


Guide to Enrolling Participants by Key-In Method

KEY-IN ENROLLMENT

If you'll be making an employer contribution into your participants' Medical or Dependent Care Flexible Spending Account (FSA), the key-in method won't be an option for you. The key-in method should only be used when the member is not successfully passing on the file.

Step 1: Log in to your account via LEAP and select Benefits Administration. From the homepage, hover your mouse over the Employees tab and click the "Add Employee" link.

Step 2: Enter the personal information for the participant. Please include an email address to ensure participants receive a welcome email with instructions for logging into their online accounts. **Please note:** If a field within the screenshot below is not required for your plan, it will not appear when adding employees.

Personal Information	
* First Name:	<input type="text"/>
Middle Initial:	<input type="text"/>
* Last Name:	<input type="text"/>
* Birth Date:	<input type="text" value="mm/dd/yyyy"/>  <small>Format date as mm/dd/yyyy.</small>
* SSN:	<input type="text" value=""/> - <input type="text" value=""/> - <input type="text" value=""/>
Gender:	<input type="radio"/> Female <input type="radio"/> Male
Marital Status:	<input type="radio"/> Married <input type="radio"/> Single
Home Address	
* Country:	<input type="text" value="United States"/>
* Address Line 1:	<input type="text"/>
Address Line 2:	<input type="text"/>
* City:	<input type="text"/>
* State:	<input type="text" value="Alabama"/>
* ZIP Code:	<input type="text"/>
Mailing Address	<input checked="" type="checkbox"/> Same as Home Address
Home Phone Number:	(<input type="text" value=""/>) <input type="text" value=""/> - <input type="text" value=""/>
Work Phone Number:	(<input type="text" value=""/>) <input type="text" value=""/> - <input type="text" value=""/> Ext. <input type="text" value=""/>
Email Address:	<input type="text"/>

ADDITIONAL DETAILS:

Email Address: Providing the email address is the only way that an employee can log in to their online account without having to contact Mercer Marketplace.

SSN: If you are updating the social security number for an existing enrollee (and not adding in a new enrollment), please notify your direct contact at Mercer Marketplace and WEX to ensure that the data is consistent within all systems.

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Step 3: Next, enter the employment information for the participant.

The form is titled "Add Employee" and is divided into three main sections:

- Employment information:** Includes fields for Employee number, Employer employee ID, Hire date, Payroll frequency, Payroll frequency effective date, Division, and Hours worked per week.
- Citizenship and employment status information:** Includes fields for Citizenship, Country, Employment status, Employer, and Job title.
- Identification information:** Includes fields for Identification type, Identification number, Issuing state, Issuer, Issue date, and Expiration date.

At the bottom left is a "Cancel" link, and at the bottom right is a blue "Add employee" button.

ADDITIONAL DETAILS:

Employee Number: Enter the internal number that your company has assigned to the employee. This number will be shown on all reports and under the Employees tab in your online account (payroll number is commonly used).

Hire Date: Enter the participant's hire date.

Payroll Frequency/Division: Ensure the participant is placed into the correct payroll frequency to allow for accurate posting of payroll contributions. If you have multiple payroll frequencies and/or divisions, a drop-down field for each of these options will be available under the Employment Information section.

Payroll Frequency Effective Date: Enter the participant's hire date.

Fields with an * are required (except for username and password).

Step 4: Review and verify all of the entered information and click "Add Employee" to add the employee's demographic information. To enroll this participant in a plan(s), click on the [Add New Enrollment](#) link.

The confirmation message displays the following information:

- Employee Status: Active (3/1/2017)
- Employee Number: 456123
- Division: Unassigned

A green checkmark icon is next to the heading "Employee Profile Added". Below the heading, the text reads: "There are no enrollments yet for the employee. Click on the 'Add New Enrollment' button to immediately add enrollment(s) now." At the bottom of the message is a button labeled "Add New Enrollment".

Step 5: Choose the plan you'd like the participant to enroll in by selecting the payment method and an alternative method. **Please note:** Only applicable plan types will appear.


- **Payment Method:** The Mercer Marketplace debit card will be grayed out as the default method for all plans.
- **Alternative Method:** Check is most commonly selected for the alternative method. This indicates if a participant does not use their benefits debit card but instead submits a claim manually. Mercer Marketplace will reimburse them via a check. Participants are able to change the alternative method when they create their own account.

Step 6: The details will open for each plan the participant is requesting to be enrolled in. Enter all of the required information for each plan. See below for screenshots for different benefit plans. **Note:** Once the election amount is entered, the plan cannot be removed. Please contact your Mercer Marketplace contact if you have any questions.

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FSA — Medical, Limited Medical and Dependent Care

Medical FSA

Effective Date: 

Annual Election: \$

ADDITIONAL DETAILS:

Effective Date: Enter the date the participant is eligible in the plan.


Election: Enter the participant's total annual election amount.

Delayed Enrollments: If you are enrolling a participant after the plan start date and they are eligible to be reimbursed for claims dating back to the start of the plan, enter the plan start date as their effective date.

HSA

A participant may not enroll in the HSA benefit plan if they are currently enrolled in the Medical FSA. Contact Mercer Marketplace for more information. **Note:** When an HSA enrollment is keyed into the system, the employee will have to read and accept the Terms and Conditions before they have access to their funds. This will be presented to them in their online account next time they log in after the HSA enrollment is keyed in.

HSA

Effective Date: 

Coverage Level:

ADDITIONAL DETAILS:

Effective Date: Enter the 1st of the month in which they are eligible. A participant is eligible the 1st of the month following their enrollment in the plan.

The Contribution Level and Coverage Level should match.

Commuter Benefits

Updated Transit Plan 01/01/2016-12/31/2016

Effective Date: 

Monthly Election: \$
[View Payroll Deductions](#)

ADDITIONAL DETAILS:


Effective Date: Must be on the 1st of the month a month before the participant plans on using the funds/debit card.

Election Amount: Enter the participant's total monthly election.

HRA

The contribution options below may differ depending on your plan design.

Updated HRA 10/01/2014-09/30/2015

Effective Date: 

Contribution Level:

ADDITIONAL DETAILS:

Effective Date: Enter the date the participant is eligible in the plan.

Delayed enrollments: If you are enrolling a participant after the plan start date and they are eligible to be reimbursed for claims dating back to the start of the plan, enter the plan start date as their effective date.

Step 7: Once all of the required information has been entered correctly, click “Submit” at the bottom of the screen to enroll the participant in the plan(s). Upon successful enrollment, a message will appear stating which plan(s) the participant has been enrolled in.

Step 8: Repeat these steps to enroll each participant in a benefit plan(s).