Employers are required to file a **Defined Contribution (DC) report** (payroll report) in the Gemini Employer Portal for each payroll if the employer has employees enrolled in the TRS Supplemental Savings Plan (SSP) and SSP contributions are withheld from the compensation of the employee or if the employer pays nonelective employer contributions to the SSP on behalf of eligible employees.

The Gemini Employer Portal offers two reporting methods for completing the contribution reporting process: **File Upload** and the **Replication** process. If the reporting method chosen by the employer is Data Entry, employers will need to use the replication process to submit their contribution reports. The first defined contribution report will need to be manually entered for the SSP; however, subsequent DC reports will be prepopulated using the prior posted DC report. The new DC report will need to be manually updated with any contributions changed from the previous posted DC report.

For those choosing File Upload as the reporting process, refer to the Employer Portal – Contribution Reporting: New Report Procedures for more information. Employers may use one method for reporting defined benefit (DB) contributions and use a different method for reporting defined contribution (DC) contributions for the SSP. For example, employers may use the File Upload process for DB reporting but choose to use the Replication process for DC reporting. To change your reporting method, contact TRS.

Employers must file DC reports after each payroll in accordance with the pay dates in their payroll schedule(s). DC reports are due as soon as administratively feasible after contributions are withheld from compensation of the employee, but no later than 15 business days following the end of the month in which such amount is witheld from the compensation of the employee. Defined Contribution reporting is the mechanism to invest contributions as indicated by your employee; therefore, it is important to meet these requirements.

Use the following steps to navigate through the Replication process for the Gemini Employer Portal.

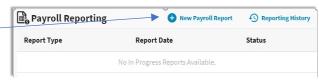
Note: Employers must have their Payroll Schedule(s) and Banking screens completed within the Gemini Employer Portal prior to beginning the contribution reporting process. *Refer to the Employer Portal - Payroll Schedule Procedures and the Employer Portal - Banking Procedures for more information.*

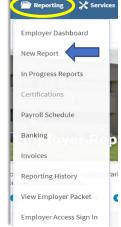
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Once signed into the Employer Portal, the employer has two options from the Employer Dashboard to begin the replication process and create a new payroll report.

The first option is to hover over **Reporting** in the Employer Menu and select **New Report**.

The second option is to click on the New Payroll Report. button located at the top of the Payroll





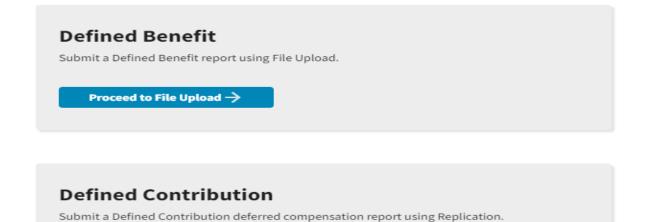
Reporting widget that is located on the Employer Dashboard.

Note: User access to the contribution reporting process will be limited to the Portal users who are designated with the Security Role of Payroll Remitter. *Refer to the Employer Portal – Contacts Procedures for more information on Security Roles*.

Contribution Reporting Step 1: Select Report Type and Schedule -

Proceed to Replication ->

There are two (2) sections displayed on the Select **Report Type** screen: Defined Benefit or Defined Contribution. Select Defined Contribution and Proceed to Replication.



If you wish to update your reporting method, please contact TRS.

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The **Process Stepper** section *(image below)* displays the six (6) steps in the Contribution Reporting process. This status bar will indicate the current step the user is on and it will progress with each completed step.

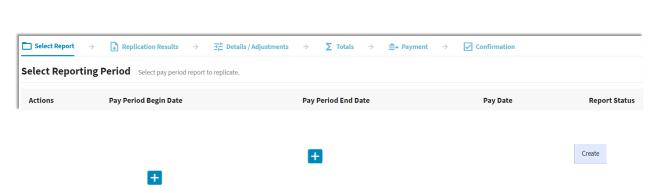


The **Payroll Schedule** section (*image below*) provides a list of payroll schedules previously entered by the employer. From the Select column, employers can click in the circle to choose the payroll schedule for which you want to create a contribution report.



Note: A separate contribution report must be completed for each Job Category in which a payroll schedule has been created.

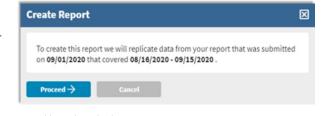
Proceed →



For the first DC report all required information will need to be manually entered. Users will need to add any employees who have SSP deferrals. Adding records is discussed below.

For subsequest contribution reports, the following message will appear.

Once a contribution report is submitted and completes the post batch process, subsequent reports will be replicated using the most



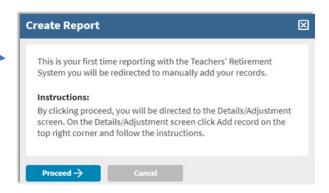
recent posted contribution report for the same payroll schedule.

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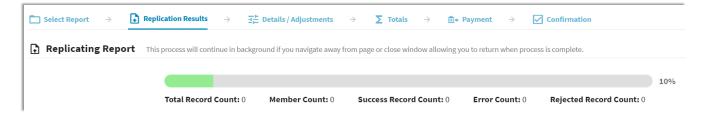
First time users will have to manually add records. See the Add a Record section below for more information on this process.

Defined Contribution Reporting Step 2: Replication Results -

On the Replicating Report screen, a progress bar will display the file's progress during the replication process from 0 to 100% (image below). The replication process occurs in the

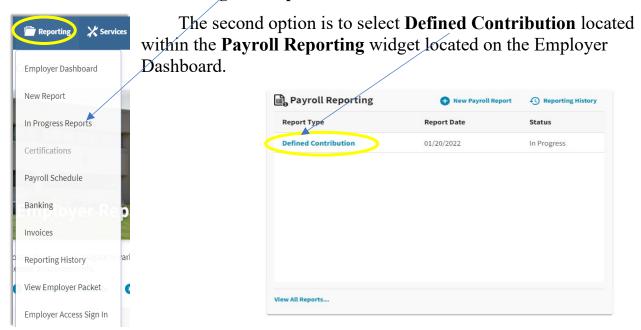


background of the Gemini Employer Portal and will continue processing even if the user navigates away from the Replicating Report screen or logs out of the Employer Portal. Users who remain active on the Replicating Report screen will receive a message stating Replication Completed once the process is complete.



Returning to the Replication process -

Users who log out or leave the Replicating Report screen can return to the report once the replication process is complete. There are three options to navigate to the next step in the process. The first option is to hover over reporting in the Employer Menu and select the **In Progress Reports** from the sub-menu.



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The third option is to click the

of the **Payroll Reporting** widget located on the Employer Dashboard. Refer to the Employer Portal - In Progress Reports Procedures for more information.

Payroll Reporting

Report Type

Report Date

Status

No In Progress Reports Available.

Once the process has completed and the file has been replicated, it will appear on

the **Replication Results Summary** screen *(image below)*. This screen gives a summary of the records replicated. It will indicate the time frame of the report, the total number of replicated records in the file, total rejected records, total number of records with errors, and the total number of replicated defined contribution members. It also indicates the total amount of replicated member voluntary DC contributions and the total amount of replicated employer DC contributions.

Replication Results Summary Summary of pay period report replicated.		
We have replicated your report for the period covering:	01/29/2022 - 02/15/2022	
The total number of replicated records:	52	
The total number of records that were rejected:	0	
The total number of records that have errors:	3	Error Report
The total number of replicated defined contribution members:	15	
The total amount of replicated member voluntary DC contributions:	\$1,006.00	
The total amount of replicated employer DC contributions:	\$20.00	

If the replicated report includes members the district previously reported as terminated, a message will appear above the void report and proceed buttons near the bottom of the screen (*image above*) along with a list of the terminated members. Be sure to delete these members from the replicated report if they are terminated.

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Replication Results Summary Actions -

From the Replication Results Summary screen (*image above*), you can perform the following actions:

Error Report will open the Contribution Reporting Error Report.

<u>Void Report</u> will void the replicated file.

Proceed will navigate you to the Details/Adjustments screen.

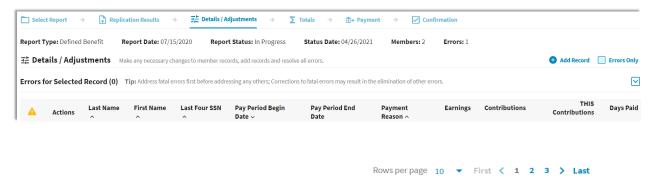
Tip: Employers are advised to view/save/print the **Contribution Reporting Error Report** before proceeding from this screen. The report allows you to view the errors on the replicated file that will need to be corrected and/or reviewed. In addition, this report will detail any records that were rejected during the file replication process. **It is important that all contribution reporting errors are corrected prior to submitting the DC report.**

Defined Contribution Reporting Step 3: Details/Adjustments -

Once you select Proceed from the Replication Results Summary screen, you will be navigated to the **Details/Adjustments** screen.



All of the detail records that were created from the replication process will be listed under the Details/Adjustment table. Using the table view (*image below*), you can review the detail records, as displayed in rows, for each member that was included in the replicated contribution report file.



The user can sort the detail records, add new detail records, and view detail records with errors from this screen. All edits and/or adjustments that are required to any individual detail records within the contribution report will be completed during this phase of the Contribution Reporting Process.

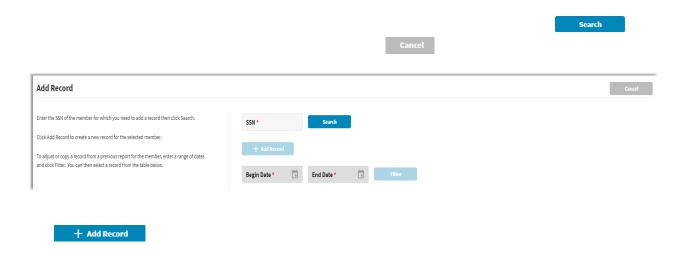
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Add a Record -

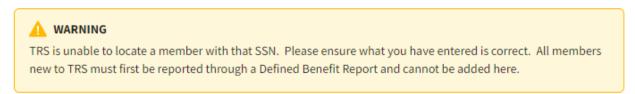
To add a new record to the contribution report, click the ** Add Record button (image below) located near the top of the Details/Adjustments table.



Note: Records that were rejected during the file replication process will need to be added manually using the **Add Record** process. Use the Contribution Reporting Error Report to retrieve the information relevant for the rejected records. *Refer to the Replication Results Summary Actions section above for more information regarding the Contribution Reporting Error Report.*



If the entered SSN is unknown, the following warning message will appear:

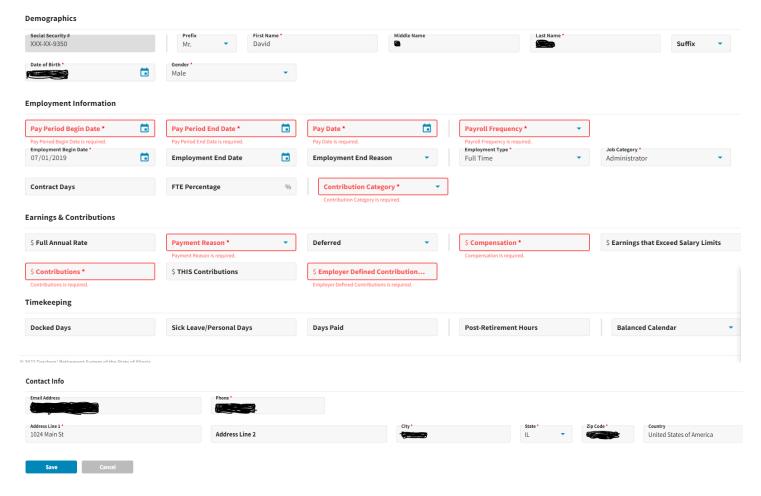


Note: New members may not be added through a Defined Contribution Report. New members must first be reported and posted through a Defined Benefit Report.

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The Add Record Details screen will appear (image below). The Demographic fields, Contact Info fields, Employment Begin Date, Employment Type, and Job Category will be pre-filled with information from the last Defined Benefit Report posted and are required fields. Any changes to Demographics data,

Timekeeping data, or Contact Info data in a Defined Contribution Report WILL NOT update the Gemini system. Any changes to Employment Begin Date, Employment Type, and Job Category WILL NOT update the Gemini system on a Defined Contribution report. Only those fields below highlighted in RED and have a red asterisk should be updated for Defined Contribution reporting and will update the Gemini system. All other changes should be made through a Defined Benefit report, if necessary. Click after entering all necessary information. Click after the return to the Details/Adjustments screen.



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Review of Required Fields –

Pay Period Begin Date – must match the payroll schedule selected for the appropriate defined contribution report.

Pay Period End Date - must match the payroll schedule selected for the appropriate defined contribution report.

Pay Date - must match the payroll schedule selected for the appropriate defined contribution report.

Payroll Frequency - must match the payroll schedule selected for the appropriate defined contribution report.

Employment Begin Date – will be prefilled when the record is added and should not be changed in a Defined Contribution Report.

Employment Type – will be prefilled when the record is added and should not be changed in a Defined Contribution Report.

Job Category - will be prefilled when the record is added and should not be changed in a Defined Contribution Report.

Contribution Category – this field indicates what type of contribution is being reported in the record. Only one type may be reported in each record. It must be one of the following:

03 – SSP Pretax

04 – SSP Pretax Catch-Up

05 – SSP Pretax Special Catch-Up

06 - SSP Roth

07 – SSP Roth Catch-Up

08 - SSP Roth Special Catch-Up

Payment Reason – this must be BS – Base Salary for all Defined Contribution records.

Compensation – pre-tax gross compensation currently. Note this field is not used in the Gemini system at this time and is strictly for informational purposes for the employer.

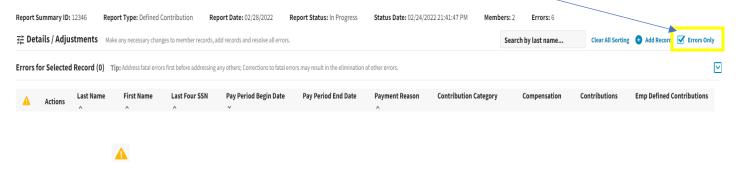
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Contributions – this is the amount of contributions that were withheld from the employee's paycheck for the indicated contribution category to be paid to the SSP and invested on the employee's behalf.

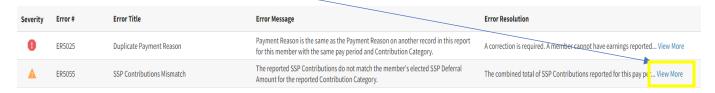
Employer Defined Contributions – this is the amount of contributions <u>paid by</u> <u>the employer</u> on the employee's behalf to be paid to the SSP and invested on the employee's behalf. This amount includes both matching and nonelective employer contributions as described in Section 4.03 of the Plan document. This field should be zero if the employer does not make matching or nonelective employer contributions for its eligible employees. **The only associated Contribution** Category allowed if this field is greater than zero is 03 – SSP Pretax.

Viewing Records with Errors -

All fatal and warning errors appearing on the **Details/Adjustments** screen must be resolved before you can move on to the next step in the Contribution Reporting process. Errors can be sorted by checking the **Details/Adjustments** table (image below).



Errors will be displayed in order of severity: **red** indicates fatal errors, **orange** indicates warning errors, and **blue** indicates info errors. To view the full Error Resolution, click on the New More button.



Note: Refer to the Employer Reporting File Validations document for additional guidance on validations and errors.

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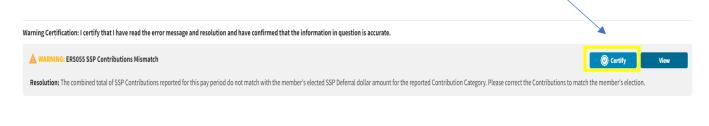
Addressing Records with Errors –

Records with errors may or may not require any changes depending on the type of error invoked. Below is a brief description of the three types of errors and guidance to assist with resolving the errors.



Tip: Address fatal errors first before addressing any other errors. The correction to fatal errors may result in the elimination of the other errors for the same record.

Warning errors: Warning errors must be certified by the employer. To certify, open Edit Details from the Actions dropdown box then click were from the Error Resolution column for the error in question. Review the Resolution provided. If you determine the information is correctly reported, click the carrier button in the Warning Certification box to resolve the error (image below).



Tip: Correct all fields invoking errors prior to Save. If you correct one error at a time by clicking save, you will be navigated back to the Details/Adjustments screen and must choose Edit Details under Actions to return to the Edit Record Details screen to make any additional changes.

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Details/Adjustments Actions -

From the Details/Adjustments screen, you have the following actions items available for each row: Quick Edit, Edit Details, View, Copy and Delete (image right). To complete an action for a record, click the Action button and select an action item.





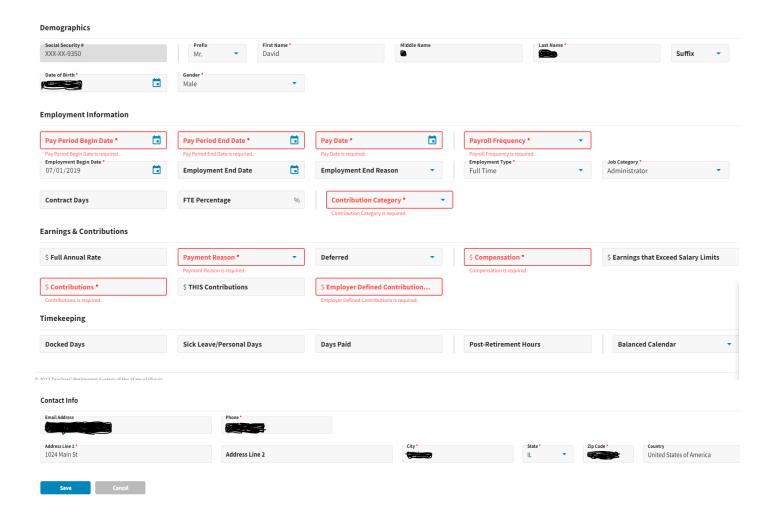
Edit Details: will navigate the user to the Edit Record Details screen (image below). This screen allows you to enter, review and correct fields in the report for the selected member. The Errors for Record section will list all errors invoked for the selected member in order of severity. Refer to the Employer Reporting File Validations document for a list of possible errors. Click once all changes have been made. Click to return to the **Details/Adjustments** screen.

View: the Edit Details screen can be viewed with read-only capabilities.

Delete: will delete the selected row from the contribution report.

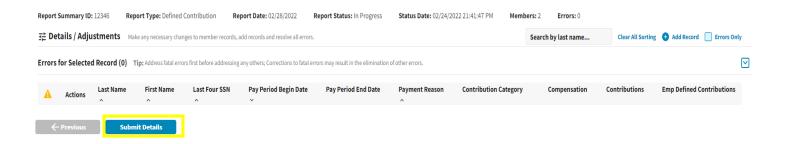
Make any necessary changes to the fields shown in red below to resolve all fatal and warning errors. Any changes to Demographics data, Timekeeping data, or Contact Info data in a Defined Contribution Report WILL NOT update the Gemini system. Any changes to Employment Begin Date, Employment Type, and Job Category WILL NOT update the Gemini system on a Defined Contribution report. Only those fields below highlighted in RED and have a red asterisk should be updated for Defined Contribution reporting and will update the Gemini system. All other changes should be made through a Defined Benefit report, if necessary. Click after entering all necessary information. Click to return to the **Details/Adjustments** screen.

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Note: Refer to the <u>Employer Reporting File Format</u> document for details on field descriptions and examples.

After all fatal and warning errors have been resolved, click on the button located near the bottom of the **Details/Adjustments** screen to proceed to the next step in the Contribution Reporting process.



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Defined Contribution Reporting Step 4: Totals -

The **Totals** screen is used to view the contribution report totals.



The **Report Totals** are separated into two sections: Regular and Adjustments. The **Regular** section (*image below*) is defined further into totals for each Contribution Category. Contribution Categories are summed together to arrive at the amounts shown on the Totals line for each column listed.

Regular **Contribution Category** Fiscal Year Compensation Contributions **Employer Defined Contributions** SSP Pretax 2021-2022 2,000.00 50.00 0.00 SSP Roth 2021-2022 1,000.00 50.00 0.00 Totals \$3,000.00 \$100.00 \$0.00

The **Adjustments** section (*image below*) reflects any adjustments to posted records from a previous reporting period included in the current Contribution Report. Employer's will have access to process adjustments to reported information that has been submitted using the Gemini Employer Portal.

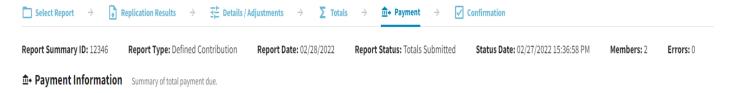


Once you are finished, click the serve and Proceed to Payment button located near the bottom of the screen to be navigated to the next step of the reporting process. Clicking will return you to the Details/Adjustments screen.

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Defined Contribution Reporting Step 5: Payment -

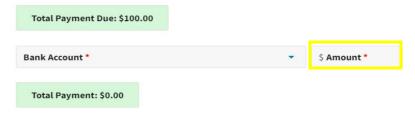
The **Payment Information** screen gives an overview of the total payment due for the defined contribution report.



The **Current Report** section displays the total contributions for the contribution report.



The total payment due will be deducted from the Bank Account listed. To select the Bank Account, use the dropdown box. Enter an amount for your payment in the Amount field for the Bank Account.



Note: To add/edit bank account information available from this payment screen, refer to the Employer Portal – Banking Procedures for more information.

Once you have specified the bank account you want to make the payment from, click the return you to the Report Totals screen. After clicking Process Payment, a Confirm Payment screen will appear (image below).

Confirm Payment	×
Do you confirm that it is OK for TRS to charge the chosen accounts \$100.00?	
Account: FIRST NATIONAL BANK Amount: \$100.00	
Confirm	

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Confirm

If you need to make any adjustments to the bank account information and/or the amount of the payment, select the cancel button to be returned to the Payment screen.

Defined Contribution Reporting Step 6: Confirmation –

The last step of the contribution report process is the **Confirmation** screen.



This screen provides you with a confirmation number that is associated with the payment submitted to the Supplemental Savings Plan from the **Payment** screen (*image below*). You may choose to print this confirmation page for your records.

Thank You!	
Confirmation Number: 7149	
Employer:	
Report Date: 02/28/2022	
Report Status: Payment Submitted	d
Status Date: 02/27/2022 16:09:41 F	РМ
Report type: Defined Contribution	1
Report Summary ID: 12346	
Members: 2	
Account Invoiced	Total Paid
	100.00
	Grand Total Paid: \$100.00
← Return To Das	shboard

After the contribution reporting process is complete, the report will be updated to a status of Payment Submitted. The Gemini Employer Portal system will run a post batch process daily. The post batch process is automatic and does not require any action from the employer.

← Return To Dashboard

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