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 File Upload, employers will need to upload files when submitting their contribution reports.

For those choosing Replication as their reporting process, refer to the Employer Portal – Defined Contribution Reporting: Replication Process - SSP 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 Employer Services.

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.

The Employer Portal requires the contribution report upload files to be in the correct format or they will be rejected during the load process. Employer Contribution files being submitted electronically must be named as follows:

yyyymmddXXXAAAAAA_OptionalSuffix or yyyymmdd-XXX-AAAAAA OptionalSuffix

Refer to page 14 of the <u>Employer Reporting File Format</u> for more details on file format instructions. Use the following steps to navigate through the File Upload process for the Gemini Employer Portal.

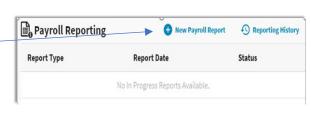
Note: Employers must have their Payroll Schedule(s) and Banking screens completed within the Gemini Employer Portal prior to beginning the contribution reporting process. *Refer to the Employer Portal - Payroll Schedule Procedures and the Employer Portal - Banking Procedures for more information.*

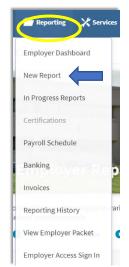
03.08.22 Page **1** of **15**

Once signed into the Employer Portal, the employer has two options from the Employer Dashboard to begin the file upload 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: Upload File -

There are three (3) sections displayed on the Upload File screen: process stepper, select file, and the submission history section.

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 **Select File** section will be used to browse and upload a file. Click in the Browse field and select the file you wish to upload. Once the file is selected, click the



button. Upon clicking Upload, you will be navigated to the **Upload Results** screen (*Step 2*).

The **Submission History** section (*image below*) provides a list of files previously uploaded and their current statuses. From the Reports column, employers can click the blue hyperlink to view the Contribution Reporting Error Report.

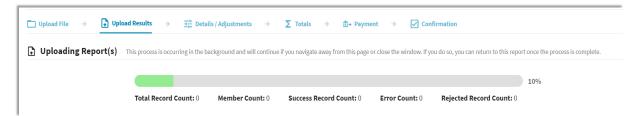
03.08.22 Page **2** of **15**



Employers can refine the Submission History list by selecting the ∇ submission Period Filter button located near the top of the submission history table. Once selected, the user can choose to filter the list for the previous 3, 6, or 12 months of data.

Contribution Reporting Step 2: Upload Results -

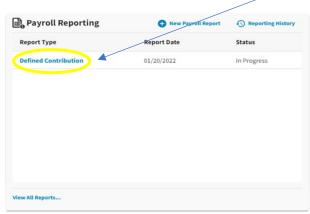
On the Upload Results screen, a progress bar will display the file's progress during the upload process from 0 to 100% (image below). The upload process occurs in the background of the Gemini Employer Portal and will continue processing even if the user navigates away from the Upload Results page or logs out of the Employer Portal. Users who remain active on the Upload Results screen will receive a message stating Uploading Complete once the file upload process is complete.



Returning to the Upload Results screen -

Users who log out or leave the Upload Results screen can return to the report once the upload process is complete. There are two options to navigate back to the Upload Results screen. The first option is to hover over in the Employer Menu and select the **In Progress Reports** from the sub-menu.

The second option is to select **Defined Contribution** within the **Payroll Reporting** widget located on the Employer Dashboard.



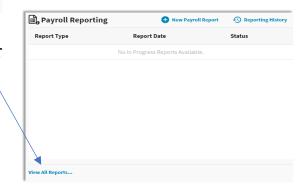


03.08.22 Page **3** of **15**

The third option is to click the View All Reports... button located at the bottom of the Payroll Reporting widget located on the Employer Dashboard.

Upload File Rejected -

If the uploaded file contains too many rejected records or if the entire file is rejected during the file upload process, the displayed progress bar will be red. An



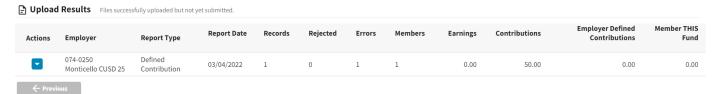
error message will be displayed if the entire file is rejected during upload. You will need to correct the file issue(s), rename the corrected file and start the File Upload process over beginning with the create • New Payroll Report and run the upload process again.

Note: Refer to the <u>Employer Reporting File Validations</u> document for guidance on load validations and errors.

Upload File Accepted -

Once the upload process has completed and the file has been accepted, it will appear on the Upload Results screen (image below). The total number of detail records in the file will be indicated under Records. Rejected indicates the total number of records that have a status of rejected from the uploaded file. Rejected records are records that did not pass the validation process during file upload. Errors indicates the total number of records with errors invoked in the file. The Members count is the total number of employees included in the file. The Earnings, Contributions, Employer Defined Contributions and Member THIS Fund columns are the sum of each column and include all detail records that were not rejected.

Note: The values displayed on this screen *(image below)* are a representation of the data included in the accepted file and these values will not change even after the report is posted. Employers may choose to use the provided upload result values and compare these amounts to their internal payroll data records.



The Previous button (image above) will return the user to the Select File screen.

03.08.22 Page **4** of **15**

Upload Results Actions -

From the Upload Results screen, you have the following actions items: Details, Void and Errors Report (*image right*). Click on the Action button left of the Employer name to complete an action.

<u>Details</u> will navigate you to the Details/Adjustments screen.

<u>Void</u> will void the most recent uploaded file.

Error Report will open the Contribution Reporting Error Report.

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 uploaded file that will need to be corrected and/or reviewed. In addition, this report will detail any records that were rejected during the file upload process. It is important that all contribution reporting errors are corrected prior to submitting the DC report.

Upload Results

Employer

Actions

Details

O Void

Error Repor

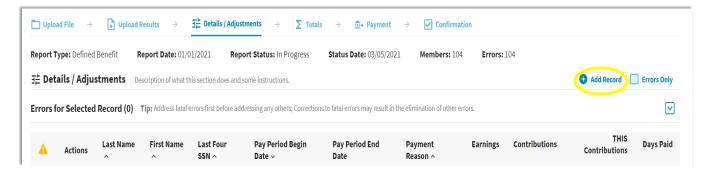
Contribution Reporting Step 3: Details/Adjustments -

Once you select Details from the Upload Results Actions, you will be navigated to the **Details/Adjustments** screen.



All of the detail records that weren't rejected from the file upload 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 uploaded contribution report file. To adjust the number of records displayed in the table, use the navigation section located near the bottom right corner of the table Rows per page 10 • First < 1 2 3 > Last.

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.



03.08.22 Page **5** of **15**

Add a Record -

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

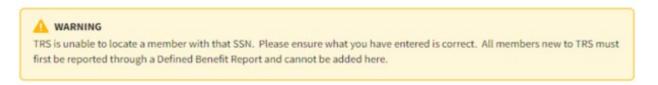
Note: Records that were rejected during the file upload process will need to be added manually using the **Add Record** process. Use the Contribution Reporting Error Report to retrieve the information relevant for the rejected records. *Refer to the Upload Results Actions section above for more information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

The Add Record box will appear *(image below)*. Enter a 9-digit Social Security number for the member you wish to add in the SSN box then click the button. To close the Add Record box, click the cancel button.

Add Record					Cancel
Enter the SSN of the member for which you need to add a record then click Search.	SSN *	Search			
Click Add Record to create a new record for the selected member.					
To adjust or copy a record from a previous report for the member, enter a range of dates	+ Add Record				
and click Filter. You can then select a record from the table below.				_	
	Begin Date *	End Date *	Filter		

If the entered SSN search returns the member you wish to add a record for, click the + Add Record button to continue. To adjust or copy a record from a previous report for the member, you can enter a range of dates in the Begin and End Date fields, then click the Filter button.

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



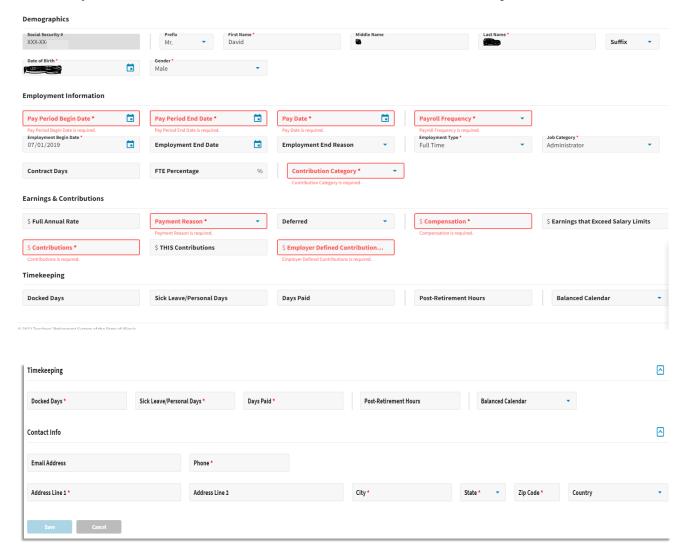
Note: New members may not be added through a Defined Contribution Report. New members must first be reported and posted through a Defined Benefit Report.

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

03.08.22 Page **6** of **15**

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 save after entering all necessary information. Click to return to the Details/Adjustments screen.



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.

03.08.22 Page **7** of **15**

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.

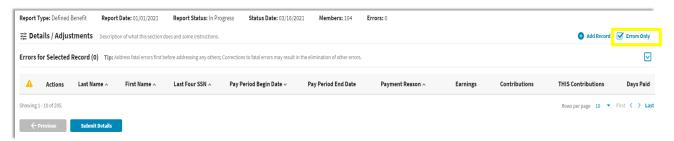
Contributions – this is the amount of contributions that were withheld from the employee's paycheck for the indicated contribution category to be paid to the SSP and invested on the employee's behalf.

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.

03.08.22 Page **8** of **15**

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 Frors Only box located at the top of the Details/Adjustments table.



A count of the total errors per record is indicated by color under the Warning column to the left of Actions. Clicking on the box containing the error total will expand the **Errors for Record** selected section (*image below*). This area lists the error messages and error resolutions for all errors that have invoked for the selected member's record.

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 <u>Employer Reporting File Validations</u> document for additional guidance on validations and errors.

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.

Fatal errors: Changes must be made to resolve fatal errors • To make changes, open Edit Details from the Actions dropdown box then click where from the Error Resolution column for the error in question. This will open an Error Resolution box which displays the full error resolution. Click to be navigated to the field the error is connected to. Make any necessary changes needed to resolve the fatal errors.

03.08.22 Page **9** of **15**

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 week from the Error Resolution column for the error in question. Review the Resolution provided. If you determine the information is correctly reported, click carrier to resolve the error.



Info errors: Info errors • are for your information only. No action is required for info errors.

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.

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.

Quick Edit: will allow the user to make changes to any of the fields that appear in the row. You can make changes to the following fields: Pay Period Begin Date, Pay Period End Date, Payment Reason, Contribution Category, Compensation, Contributions or Employer Defined Contributions. Once all necessary changes are made, click Save. Click to close without saving.

Last Nar

Actions

Quick Edit

Edit Details

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.

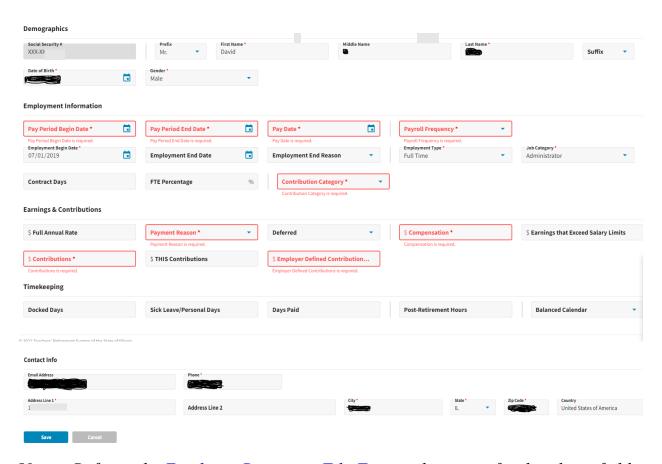
<u>View:</u> the Edit Details screen can be viewed with read-only capabilities.

03.08.22 Page **10** of **15**

<u>Copy:</u> can be used to duplicate any record selected. You may find this useful if you need to add an additional record for a member without having to manually enter each field. Once all necessary changes are made, click

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

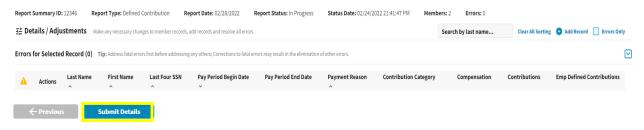
Make any necessary changes to the fields shown below to resolve all fatal and warning errors. Changes cannot be made to the Social Security # field as it is read only. Any changes to Demographics data, Timekeeping data, or Contact Info data in a Defined Contribution Report WILL NOT update the Gemini 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 of after entering all necessary information. Click to return to the Details/Adjustments screen.



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

03.08.22 Page **11** of **15**

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.



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 Tier 1 and Tier 2. Both tiers are summed together to arrive at the amounts shown on the Totals line for each column listed.



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

Note: Any required adjustments to reported information for FY21 and previous years will need to be completed by contacting Employer Services at employers@trsil.org.



03.08.22 Page **12** of **15**

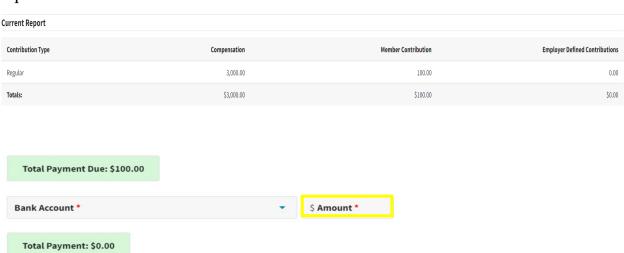
Once you are finished, click the serve and Proceed to Payment button located near the bottom of the screen to be navigated to the next step of the reporting process. Clicking will return you to the Details/Adjustments screen.

Contribution Reporting Step 5: Payment -

The **Payment Information** screen gives an overview of the total payment due for the 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 a different 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(s) you want to make the payment from, click the recess Proposed to initiate the payment. Clicking the button will return you to the Report Totals screen.

03.08.22 Page **13** of **15**



After clicking recess Payment >, a Confirm Payment screen will appear (image above). If the detailed payment information is correct, select the button.

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.

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 TRS from the **Payment** screen (*image below*). You may choose to print this confirmation page for your records.

After the contribution reporting process is complete, the report will be updated to a status of Awaiting Post. 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.

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

03.08.22 Page **14** of **15**

Once the report has completed the post batch process, the status will update to Posted. *Refer to the Employer Portal - Reporting History Procedures for more information on retrieving a report in Awaiting Post or Posted status.*

Users can click the Feturn To Dashboard button at any time to be returned to your Employer Dashboard.

03.08.22 Page **15** of **15**