

The Employee Account Import (IC) record is used for setting up employee accounts in Alegeus WealthCare Administration System (WealthCare Admin). When accounts are linked to an employee using the IC record, administrators can manually set an employee’s annual election. An employee’s annual election amount will determine how much money is available to spend for prefunded account types. You must send an IC record for each account an employee has elected for a given plan year.

For prefunded plans, specifying the Annual Election amount (**Original Prefunded/Annual Election Amount** field) will fund the account immediately making funds available for spending. You may additionally fund the account via the Fixed Employer Funding feature by configuring a deposit amount at the plan level for all participants.

For Payroll Funded plans, the IC record can also (optionally) set a participant’s Annual Election amount. Payroll funded plans can be funded by payroll deposits, which can be done using the IH record (Employee Deposit), the UI, with the use of a payroll calendar or via plan level Fixed Employer Funding. Whether WealthCare Admin calculates or you specify the Annual Election for a payroll funded plan depends on whether you use WealthCare Admin’ Plan Auto-Deposit calendar. If you do not use WealthCare Admin’ auto deposit calendar, changes to an employee’s annual election amount can be made using the IC record. WealthCare Admin will track any changes to an employee’s annual election amount on the **Edit Benefit Account** screen in the application.

After you send an IC record, WealthCare Admin automatically generates an Employee Account Result (RC) record, which tells you whether the IC record processed successfully.

You can receive data stored in WealthCare Admin for an employee by requesting an Employee Account Export (EC) record. See the document, *Export Request Records (IL and RL) and Data Export Records* for information on the EC record.

Note: An employer can offer multiple plans of the same plan type during a single plan year (e.g., “HRA”, “FSA”, and “TRN”). Each must have a unique plan id if they have overlapping start/end dates:

Plan Type	Plan Start Date	Plan End Date	Unique Plan ID	Permitted?
HRA	1/1/2008	12/31/2008	HRA-Salary	Yes
HRA	1/1/2008	12/31/2008	HRA-Hourly	Yes
HRA	1/1/2008	12/31/2008	HRA-Salary	No- duplicate
HR2	1/1/2008	12/31/2008	HRA-Salary	Yes, different type

Each employee may have multiple plans but only one of each type (e.g., “HRA”) per plan year. To assign a similar plan type, choose a different type when creating plans (“HR2” for example).

Using an IC record

To set up an account:

- 1 Set **Account Status** to 1 = New. In later submissions of the record, you can specify any of the other status values.
- 2 Set **Account Type Code** to the value for the benefit plan, such as DCA, FSA, or HRA, in which the employee is enrolled. The account type must match the account type created in WealthCare Admin or the IC record will fail.
- 3 Set **Plan Start Date** and **Plan End Date** to match the dates in the employer's plan. The Plan Start and End Date must match the Plan's Start and End Dates in WealthCare Admin or the IC record will fail.
- 4 Do one of the following:
 - For prefunded plans, enter a value in the **Original Pre-Funded /Annual Election Amount** field. In later submissions of the record, any value in this field is ignored. Changes to a prefunded balance must be done using the Employee Deposit Import (IH) Record.
 - For payroll funded plans without an auto deposit calendar set in WealthCare Admin, the **Original Pre-Funded /Annual Election Amount** field will set a participant's Annual Election amount in the WealthCare Admin system. Changes to an annual election can be done by sending another IC record with an updated **Pre-Funded/Annual Election Amount**. If the Payroll funded plan has an auto deposit calendar, this field should not be used to set the annual election (see Step 5 for setting the annual election with a calendar).
- 5 The **Employee and Employer Per Pay Period Election** fields are used to specify the Employee or Employer contributions per pay period for an elected benefit account. These fields are used in conjunction with an Auto Deposit calendar to help the system calculate annual election amounts for payroll funded plan types. The **Employer** and **Employee Per Pay Period Election** amount fields can also be used to track Employer or Employer YTD Contributions for Prefunded plan types. If using the Fixed Employer Funding feature for the plan, do not enter any amount in the "Employer Per Pay Period Election" as that amount is set at the plan level.

Note: For prefunded plan types, these fields are used to track employee or employer contributions year to date when used in conjunction with an auto deposit calendar.

- 6 Continue to enter values in the fields for your template and send the record to WealthCare Admin.

Auto deposit calculation and the option to force calculate

To make automated contribution management easier and more flexible, a calculation option is available for payroll calendars in the system: **'Will you provide both contribution and annual election amounts?'** When enabled, this new option allows you to populate both a per-pay-period amount and an annual election amount on a benefit account with a payroll calendar assigned. The system will calculate the last deposit adjustment based on the supplied per-pay-period amount and total contribution amount.

On **prefunded benefit accounts**, you can specify both the contribution amounts and total expected contribution amounts. WealthCare Administration will then calculate the last deposit adjustment amount using the contribution amounts and total expected contribution amounts you supplied. The absolute value of the last deposit adjustment must be less than or equal to the contribution amount.

The system calculates the last deposit adjustment as follows: **Last deposit adjustment = total expected contribution - (# of remaining contributions * contribution amount)**

Similarly, for **payroll benefit accounts**, you can specify both the contribution amounts and annual election amounts. WealthCare Administration will then calculate the last deposit adjustment amount using the contribution amounts and annual election amounts you supplied. The absolute value of the last deposit adjustment must be less than or equal to the contribution amount.

The system calculates the last deposit adjustment as follows: **Last deposit adjustment = annual election - (# of remaining contributions * contribution amount)**.

The **employee annual election** and **employer annual election** fields are available allowing you the ability to specify both employee and employer annual election values.

Prefunded Accounts

Calendar	Values	Result
<p>The plan does not have a default payroll calendar assigned and the IC record does not contain an auto deposit calendar ID</p>	<p>Employee annual election and employer annual election fields are 0.00 or not on the IC record template</p>	<ul style="list-style-type: none"> • The account's prefunded amount is set to the IC's original prefunded/annual election amount value. • The employee's contribution amount is set to the IC's employee pay period election. • The employer's contribution amount is set to the IC's employer pay period election. • The system ignores the following fields on the IC record: individual amount, employee annual election and employer annual election.
	<p>An employee annual election and/or employer annual election field is set on the IC record template and it is not 0.00</p>	<ul style="list-style-type: none"> • The account's prefunded amount is set to the sum of IC's employee annual election and employer annual election values. • The employee's contribution amount is set to the IC's employee pay period election. • The employer's contribution amount is set to the IC's employer pay period election. • The system ignores the following fields on the IC record: original prefunded/annual election amount and individual amount.
<p>If the plan has a default payroll calendar assigned or the IC record contains an auto deposit calendar ID and the payroll calendar's 'will you provide both contribution and annual election amounts?' option is disabled</p>	<p>Employee annual election and employer annual election fields are 0.00 or not on the IC record template</p>	<ul style="list-style-type: none"> • The account's prefunded amount is set to the IC's original prefunded/annual election amount value. • The employee's contribution amount is set to the IC's employee pay period election. • The employer's contribution amount is set to the IC's employer pay period election. • Existing logic is used to calculate the employee total expected contribution, by multiplying the employee pay period election request's by the number of remaining contributions. • Use existing logic is used to calculate the employer total expected contribution, by multiplying the employer pay period election request's by the number of remaining contributions. • The system ignores the following fields on the IC record: employee annual election, employer annual election, and individual amount.
	<p>An employee annual election and/or employer annual election field is set on the IC record template and it is not 0.00</p>	<ul style="list-style-type: none"> • The account's prefunded amount is set to the sum of IC's employee annual election and employer annual election values. • The employee's total expected contribution is set to the IC's employee annual election. • The employer's total expected contribution is set to the IC's employer annual election. • Existing logic is used to calculate the employee contribution amount and last deposit adjustment, by using the employee annual election and the number of remaining contributions. • Existing logic is used to calculate the employer contribution amount and last deposit adjustment, by using the employer annual election and the number of remaining contributions. • The system ignores the following fields on the IC record: employee pay period election, employer pay period election, original prefunded/annual election amount, and individual amount.

Calendar	Values	Result
<p>If the plan has a default payroll calendar assigned or the IC record contains an auto deposit calendar ID and the payroll calendar's 'will you provide both contribution and annual election amounts?' option is enabled</p>	<p>Employee annual election and employer annual election fields are 0.00 or not on the IC record template</p>	<ul style="list-style-type: none"> • Set the account's prefunded amount to the IC's original prefunded/annual election amount value. • Set the employee's contribution amount to the IC's employee pay period election. • Set the employer's contribution amount to the IC's employer pay period election. • Set the employee's total expected contribution to the IC's employee annual election. • Set the employer's total expected contribution to the IC's employer annual election. • Set employee last deposit adjustment to: employee annual election - (employee pay period election * number of remaining contributions) . • Set employer last deposit adjustment to: employer annual election - (employer pay period election * number of remaining contributions). • Ignore the following fields on the IC record: individual amount
	<p>An employee annual election or employer annual election field is set on the IC record template and it is not 0.00</p>	<ul style="list-style-type: none"> • Set the account's prefunded amount to the sum of IC's employee annual election and employer annual election values. • Set the employee's contribution amount to the IC's employee pay period election. • Set the employer's contribution amount to the IC's employer pay period election. • Set the employee's total expected contribution to the IC's employee annual election. • Set the employer's total expected contribution to the IC's employer annual election. • Set employee last deposit adjustment to: employee annual election - (employee pay period election * number of remaining contributions) . • Set employer last deposit adjustment to: employer annual election - (employer pay period election * number of remaining contributions). • Ignore the following fields on the IC record: original prefunded/annual election amount, individual amount

Payroll Accounts

Calendar	Values	Result
<p>The plan does not have a default payroll calendar assigned and the IC record does not contain an auto deposit calendar ID</p>	<p>The plan does not have a default payroll calendar assigned and the IC record does not contain an auto deposit calendar ID</p>	<ul style="list-style-type: none"> • The account's Annual Election is set to the IC's Original Prefunded/Annual Election Amount value • The employee's Contribution Amount is set to the IC's Employee Pay Period Election • The employer's Contribution Amount is set to the IC's Employer Pay Period Election • The system ignores the following fields on the IC record: Employee Annual Election and Employer Annual Election, Individual Amount
	<p>An employee annual election and/or employer annual election field is set on the IC record template and it is not 0.00</p>	<ul style="list-style-type: none"> • The account's annual election is set to the sum of IC's employee annual election and employer annual election values • The employee's contribution amount is set to the IC's employee pay period election • The employer's contribution amount is set to the IC's employer pay period election • The system ignores the following fields on the IC record: original prefunded/annual election amount and individual amount
<p>If the plan has a default payroll calendar assigned or the IC record contains an auto deposit calendar ID and the payroll calendar's 'will you provide both contribution and annual election amounts?' option is disabled</p>	<p>Employee annual election and employer annual election fields are 0.00 or not on the IC record template and original prefunded/annual election amount is 0.00</p>	<ul style="list-style-type: none"> • The employee's contribution amount is set to the IC's employee pay period election • The employer's contribution amount is set to the IC's employer pay period election • Existing logic is used to calculate the employee annual election by multiplying the employee pay period election the number of remaining contributions • Existing logic is used to calculate the employer annual election by multiplying the employer pay period election the number of remaining contributions • The EE/ER last deposit adjustments are \$0.00 • The system ignores the following fields on the request: original prefunded/annual election amount, individual amount, employee annual election, and employer annual election
	<p>An employee annual election and/or employer annual election field is set on the IC record template and it is not 0.00 and Original prefunded/annual election amount is not 0.00, employee pay period election is not 0.00 and employer pay period election is 0.00</p>	<ul style="list-style-type: none"> • The account's employee annual election is set to the IC's original prefunded/annual election amount • Existing logic is used to calculate the employee contribution amount and last deposit adjustment, by dividing the IC's original prefunded/annual election amount by the number of remaining contributions • Existing logic is used to populate a \$0.00 value for the employer contribution amount, remaining contributions, last deposit adjustment, and annual election fields • The system ignores the following fields on the request: individual amount, employer pay period election, employee annual election, and employer annual election

Calendar	Values	Result
	<p>Employee annual election and employer annual election fields are 0.00 or not on the IC record template and original prefunded/annual election amount is not 0.00, employer pay period election is not 0.00 and employee pay period election is 0.00</p>	<ul style="list-style-type: none"> The account's employer annual election is set to the IC's original prefunded/annual election amount Existing logic is used to calculate the employer contribution amount and last deposit adjustment, by dividing the IC's original prefunded/annual election amount by the number of remaining contributions Existing logic is used to populate a \$0.00 value for the employee contribution amount, remaining contributions, last deposit adjustment, and annual election fields The system ignores the following fields on the request: individual amount, employee pay period election, employee annual election, and employer annual election
	<p>An employee annual election or employer annual election field is set on the IC record template and it is not 0.00 and original prefunded/annual election amount, employee pay period election, and employer pay period election are not 0.00</p>	<ul style="list-style-type: none"> The employee's contribution amount is set to the IC's employee pay period election The employer's contribution amount is set to the IC's employer pay period election Existing logic is used to calculate the employee annual election by multiplying the employee pay period election by the number of remaining contributions Existing logic is used to calculate the employer annual election by multiplying the employer pay period election by the number of remaining contributions The EE/ER last deposit adjustments are \$0.00 The system ignores the following fields on the request: original prefunded/annual election amount, individual amount, employee annual election, and employer annual election
	<p>An employee annual election and/or employer annual election field is set on the IC record template and it is not 0.00</p>	<ul style="list-style-type: none"> The account's employee annual election is set to the IC's employee annual election amount The account's employer annual election is set to the IC's employer annual election amount Existing logic is used to calculate the employee contribution amount and last deposit adjustment, by dividing the IC's employee annual election amount by the number of remaining contributions Existing logic is used to calculate the employer contribution amount and last deposit adjustment, by dividing the IC's employer annual election amount by the number of remaining contributions The system ignores the following fields on the request: original prefunded/annual election amount, individual amount, employer pay period election, and employee annual election
<p>If the plan has a default payroll calendar assigned or the IC record contains an auto deposit calendar ID and the payroll calendar's 'will you provide both contribution and annual election amounts?' option is enabled</p>	<p>N/A</p>	<ul style="list-style-type: none"> The employee's annual election is set to the IC's employee annual election The employer's annual election is set to the IC's employer annual election The employee's contribution amount is set to the IC's employee pay period election The employer's contribution amount is set to the IC's employer pay period election The employee's last deposit adjustment is set to: employee annual election - (employee pay period election * number of remaining contributions) The employer's last deposit adjustment is set to: employer annual election - (employer pay period election * number of remaining contributions) The system ignores the following fields on the IC record: original prefunded/annual election amount, individual amount

Account ID and Coverage Periods/IDs

All accounts in the WealthCare Admin system are assigned an Account ID. To update your system with Account IDs, it is recommended that you export a “snapshot” of all your account balances using the IL for EC request.

Coverage Periods are coverage segments within an employee account and are created by submitting Qualified Life Event records (FC) or by adding QLEs through the user interface. Only Employer plans enabled with the QLE feature have coverage periods. WealthCare Admin defines the initial/default coverage period as the coverage period created by WealthCare Admin for an account within a QLE enabled employer plan. WealthCare Admin assigns the initial/default coverage period dates by using the employee account effective dates.

The following rules and examples apply to coverage periods:

1. As part of the WealthCare Admin 5.4 release, any existing accounts under QLE enabled employer plans, will automatically have a new initial Coverage Period created and those coverage periods will be assigned unique Coverage IDs.

Example:

- i. Employer Plan is setup with 1/1-12/31/2009 plan year and enabled with QLE prior to the release of BPPS 5.4.
 - ii. An employee with account effective dates of 1/1-12/31/2009 enrolled in the plan, who has no QLE events as of the WealthCare Admin 5.4 release, will have a coverage period dated 1/1/200*-12/31/2009 created automatically by WealthCare Admin as part of the release..
 - iii. An employee with account effective dates of 1/1-12/31/2009 enrolled in the plan, who has a QLE event that created a coverage period of 4/1-12/31/2009, will have a default/initial coverage period dated 1/1/200*-3/31/2009 created automatically by WealthCare Admin as part of the release.
2. Initial/Default Coverage Periods are only created initial/default Coverage Periods for QLE enabled Employer Plans under the following conditions.
 - a. Employee Accounts in existence prior to enabling QLE for an Employer Plan will NOT have a default coverage period created by WealthCare Admin. Once a QLE is entered for the Employee Account, then a default/initial coverage period is created.

Example:

- i. Employer Plan is setup with 1/1-12/31/2009 plan year and an employee is enrolled in the plan with effective date of 3/1/2009 and termination date of 12/31/2009. Since QLE is not enabled for the employer plan, WealthCare Admin does not create a default coverage period.
 - ii. On 6/15/2009, the Employer Plan is enabled with the QLE feature. At this point, the employee account still has no coverage periods.
 - iii. On 7/1/2009, a QLE with life event date of 7/1/2009 is added via FC record. At that point the employee has the following coverage periods:
 - 3/1 – 6/30/2009 Default Coverage Period
 - 7/1-12/31/2009 Second Coverage Period
- b. Employee Accounts created subsequent to enabling QLE for an Employer Plan will have an initial/default coverage period created but WealthCare Admin but the creation of coverage periods asynchronous to the new account creation process.

Example

- i. Employer Plan is setup with 1/1-12/31/2009 and is enabled with the QLE feature.
- ii. An employee is enrolled in the plan with effective date of 7/1/2009 and termination date of 12/31/2009, the Employee is setup with the following default coverage periods:
 - 7/1 – 12/31/2009 Default Coverage Period.

Updates to the Employee Account Effective Dates and Coverage Periods

If two or more coverage periods exist for an employee then modifying the Employee Account effective dates will update Coverage Period effective dates. However, the account effective date must not be equal to or later than account’s first QLE start date and the account termination date must not be earlier than the start date of the participants last QLE coverage period.

Example:

Employee has the following account effective dates:

- Effective Date: 01/01/2009
- Termination Date: 12/31/2009

The following are scenarios and responses to various account effective/termination dates sent on the IC. All Scenarios assume the following:

Scenario 1. Successful update to account effective date and default coverage period.

Employee has the following coverage periods:

Cov. Start Date	Cov. End Date	QLE Event	Election
1/1/2009	5/31/2009	Initial/Default Coverage Period	\$500.00
6/1/2009	12/31/2009	Marriage	\$750.00

The following account dates are submitted via the IC:

- Effective Date: 04/01/2009
- Termination Date: 12/31/2009

Result 1. Successful update of default coverage period start date to 4/1/2009.

Cov. Start Date	Cov. End Date	QLE Event	Election
4/1/2009	5/31/2009	Initial/Default Coverage Period	\$500.00
6/1/2009	12/31/2009	Marriage	\$750.00

Scenario 2. Account effective date equal to first QLE.

Employee has the following coverage periods:

Cov. Start Date	Cov. End Date	QLE Event	Election
1/1/2009	5/31/2009	Initial/Default Coverage Period	\$500.00
6/1/2009	12/31/2009	Marriage	\$750.00

The following account dates are submitted via the IC:

- Effective Date: 06/01/2009
- Termination Date: 12/31/2009

Result 2. Error. The account effective date cannot be equal to or later than an inserted QLE.

Scenario 3. Successful update to termination effective date and final coverage period.

Employee has the following coverage periods:

Cov. Start Date	Cov. End Date	QLE Event	Election
1/1/2009	5/31/2009	Initial/Default Coverage Period	\$500.00
6/1/2009	12/31/2009	Marriage	\$750.00

The following account dates are submitted via the IC:

- Effective Date: 04/01/2009
- Termination Date: 08/31/2009

Result 3. Successful updated of Marriage QLE Coverage End Date to 8/31/2009.

Cov. Start Date	Cov. End Date	QLE Event	Election
4/1/2009	5/31/2009	Initial/Default Coverage Period	\$500.00
6/1/2009	8/31/2009	Marriage	\$750.00

Scenario 4. Account termination date equal to first QLE.

Employee has the following coverage periods:

Cov. Start Date	Cov. End Date	QLE Event	Election
1/1/2009	5/31/2009	Initial/Default Coverage Period	\$500.00
6/1/2009	12/31/2009	Marriage	\$750.00

The following account dates are submitted via the IC:

- Effective Date: 01/01/2009

- Termination Date: 05/31/2009

Result 2. Error. The account termination date cannot be earlier than the coverage start date of the account's latest QLE coverage period.

Reenrollment and Termination Capability

For Administrators taking advantage of the reenrollment capability, please read below, otherwise you may ignore and do not need to add the **Account ID** or **Reenroll** fields to your IC template.

If a participant is enrolled in a benefit account, terminates and subsequently reenrolls but the plan rules require a separate account from the initial account to be managed, then the reenrollment process may be used. The reenroll field on the IC record allows you to create a new account for the participant of the same account type, Plan ID and plan start/end dates as long as the coverage dates provided (effective date and termination date) do not overlap with another account)

To allow for multiple accounts of the same type, each account in WealthCare Admin is assigned a unique Account ID, which is generated upon account creation in WealthCare Admin. This Account ID can be used to identify the account to be updated if an employee has multiples of the same account for a plan year. If you have the Account ID field enabled on your results template (RC), then WealthCare Admin will respond to each employee account with the appropriate Account ID, allowing you to track each employee's specific account in your external system. (Note: transactions such as claim, refunds, Card and deposits will use the date of service/effective date to determine the appropriate account to which to post transactions).

To reenroll a participant, the Account ID must be left blank and the **Reenroll** field must be set to 1 (Yes). Since a reenrollment is essentially a new enrollment all fields currently required with the IC record will remain required for a reenrollment., If the coverage dates provided overlap with an existing account of the same type, then an error will be returned.

Note: if a reenrollment request is sent and the employee does not have an existing account then an error will be returned.

Other EDI records which are used to update account attributes, such as FG Fund Rollover, FO Interest Bearing, and FY MCC Account Settings, can all be sent with the Employee Account ID to uniquely identify the account to be updated.

For example the following depicts a participant who enrolls, terminates, reenrolls and then terminates the reenrolled account:

1. Initial Enrollment. An employee is enrolled in the following plan and is assigned "0000000001" by WealthCare Admin:

Account Type Code	Plan ID	Plan Start Date	Plan End Date	Account Effective Date	Account Termination Date	Account Status	Account ID
FSA	FSA	1/1/2009	12/31/2009	1/1/2009	12/31/2009	Active	0000000001

2. Termination. An employee is terminated 3/31/2009:

The IC record would include a reenrollment flag set to "No," account status of "Terminated," Account ID set to blank or 0000000001, an account effective date of 1/1/2009, and an account termination date of 3/31/2009 (or term date can be left blank)

Account Type Code	Plan ID	Plan Start Date	Plan End Date	Account Effective Date	Account Termination Date	Account Status	Account ID
FSA	FSA	1/1/2009	12/31/2009	01/01/2009	03/31/2009	Terminated	0000000001

3. Reenrollment. An employee is reenrolled with an account effective date of 5/1/2009.

The IC record would include a reenrollment flag set to "Yes," account status of "New," Account ID set to blank, an account effective date of 5/1/2009, and an account termination date of 12/31/2009 (or term date can be left blank).

The result would be two employee accounts of the same type with non-overlapping effective dates.

Account Type Code	Plan ID	Plan Start Date	Plan End Date	Account Effective Date	Account Termination Date	Account Status	Account ID
FSA	FSA	1/1/2009	12/31/2009	01/01/2009	03/31/2009	Terminated	0000000001
FSA	FSA	1/1/2009	12/31/2009	05/01/2009	12/31/2009	New	0000000002

4. Update to Reenrolled Account. The employee's reenrolled account is updated to Terminated as of 8/31/2009.

The IC record would include a reenrollment flag set to "No," account status of either "Terminated" (or "Active" depending upon when the record is sent), Account ID set to 0000000002, an account effective date of 5/1/2009, and an account termination date of 8/31/2009.

Account Type Code	Plan ID	Plan Start Date	Plan End Date	Account Effective Date	Account Termination Date	Account Status	Account ID
FSA	FSA	1/1/2009	12/31/2009	01/01/2009	03/31/2009	Terminated	0000000001
FSA	FSA	1/1/2009	12/31/2009	05/01/2009	8/31/2009	Terminated	0000000002

Special Plans: Individual/Family HRAs

For full-featured HRAs—HRX, HX1... HX6—with family and individual amounts, note the following:

- You can specify an amount for the family in the field for **Original Prefunded Amount** and specify the employee’s individual amount in the field for **Individual Amount**.
The amount in the field for **Individual Amount** is available to pay for services up to the family amount in the field for **Original Prefunded Amount**. As funds are disbursed from the amount for each family member, the family amount is reduced accordingly.
- The **Employee Election** and **Employer Election** fields are ignored for these HRAs.
- You can add plans for a prior period—up to five for an HRA. However, after you create a plan for a prior period, you *cannot* edit the plan. If you make any mistakes while creating the plan, delete the plan, and start over.

Special Fields- Last Allocation Date

If using a WealthCare Admin funding calendar with the employee account you may specify the dates deposits begin to manage catch up deposits or configure partial year funding. To designate when deposits begin on the employee benefit account use the **Last Allocation Date** fields:

- Individual Funding: **Auto deposit Last Allocation Date** (auto deposit date) field. This field controls the deposit dates for the amounts specified at the individual benefit account level.
- Employer Fixed Funds: **Fixed Employer Funding Last Allocation Date** field. This field controls the deposit dates for any amounts specified at the plan level which all enrollees receive. It is applicable only if the plan has the Fixed Employer Funding feature enabled and if the funding is to occur periodically (via a funding calendar) rather than upon account creation.

With WealthCare Admin 5.0, auto-deposits are made on the payroll dates that are equal to or later than the Auto-Deposit Last Allocation Date **or Fixed Employer Funding Last Allocation Date**. More detail is provided below to cover various scenarios. The term “Last

Allocation Date” will be used but the scenarios apply to both the individual Auto Deposit Last Allocation Date and the Fixed Employer Funding Last Allocation Date.

Catch-up Contributions

To perform catch-up deposits for a participant, the **Last Allocation Date** specified should be set to the desired first auto-deposit date.

Example: Employee is added on March 15 with a retroactive start date of January 1. The plan is a payroll-funded plan running from January 1 through December 31. If January 1 is provided as the employee’s **Last Allocation Date**, then the first deposit of the year will be automatically caught up by WealthCare Admin. The annual election calculated by WealthCare Admin includes this deposit.

Defaults for IC records without a Last Allocation Date Set

If **Last Allocation Date** is not provided on the IC template, then

- If plan start date is in the future, then the **Last Allocation Date** defaults to the plan start date.
- If the plan start date is today, then the **Last Allocation Date** defaults to the plan start date/today.
- If plan start date is in the past, then the **Last Allocation Date** defaults to today.

How WealthCare Admin Determines whether to Execute Auto-Deposits based on the Last Allocation Date

If the **Last Allocation Date** received or defaulted by WealthCare Admin is:

- The same as a payroll date and that payroll date is in the past, then that deposit is made on that payroll date.

Example: Today is March 16 and March 15 is a payroll date. An employee added with a **Last Allocation Date** equal to March 15 receives a payroll deposit for March 15 when the auto-deposit feature runs overnight (March 16th evening).

- The same as a payroll date in the future, then the payroll deposit is made on that payroll date.

Example: Today is March 14 and March 15 is a payroll date. An employee is set with an **Auto-Deposit Last Allocation Date** equal to March 15 and receives the payroll deposit for March 15.

- Before a payroll date in the past, then the next Payroll Deposit is made on the next payroll date after the **Auto-Deposit Last Allocation Date**.

Example: Today is March 15 and March 16 is a payroll date. An employee with an **Auto-Deposit Last Allocation Date** equal to March 15 receives a payroll deposit for March 16.

Adding calendar days to existing calendars for payroll-funded plans

If the payroll date added to the calendar is:

- In the past, then the deposit is only done for employee accounts for which the **Last Allocation Date** is prior to that payroll date.
- In the future, the added payroll date's auto-deposit executes when the new date becomes the next payroll date.
- Today, then the deposit for that new payroll date is only done for employees whose **Last Allocation Date** is prior or equal to today as the auto-deposit function runs in the early morning hours and updates the Last Allocation Date to the next day when complete.

See *Account Funding User Guide* for additional details.

Protecting Participant Information

When you work with information that identifies participants, which includes employees and dependents, you want to be sure that confidentiality be maintained. WealthCare Admin ensures that this information is safeguarded. The application uses the **Employee ID** or the **Dependent ID** field to authenticate each record of data containing those fields, which is submitted to or requested from the WealthCare Admin database. WealthCare Admin does this by matching the ID value for the record with the ID value stored in the database. The data is encrypted, which further protects the privacy rights of participants.

Editing EDI Record Templates

You or your software integrator should create custom templates for the IC, RC, and EC records by editing the standard WealthCare Admin templates and saving them with new names. This ensures that any fields later added to the standard templates do not adversely affect integration.

In addition, when you change field lengths in templates for import records, you must be sure to change the field lengths for the corresponding result record and for any export record.

Important: Specifically, if you change field lengths in the standard template for the IC record, be sure to make corresponding changes to the templates for the RC and EC records. *You will encounter processing errors if you do not do so.*

Specifications for the IC and RC Records

Required and available fields and their descriptions and specifications are listed in Table 1: Employee Account Import (IC) Record and Table 2: Employee Account Result (RC) Record.

Important Information Regarding EDI Files, Records, and Fields

The following information applies to all EDI records and fields:

- Alegeus HPS recommends file sizes no larger than 100,000 records. Files that contain more than 100,000 records may produce unpredictable results.
- The EDI character set includes: the letters A-Z and a-z, the numbers 0-9, and the symbols comma (,) and period (.). Some fields use only a subset of this character set.
- Except for the **Record ID** field, which must appear first in each record, other fields may appear in any order.
- In the tables, fields followed by one asterisk (*) are required. Fields followed by two asterisks (**) are conditionally required.

Employee Account Import (IC) Record

Use the Employee Account Import (IC) record to set up a benefit account for an employee and specify annual election amounts.

Note: Fields marked by a single asterisk (*) are required. Fields marked by two asterisks (**) are conditionally required.

Table 1: Employee Account Import (IC) Record

Field Name	Len	Max Len	Format	Description
Record ID*	2		XX	Value: IC.
TPA ID*	6		XXXXXX	Unique identifier that WealthCare Admin assigns to you.
Employer ID*	9	17	XXXXXXXX...X	Unique identifier for the employer. Note: WealthCare Admin assigns the 3-character prefix; you assign the remaining characters.
Plan ID*	10	50	XXXXXXXX...X	Plan ID given to the benefit plan by you during setup.

Field Name	Len	Max Len	Format	Description
Employee ID*	9	30	XXXXXXXX...X	Unique identifier, which you provided, for the employee.
Employee Account ID	10		999999...9	<p>This field is a unique ID automatically created and assigned by WealthCare Admin during account creation. This field must not be populated when creating a new account or when the Reenroll field is set to Yes = 1. This field should be populated when you want to make an update to the employee's reenrolled account (such as a status change or change to eligibility dates).</p> <p>If this value is left blank then WealthCare Admin will attempt to update the first account of the specified account type associated with the employee.</p> <p>If a value is provided, then it must match an existing Account ID and WealthCare Admin will update the applicable account.</p>
Reenroll	1		9	<p>This field is used when you want the employee to reenroll into a new account of the same Account Type Code, Plan ID, and Plan Start and End dates.</p> <p>The values to use are:</p> <p>0 = (Default) Not to reenroll</p> <p>1 = To Reenroll – A new employee account will be created for the employee with a unique Account ID. The account effective dates must not overlap with the existing account.</p>
Account Type Code*	4		XXXX	<p>Three digit code for type of benefit plan or account, such as FSA, DCA, or TRN.</p> <p>Note 1: If you work with benefit plans within plan designs, you must send an IC record for each benefit plan.</p> <p>Note 2: If you are setting up an Account Type Code of HSM or HSB, an Employee Social Security Number and an Employee Birth Date must be provided by the administrator to Alegeus Healthcare Payment Solutions.</p>
Plan Start Date*	8		YYYYMMDD	This date must match the corresponding date set for the employer's benefit plan, as entered in the corresponding IU record or in the WealthCare Admin user interface.
Plan End Date*	8		YYYYMMDD	This date must match the corresponding date set for the employer's benefit plan, as entered in the corresponding IU record or in the WealthCare Admin user interface.
Account Status*	1		9	<p>Activity status.</p> <p>1 = New</p> <p>2 = Active</p>

Field Name	Len	Max Len	Format	Description
				<p>3 = Temporarily Inactive</p> <p>4 = Permanently Inactive</p> <p>5 = Terminated</p> <p>Note 1: When you first submit the IC record, any value other than 1 = New is ignored and set to 1= New.</p> <p>Note 2: You cannot leave the field blank.</p>
Original Prefunded/Annual Election Amount	19		99999...9.99	<p>Employee Annual election amount. For prefunded plans, this represents the amount available for the employee to spend in the plan period. For Payroll funded plans, this will set the employee's annual election amount but will not make funds immediately available.</p> <p>Note 1: For full-featured HRAs—HRX, HX1...HX6— with family and individual amounts, this field corresponds to the family amount.</p> <p>Note 2: For prefunded plans, only set this amount when setting up an account. On subsequent loads of the IC record for the same employee and account type the field is ignored. Leave the same amount or leave the field blank. If you wish to show a deposit transaction for the amount, then set this to \$0.00 and use the Employee Deposit Import (IH) record to create the initial funding.</p> <p>Note 3: To adjust the Prefunded/Annual Election amount for prefunded plan types, use the Employee Deposit Import (IH) record.</p> <p>Note 4: For Payroll funded account types, this field will conditionally set a participants' annual election amount. Setting an annual election amount can only be done if the payroll funded plan has no auto deposit calendar. Subsequent submissions of this field will overwrite the annual election amount to the value provided in the IC record. Including this field when the plan has an auto deposit calendar configured will cause the IC record to ignore the data in this field.</p>
Employee Per Pay Period Election*	19		99999...9.99	<p>Amount to be contributed by the employee automatically via the auto deposit cycle.</p> <p>Since this is a required field in order for this file to be successfully processed, a value of zero (0.00) or greater must be supplied.</p> <p>Note: For full-featured HRAs—HRX, HX1...HX6— with family and individual amounts, this field is ignored.</p>
Employer Per Pay Period Election*	19		99999...9.99	<p>Amount to be contributed by the employer automatically via the auto-deposit cycle. Zero (0.00) is a valid amount.</p>

Field Name	Len	Max Len	Format	Description
				<p>Since this is a required field in order for this file to be successfully processed, a value of zero (0.00) or greater must be supplied.</p> <p>Note: For full-featured HRAs—HRX, HX1...HX6—with family and individual amounts, this field is ignored.</p> <p>If the plan has Fixed Employer Funding enabled, this field is set to 0.00 even if you provide a value.</p>
Auto Deposit Calendar ID	18		XXXXXXXXXXXX XXXXX	<p>If the value provided is:</p> <p>0= No calendar. This participant will not be assigned to a payroll calendar and no corresponding auto-deposits are made.</p> <p>A valid Calendar ID = WealthCare Admin assigns specified Calendar ID to the participant. Note: Calendar must be one allowed by the Employer as setup in the User Interface (UI) calendar employer filter section.</p> <p>Blank = Participant inherits the default calendar as specified for the plan. If the plan's Default Calendar ID is changed then this participant's Calendar ID is updated.</p> <p>Note: To have the employee account always use the plan default calendar, leave this field blank.</p>
Auto Deposit Last Allocation Date	8		YYYYMMDD	<p>Date for an auto-deposit payment to the employee's account for the benefit plan. When you first send the IC record, it is the date for the first auto deposit is made.</p> <p>Note 1: if you are sending the record prior to the date specified in this field and the date provided is the same as a payroll date on the calendar, then the auto-deposit for that date will be made.</p> <p>Note 2: if you are sending the record on or after the date specified in this field and the date provided is the same as or prior to a payroll date on the calendar, then the auto-deposit for that date will be made. To skip a deposit you must set the date to at least one day after the auto deposit date.</p> <p>See the Special Field section above for detailed explanation.</p>
Fixed Employer Funding Last Allocation Date	8		YYYYMMDD	<p>Date to begin fixed employer funding for the employee account. Only used if Fixed Employer Funding enabled for the plan and the funding is periodic (rather than upon account creation).</p> <p>If blank and a funding calendar is setup, it will default to the greater of current date or plan year start date. If you need to allow for a catch up deposit set the date equal to the first deposit you wish to occur. WealthCare Admin will update the</p>

Field Name	Len	Max Len	Format	Description
				<p>date following each auto deposit to the deposit date + 1.</p> <p>If blank and a calendar is not setup, WealthCare Admin defaults the value to funding the single deposit to the night of the account and card are created.</p>
Flex Account Options	2		99	<p>Specifies whether to roll over employee options and, if so, what options to roll over with the benefit plan.</p> <p>0 (or blank) = Do not roll over any employee options.</p> <p>1 = Roll over any recurring expense amount for the employee.</p> <p>2 = Roll over any co-pay amount for the employee.</p> <p>3 = Roll over both options.</p>
Individual Amount	19		99999...9.99	<p>Annual election amount available for the employee to spend in the plan period for an individual/family HRA.</p> <p>Note 1: For full-featured HRAs—HRX, HX1 ...HX6— with family and individual amounts, this amount is for the employee, who can spend up to the family amount.</p> <p>Note 2: Leave blank if this account is not an individual/family HRA.</p>
Effective Date	8		YYYYMMDD	<p>Date upon which the employee's account is active for use. Date must be prior to the Account Termination date.</p> <p>With WealthCare Admin 5.0, Card (POS) authorizations will use this date if populated. The participant's account is considered effective on 12:00:01 am CT on the effective date. Card Authorization requests prior to the effective date will be denied. If no date is provided, then the account is assumed to be effective.</p> <p>For an auto-deposit to be made, the payroll date (display date) must be greater than or equal to the Effective Date.</p> <p>For Reenrollment, the Account Coverage Period (Effective Date through Termination Date) must not overlap with the Coverage Period of an account with the same Account Type Code, Plan ID and Plan Start and End Dates.</p> <p>You may optionally enforce this date upon submission of a manual claim. WealthCare Admin will deny the claim if the date of service is prior to the effective date. If enforcing eligibility dates, claims entered for a dependent must be within the Dependent and Employee's effective dates.</p>

Field Name	Len	Max Len	Format	Description
				<p>For Product Partner HSAs:</p> <p>Date which corresponds to the eligibility date in the High Deductible Health Plan (HDHP), which is required for an HSA.</p> <p>This date is sent to the Product Partner to determine when the employee can establish and contribute to this HSA.</p> <p>Note 1: If you do not enter a value and there is a Product Partner for this HSA, the start date for the HSA is sent to the Product Partner.</p> <p>Note 2: If subgroups are enabled, this field can only be used for initial account creation. Updates must be carried out via health care coverage periods (see FF record).</p>
Termination Date	8		YYYYMMDD	<p>Date upon which the employee's account is no longer eligible for benefits. Date must be after Account Effective date.</p> <p>Card (POS) authorizations will use this date if populated. The participant's account is considered terminated at 11:59:59 pm CT on the date of termination and card authorization request after that time will be denied. If no date is provided, then the account is assumed to be terminated only if the status of the account is Terminated.</p> <p>For Reenrollment, the Account Coverage Period (Effective Date through Termination Date) must not overlap with the Coverage Period of an account with the same Account Type Code, Plan ID and Plan Start and End Dates.</p> <p>You may optionally enforce this date upon submission of manual claims. WealthCare Admin will deny the claim if the date of service is after the termination date. If enforcing eligibility/termination dates, claims entered for a dependent must be within the Dependent's and Employee's Account termination dates.</p> <p>You may choose to have WealthCare Admin automatically update the status of the participant Account to "Terminated" at the end of the termination date (allows the setting of a future termination date). You may enable this feature at the administrator level through the user interface (UI).</p> <p>For Product Partner HSAs:</p> <p>Date which corresponds with the employee's termination date in the High Deductible Health Plan (HDHP).</p> <p>This date is sent to the Product Partner, who determines the expiration date in the HDHP.</p>

Field Name	Len	Max Len	Format	Description
				<p>Note 1: If you do not enter a value and there is a Product Partner for this HSA, the end date for the HSA is sent to the Product Partner.</p> <p>Note 2: If you send a blank value in this field it will not update the termination date to a blank value. To blank out a termination date, users must do this in the User Interface.</p> <p>Note 3: If subgroups are enabled, this field can only be used for initial account creation. Updates must be carried out via health care coverage periods (see FF record).</p>
Auto Add Dependents	1		9	<p>All dependents associated with an employee will be added when the IC Record processes successfully.</p> <p>1 = Yes 0 = No (Default)</p> <p>Note: Dependents with a status of Terminated or PI will not be attached. No error message provided; the record will not fail.</p>
Product Partner Opt-in Status	1		9	<p>NOTE: Field to become available in 2009.</p> <p>Use for Product Partner HSA processing.</p> <p>0 = Cardholder does not currently authorize manual claims to debit the HSA account.</p> <p>1 = Cardholder has elected to allow manual claims to debit the HSA account.</p> <p>If the account is not a Product Partner HSA, leave the field blank.</p>
E-Signature Flag	1		9	<p>1 = Yes 0 = No (Default)</p> <p>This flag applies to Product Partner accounts only (HSA). Allows the administrator to inform Alegeus HPS if a signature was received from the participant. Alegeus HPS can then forward this information to the Product Partner with initial eligibility and account information</p>
E-Signature Date**	8		YYYYMMDD	<p>Date the E-signature was received by the Administrator.</p> <p>Note: This field is required when HSA E-Signature Flag is included.</p>
E-Signature Time**	6		HHMMSS	<p>Time the HSA E-Signature was received by the Administrator.</p> <p>Note: This field is required when the E-Signature Flag is included.</p>
Coverage Tier ID	10		XXXXXXXXXX	For Plans with Coverage Tiers enabled:

Field Name	Len	Max Len	Format	Description
				2- Online 3- Other 4-Marketplace* Note: Blank is an acceptable value. If left blank, the system will reflect a value of N/A. * If "WealthCare Marketplace Employee ID" is null; then a record with a value of "Marketplace" will fail.
Trust Agreement Received	1		X	Indicates whether the participant agreed to the Trust account disclosures presented during HSA enrollment. N= No (Default) Y= Yes
Investment Model	40		XXXXXXXX...X	Describes the Investment Model selected by the participant during HSA enrollment.
Trust Paper Statement Indicator	1		E, P, or B	Determines how the participant wishes to receive their HSA account statements. E= Electronic (Default) P= Paper B = Both
Proxy Disclosure Code	1		X	Indicates whether the member agrees to the HSA bank account and investment disclosures presented during enrollment. Y = Yes N = No(Default)
Re-association Product Partner Account Number	20		XXXXXXXX...X	Used during re-association, an Administrator would provide the existing HSA bank account number in this field to initiate a branch transfer from one Bank Branch to another.
Claims Crossover Opt-In		1	X	0 = Do not allow Claims Crossover 1 = Allow Claims crossover Note: If not specified, then the employee will be assigned the plan default setting for Claims Crossover Opt-In
Deductible		1	X	0 = No Deductible 1 = Deductible Not Met (Default)

Field Name	Len	Max Len	Format	Description
				<p>2 = Deductible Met</p> <p>Note: "No Deductible" can be used in conjunction with the WealthCare Admin Deductible Manager feature. Use this to indicate the employee's deductible shouldn't be tracked by WealthCare Admin. This will wipe out any deductible accumulations calculated by the participant and cannot be undone.</p> <p>Note 2: If using Deductible Manager, then only values of "0" or "1" can be specified. "1" would indicate to continue to allow WealthCare Admin to track the deductible, while "0" would remove deductible accumulation.</p>
Override Perm Inactive Account	1	1	X	<p>Optional field that allows an employee account set to PI be reassigned to the same plan (plan dates, plan id and account type must match original account set to PI in order for the system to allow this update).</p> <p>0 = No (Default) 1 = Yes</p>
Auto Reimb Participant Default	1		Numeric	<p>Use this field to indicate the auto pay provider reimbursement setting on the employee account. If not specified, and enrolling the participant into a plan using Auto Provider Pay, the employee will automatically inherit the default setting specified on the Benefit Plan.</p> <p>0 = Pay Me (Default) 1 = Pay Provider</p>
Record Tracking Number		20	XXXXXXXX...X	<p>The record tracking number is used to identify line numbers within an import record. If this field is sent during import, WealthCare Admin will return these values in the result file.</p>
Employee Annual Election	19	19	Decimal	Employee annual election
Employer Annual Election	19	19	Decimal	Employer annual election
Product ID	20	20	XXXXXXXX...X	<p>Optional field used to add Product IDs (for interest rates, service charge models, and investment thresholds).</p>
FillerX		200	Alphanumeric	<p>Optional; There are 30 fillers fields (Filler1 ... Filler30), which can be used as placeholders in configuring templates to match an existing file layout.</p> <p>WealthCare Admin will ignore values entered into these fields.</p>
Employee SSN	9	9	Numeric	<p>Employee Social Security Number.</p> <p>Note: WealthCare Admin will ignore this field if Employee ID is included.</p>

Field Name	Len	Max Len	Format	Description
Subgroup #	1	15	XXXXXXXX...X	Specify the subgroup number for the subgroup you wish to assign to the account. If no value is provided, account will be assigned to the base plan. Note: This field can only be used for initial account creation. Updates must be carried out via health care coverage periods (see FF record).
Account segment ID	1	15	XXXXXXXX...X	Specify the account segment ID for the account segment you wish to assign to the account. After initial account creation, this field cannot be used to update account segment assignment for plans using life event management. Plans not using life event management can use this field on the IC record to update the account segment assignment at any time. Note: If subgroups are enabled, this field can only be used for initial account creation. Updates must be carried out via health care coverage periods (see FF record).

Employee Account Result (RC) Record

WealthCare Admin automatically generates the Employee Account Result (RC) record, which tells you whether the Employee Account Import (IC) record processed successfully.

Table 2: Employee Account Result (RC) Record

Field Name	Len	Max Len	Format	Description
Record ID*	2		XX	Value: RC
Employer ID*	9	12	XXXXXXXX...X	WealthCare Admin assigns the 3-character prefix; you assign the remaining characters.
Employee ID*	9	30	XXXXXXXX...X	Unique identifier for the employee.
Employee Account ID	10		999999...9	This field is a unique ID assigned by WealthCare Admin for a new or reenrollment account event. For IC updates, this value is the current Account ID for the account. Upon initial enrollment, WealthCare Admin will return the newly created Account ID in the results file if this field is enabled on your results template. Field is always length of 10 with leading zeroes, such as "000000001"
Coverage ID	10		9999999999	The coverage ID of the impacted coverage period will return in the RC record for a submitted IC when included in the RC template.



IC and RC- Employee Account Import Record

Field Name	Len	Max Len	Format	Description
				Note: As of WealthCare Admin 5.4 Release (May 2010), the only action taken with an IC record that will change a coverage period for an employee is updating the account effective or termination dates. When updating the termination date of an employee account, WealthCare Admin will return the coverage period's Coverage ID on the RC record. In all other cases, the default coverage ID of 0000000001 will return.
Account Type Code*	4		XXXX	Type of benefit plan or account, such as FSA, DCA, or TRN.
Plan Start Date*	8		YYYYMMDD	This date matches the corresponding date set for the employer's benefit plan, as entered in the corresponding IU record or in the WealthCare Admin user interface.
Plan End Date*	8		YYYYMMDD	This date matches the corresponding date set for the employer's benefit plan, as entered in the corresponding IU record or in the WealthCare Admin user interface.
Detail Response Code*	6		999999	Processing status for the import record. Note: Ask Alegeus Healthcare Payment Solutions for a copy of <i>Error Codes for Alegeus Business Payment System</i> .
Plan ID	10	18	XXXXXX...X	The Plan ID for the assigned benefit plan.
Effective Date	8		YYYYMMDD	Note: If EDI processing is successful, 'Updated' value is returned. This may include a blank value if it is provided. If EDI processing is NOT successful (fails) a blank value is returned.
Termination Date	8		YYYYMMDD	Note: If EDI processing is successful, 'Updated' value is returned. This may include a blank value if it is provided. If EDI processing is NOT successful (fails) a blank value is returned.
Account Status	1		Numeric	Note: If EDI processing is successful, 'Updated' value is returned. This may include a blank value if it is provided. If EDI processing is NOT successful (fails) a blank value is returned.
Record Tracking Number		20	9999999999999999 9.99	The record tracking number is used to identify line numbers within an import record. If this field is sent during import, WealthCare Admin will return these values in the result file.
Employee Annual Election	19	19	Decimal	Employee annual election
Employer Annual Election	19	19	Decimal	Employer annual election
Employee Per Pay Period Election	19	19	Decimal	Employee per pay period election
Employer Per Pay Period Election	19	19	Decimal	Employer per pay period election

Field Name	Len	Max Len	Format	Description
Original Prefunded/Annual Election	19	19	Decimal	Employee Annual election amount. For prefunded plans, this represents the amount available for the employee to spend in the plan period.
Subgroup #	1	15	XXXXXX...X	Value as provided on the import.
Account segment ID	1	15	XXXXXX...X	Value as provided on the import.
Filler 1	1	20	XXXXXXXX...X	Return Filler 1 value as specified on the FC record.
Filler 2	1	20	XXXXXXXX...X	Return Filler 2 value as specified on the FC record.
Filler 3	1	20	XXXXXXXX...X	Return Filler 3 value as specified on the FC record.

Employee Account Export (EC) Record

See the document, *Export Request Records (IL and RL) and Data Export Records*, for information on the Employee Account Export (EC) record.