Upcoming Offer Update

a. With this update, users will be able to configure the Plans they are offering to their employees at the upcoming Open Enrollment (the "Upcoming Offer") without disrupting the configuration of Plans currently being offered (what is now being referred to as the "Current Offer").

b. With this update, it then follows that when the user clicks to start open enrollment the "Upcoming Offer" of Plans will become the "Current Offer" and employees will be able to make open enrollment elections.

c. As a result of this, the "blackout period" during which an employee cannot make elections will be shorter. For example, in the past as soon as users began preparing for open enrollment they had to process qualifying events outside of BerniePortal. Because the preparing for open enrollment can now be done in the "Upcoming Offer" area, employees who have qualifying events (or new hires who become eligible) will still be able to make elections of "Current Offer" Plans during the time when the "Upcoming Offer" is being configured.

d. This is also a very important step to being able to release "Passive Open Enrollment", where users will be able to indicate which Plans to default an employee into in the event the employee does not make active elections. That is the very next step in BerniePortal's effort to support dual year enrollment. When it goes live, users will be able to indicate which "Upcoming Offer" Plans an Employee should be defaulted into based on the "Current Offer" elections of the Employee if the Employee fails to login and make active elections before Open Enrollment is closed. We are working hard to have this next step ready for fourth quarter 2020.