details

Flat dollar amount
 Percentage of net pay
 Remaining net

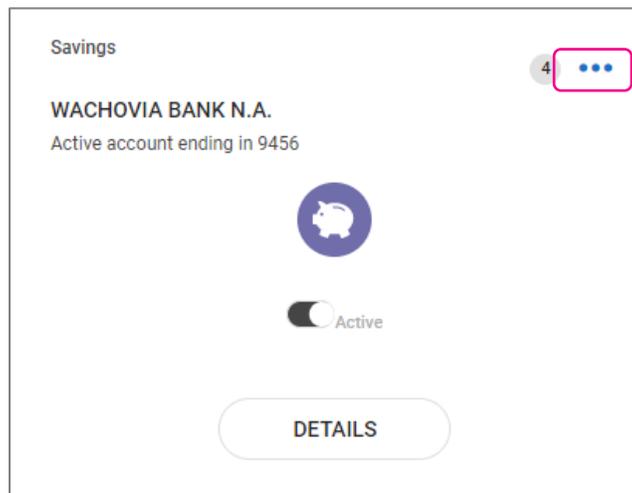
Frequency

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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 amount
 - Percentage of Net Pay – if selected, enter percent
 - 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  symbol in the upper right-hand corner. Instruction will appear on how to reorder your accounts. It is a simple drag-and-drop. See the instructions below.

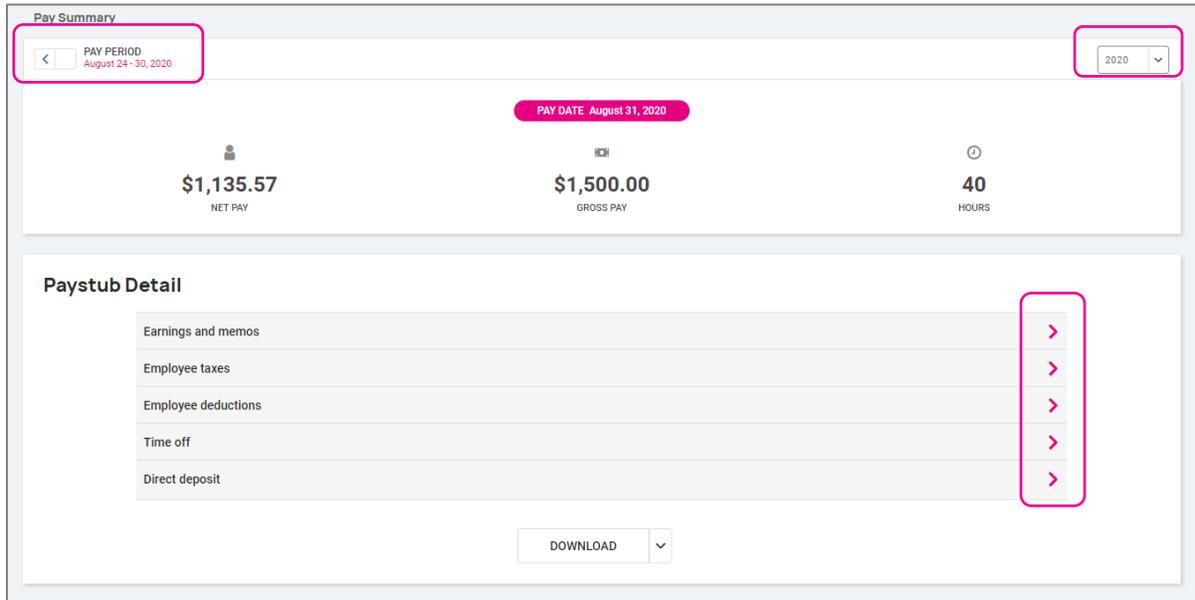


Payroll and Tax > Pay History

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

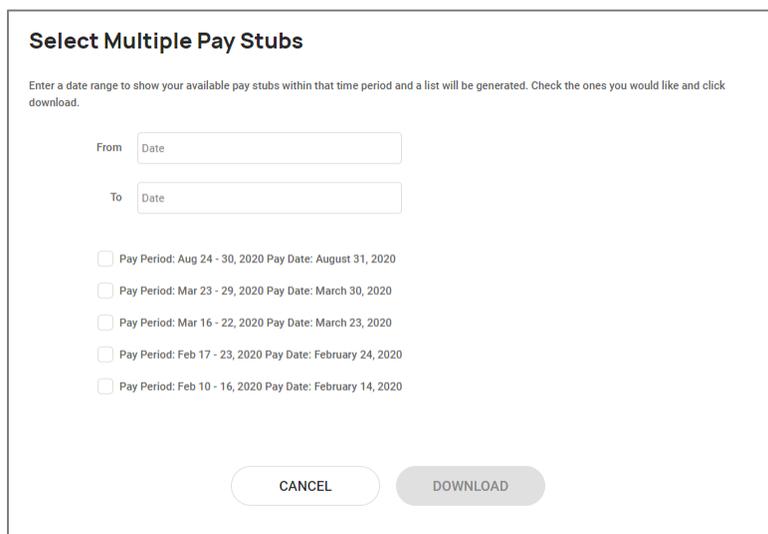


If you choose the > next to the details section, the area will expand with full details.

You can change the check detail by using the < in the top left-hand corner to move backwards 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 will appear. 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 will begin downloading.

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- Once the file has downloaded, open the PDF version of your Pay Stub and save or print.

Download ✕

✓ We have received your request

🔄 Your document is being generated. This may take a few moments

Your document is being downloaded

Pay and Tax > Year-end Tax Forms

The Year-end Tax forms screen will display forms for the current year (if closed) and the past years. All forms will be displayed in the summary layout.

Summary		
Name ¹¹	Year ¹¹	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 will be available in PDF. Open the PDF and view and/or print your Year-end Tax Form. Here is an example of a W2 stored in this section.

Copy B--To Be Filed With Employee's FEDERAL Tax Return				OMB No. 1545-0008			
This information is being furnished to the Internal Revenue Service.							
a. Employee's social security number	1. Wages, tips, other compensation	2. Federal income tax withheld		a. Employee's social security number	1. Wages, tips, other compensation	2. Federal income tax withheld	
222-33-4453	406.00	16.37		222-33-4453	406.00	16.37	
b. Employer ID number (EIN)	3. Social security wages	4. Social security tax withheld		b. Employer ID number (EIN)	3. Social security wages	4. Social security tax withheld	
13-9999999	406.00	25.17		13-9999999	406.00	25.17	
d. Control number	5. Medicare wages and tips	6. Medicare tax withheld		d. Control number	5. Medicare wages and tips	6. Medicare tax withheld	
2005-30044	406.00	5.89		2005-30044	406.00	5.89	
c. Employer's name, address, and ZIP code Fusion Test-Training 100 Main St New York, NY 10004				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				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.		7. Social security tips	8. Allocated tips	9.	
10. Dependent care benefits	11. Nonqualified plans	12a. Code See inst. for Box 12		10. Dependent care benefits	11. Nonqualified plans	12a. Code See inst. for Box 12	
13. Statutory employee	14. Other NYSDI 0.60	12b. Code		13. Statutory employee	14. Other NYSDI 0.60	12b. Code	
Retirement plan		12c. Code		Retirement plan		12c. Code	
Third-party sick pay		12d. Code		Third-party sick pay		12d. Code	
15. State	Employer's state ID number	16. State wages, tips, etc.	17. State income tax	15. State	Employer's state ID number	16. State wages, tips, etc.	17. State income tax
NY	139999999 0	406.00	9.84	NY	139999999 0	406.00	9.84
18. Local wages, tips, etc.	19. Local income tax	20. Locality name		18. Local wages, tips, etc.	19. Local income tax	20. Locality name	
406.00	6.81	NEW YORK		406.00	6.81	NEW YORK	

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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 ¹¹	Year ¹¹	Instructions
1095-C	2019	View
W-2	2019	View

Pay and Tax > Tax Updates

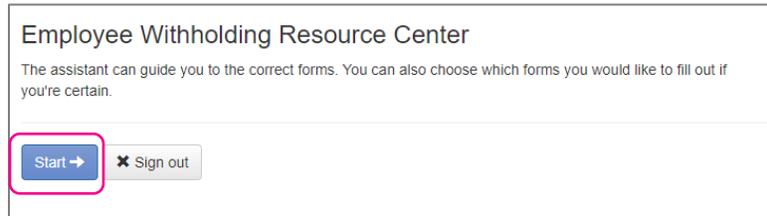
The **Tax Updates** screen allows you to begin the process of updating your withholdings. Your current Tax Withholdings for Federal, State and Local (if applicable) will appear when you access the screen.

The screenshot shows the 'Tax Withholdings' interface. On the left, the 'Tax Updates Wizard' section includes a 'START WIZARD' button highlighted with a red box. Below the button is a message: 'Enable 3rd party cookies in your browser settings if the wizard shows "your session is inactive"'. On the right, the 'Federal' section is expanded, showing details for 'Married Filing Jointly' with a 'Block tax' checkbox checked. The details include: Filing status: Married Filing Jointly; Dependent exemption amount: \$7,503.00; Additional income amount: \$3.00; Additional withholding: \$234.00. Below this, the 'State' and 'Non Resident State' sections are collapsed. The 'Non Resident State' section shows details for 'NJ' with a 'Block tax' checkbox checked. The details include: State: NJ; Tax description: NEW JERSEY WH; Filing status: Married/Civil Union Partner Separate; Exemptions: 3; Additional withholding: \$3.00.

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 will be presented with the **Tax Withholdings** screen to start or sign out. To start a new form, click **Start**.

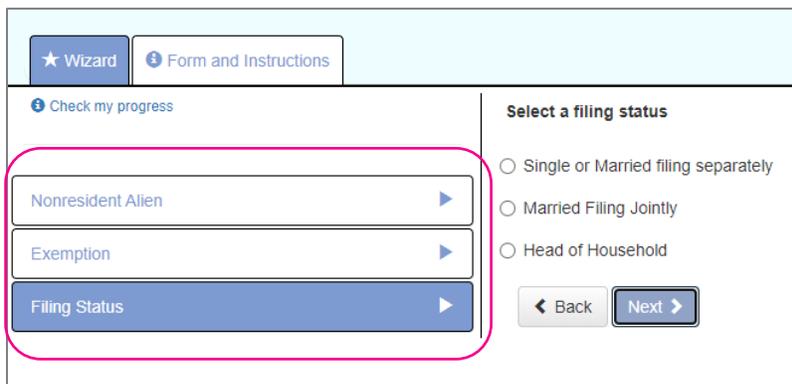


You can then choose the jurisdiction by selecting the radio buttons and **Continue**. If you wish to change your Federal withholding, click on "Help me determine which withholding forms apply to me" and take the **Survey**.

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



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 will be 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

Complete this step if you (1) hold more than one job at a time, or (2) are married filing jointly and your spouse also works. The correct amount of withholding depends on income earned from all of these jobs.

Choose one

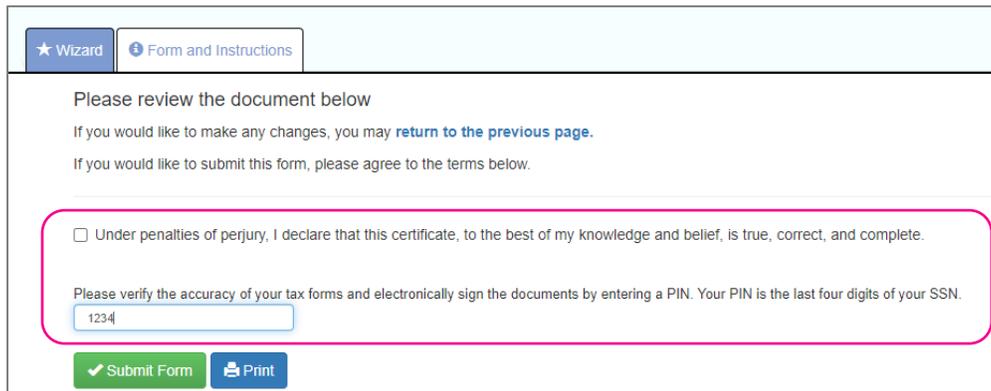
- I want to use the worksheet to calculate roughly accurate withholding
- There are only two jobs total. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld.
- None of the above

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



★ Wizard Form and Instructions

Please review the document below
If you would like to make any changes, you may [return to the previous page](#).
If you would like to submit this form, please agree to the terms below.

Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete.

Please verify the accuracy of your tax forms and electronically sign the documents by entering a PIN. Your PIN is the last four digits of your SSN.

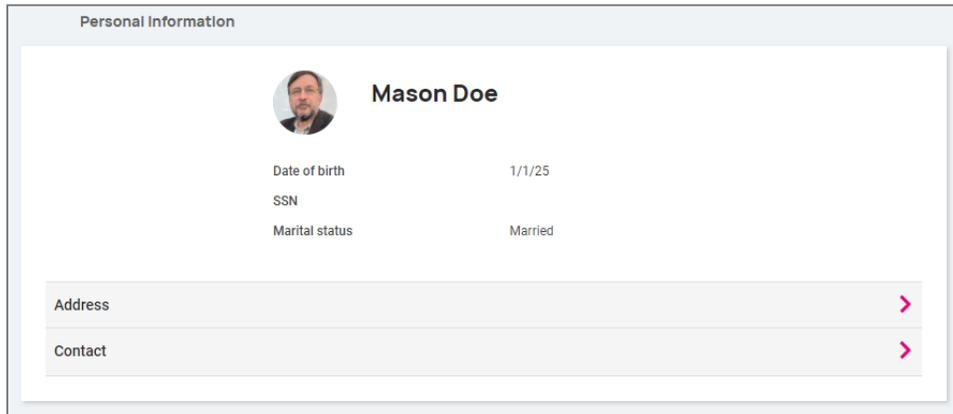
1234

You will receive a confirmation stating "Your form has been submitted. All sections are completed."

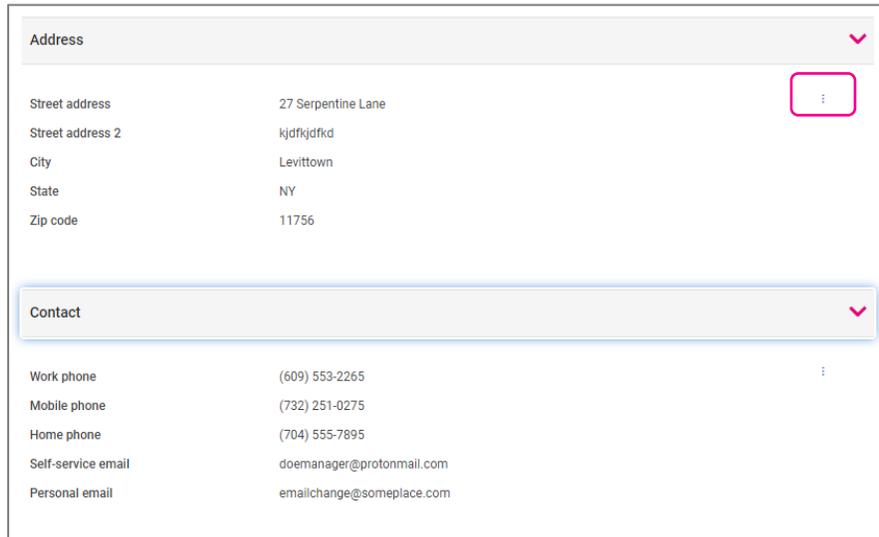
If you have addition jurisdictions to complete, follow the same procedures.

Personal > Personal Information

The Personal Information screen allows you to view your Name, Date of Birth, SSN (masked) and Marital Status. You also have a drop- down menu to view your Address and Contact information.



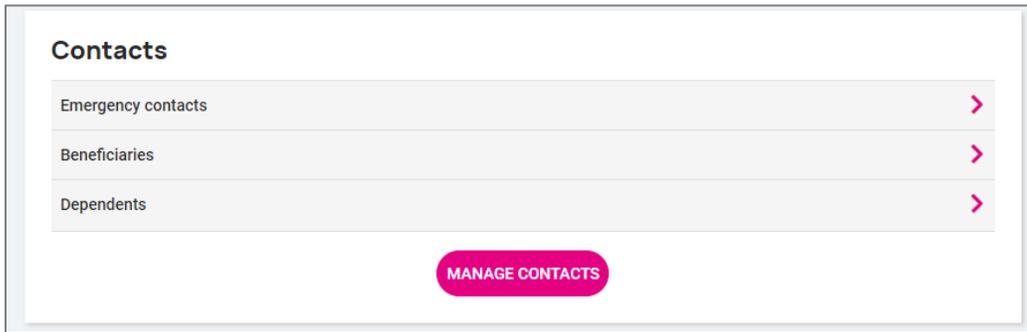
By selecting the > you can expand your address and contact info to see the details on file. If your company allows you to edit/update this information you will see the  icon on the right-hand side which allows you to edit the details.



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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 will appear which allows you to **Add New** or **Edit** contacts.



The **⋮** symbol will allow you to edit or delete the contact on file if needed.

Name	Beneficiary	Dependent	Emergency	
McCorkle, Josiah	✓	✓	✓	⋮

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



Contact type

Beneficiary
 Dependent
 Emergency

General

Relationship ▼
Select other if adding trust/estate as a beneficiary

First name Last name
Prefix Suffix

Contact

Work number Mobile number
Home number Email address
 Use employee address

Address Address 2
Zip code City
State

Personal

SSN Update SSN
Date of birth Update date of birth
Gender ▼

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

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

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 with the reason why you are being asked to provide this information.

Disability Self-identification ▼

Current disability status

Not Disabled

Why are you being asked to complete this form?

We are a federal contractor or subcontractor required by law to provide equal employment opportunity to qualified people with disabilities. We are also required to measure our progress toward having at least 7% of our workforce be individuals with disabilities. To do this, we must ask applicants and employees if they have a disability or have ever had a disability. Because a person may become disabled at any time, we ask all of our employees to update their information at least every five years.

Identifying yourself as an individual with a disability is voluntary, and we hope that you will choose to do so. Your answer will be maintained confidentially and not be seen by selecting officials or anyone else involved in making personnel decisions. Completing the form will not negatively impact you in any way, regardless of whether you have self-identified in the past. For more information about this form or the equal employment obligations of federal contractors under Section 503 of the Rehabilitation Act, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

Select an option

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

SAVE

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 save.

EEO Self-Identification

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

EEO Self-identification ▼

Current EEO status

Gender	Male
Ethnic origin	White (Not Hispanic or Latino)

Why are you being asked to complete this form?

Your employer is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. To comply with these laws, your employer invites employees to voluntarily identify their race, ethnicity, and gender. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential within the Human Resources Department and may only be used in accordance with applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for our Affirmative Action Program and civil rights enforcement. When reported, data will not identify any specific individual.

If you choose not to identify your race, ethnicity, or gender at this time, the federal government requires your employer to determine this information by visual observation and/or other available information.

For civil rights monitoring and enforcement purposes only, all race, ethnicity, and gender information will be collected and reported in the categories identified below. The definitions for each category have been established by the federal government. If you choose to voluntarily self-identify, you may mark only one of the boxes in each section presented below.

Gender identification

Female

Male

I don't wish to answer

Race and ethnicity identification

Hispanic or Latino

White (Not Hispanic or Latino)

Black or African American (Not Hispanic or Latino)

Native Hawaiian or Other Pacific Islander

Asian (Not Hispanic or Latino)

Native American or Alaska Native (Not Hispanic)

Two or More Races (Not Hispanic or Latino)

Chose not to answer

CANCEL
SAVE

Help Docs

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

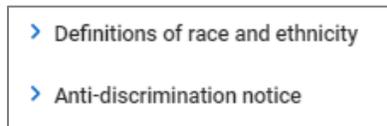
- Female
- Male
- I don't wish to answer

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

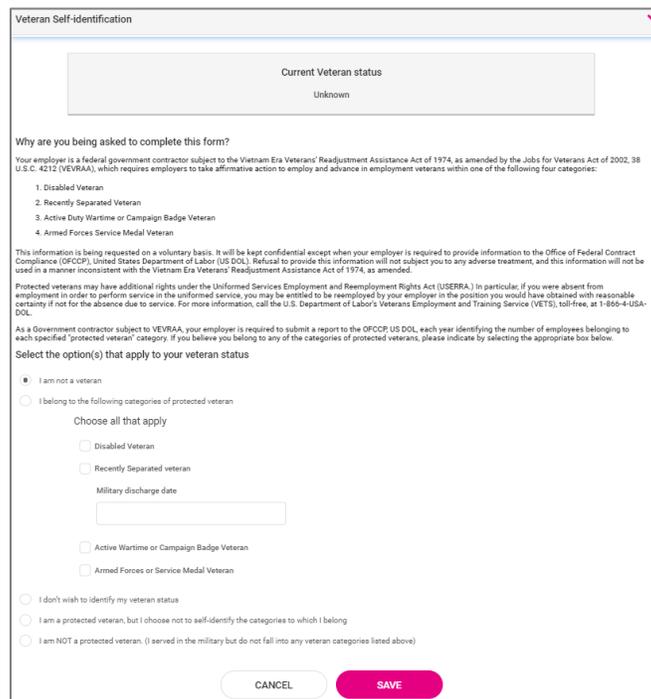
If you want to add or change your information, make your selections and click on **Save**.

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.



Help Docs

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:

- > Definitions of protected veterans
- > Reasonable accommodation notice
- > Anti-discrimination notice

Benefits > My Benefits

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

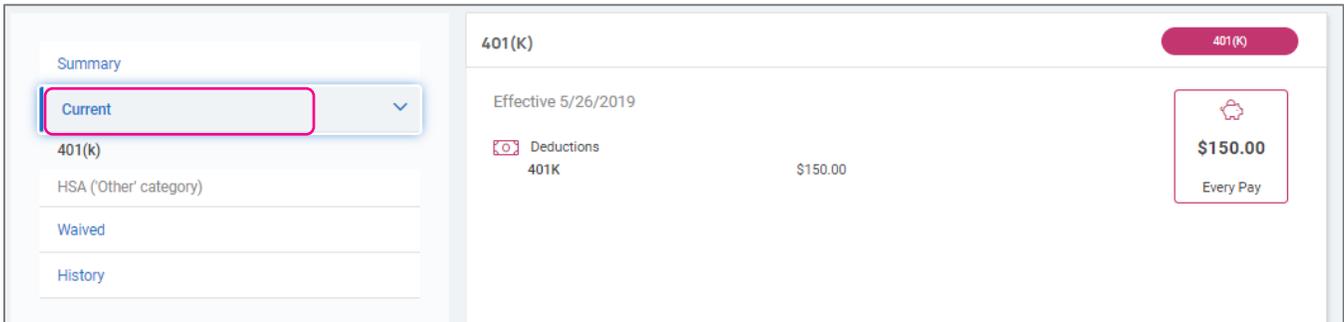
The screenshot displays the 'My Benefits' interface. On the left is a sidebar with a 'Summary' section and three sub-sections: 'Current' (with a right-pointing arrow), 'Waived', and 'History'. The main content area is titled 'BENEFIT COST AND CONTRIBUTIONS'. It features two large figures: '\$7,800.00 ANNUALLY' with a calendar icon above it, and '\$150.00 PER PAY PERIOD*' with a calendar icon above it. Below these figures is a table listing specific benefits and their costs.

Benefit Category	Cost
401(k)	\$150.00
HSA ('Other' category)	\$0.00
Vision Pre-Tax 125	Waived

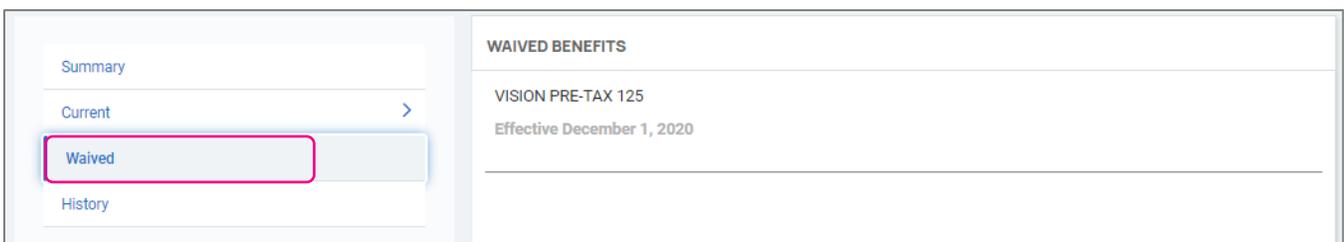
*Elected costs is an estimate only. Actual deduction amounts can vary in specific instances. For example, a 5% deferred compensation (i.e., 401k plan) election is projected using your base pay, but the deduction is calculated using actual compensation and plan rules. Plans that require Evidence of Insurability (EOI) such as life insurance, reflect the cost of the requested amount but the deduction may be based on actual coverage until EOI is approved.

Help Docs

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.

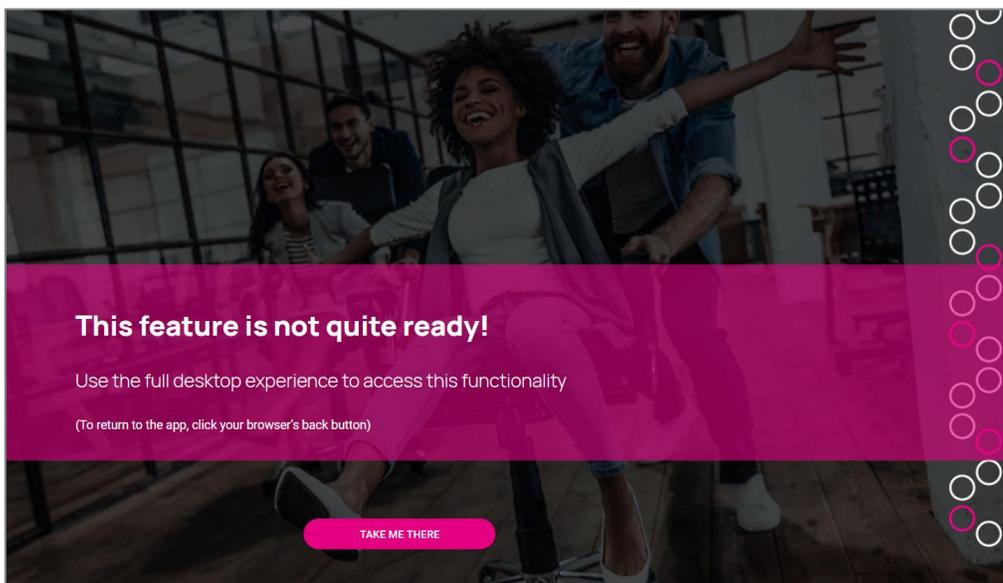


When you select the **Waived** tab on the left-hand side, you will see the information on plans that you have waived and the date the waiver took effect.



Benefits > Benefit Enrollment

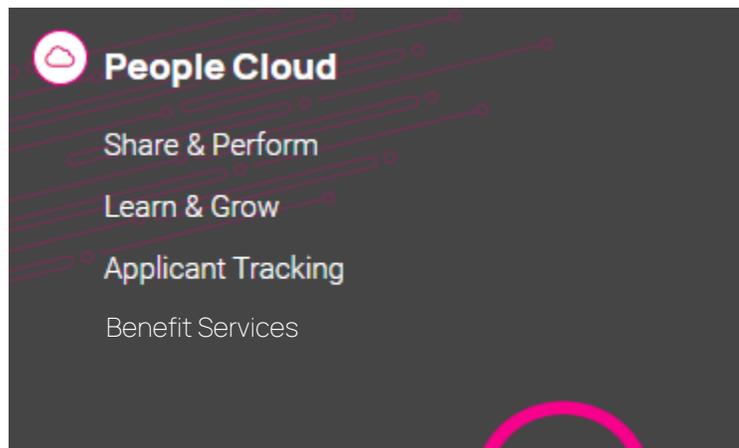
The Benefit Enrollment screen will give you a link into the full desktop experience to begin your enrollment. Click in the **Take Me There** button to begin your enrollment.



People Cloud

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

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



Marketplace Integrations

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



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